

# We are the future!

At the OGBL we put forward proposals in all areas which directly or indirectly impact working conditions of employees, pensioners, and their families. During the parliamentary election we informed all political parties of our priorities and we firmly uphold these demands in our dealings with the new government. We want a fairer society!

The OGBL's primary objective is to combat inequalities and provide better protection for employees, pensioners and their families, regardless of their country of residence, background or gender.

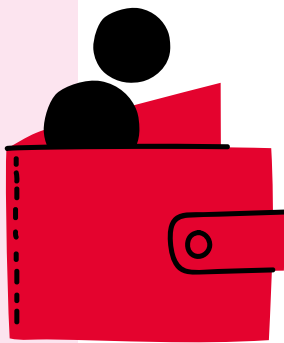
**Given new austerity measures that are on the horizon, it is more important than ever that we boost the power of Luxembourg's largest trade union, the OGBL!**

# Hands off the index!

Hands off the index! It must not be manipulated, deferred, changed, or capped! In 2022, the OGBL was the only union to defend the automatic indexing of salaries at all costs, and will continue to do so. The index is a key tool for protecting the purchasing power of employees, pensioners and their families. It is a pillar of the Luxembourg social model and ensures social peace. The OGBL will not tolerate any attack on the index!

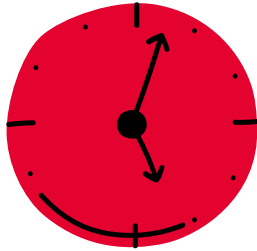


# Good working conditions and wages for all



The best way of guaranteeing good working conditions and reducing inequality is to have a collective bargaining agreement (CBA) negotiated by the trade union. Although the OGBL has made every effort to negotiate new CBAs, there is still a long way to go to reach the European Union's 80% target of CBA coverage. In order to facilitate the implementation of new agreements, the OGBL wants employers to be required to negotiate on a sector-specific basis, and for public tenders or state aid to be awarded only to companies with a CBA. The OGBL is also asking for trade unions to be given more, including the ability to organise warning strikes before the end of the conciliation process. In addition to collective bargaining legislation, the OGBL is seeking a structural increase of the statutory minimum wage.

# Working time is lifetime



The coalition programme reflects employers' hostility towards a number of aspects of working time organisation. While a number of economic sectors struggle to hire staff, employers and their political allies claim that we need more flexibility. In fact current laws already offer a number of possibilities through collective bargaining agreements, and additional flexibility would further increase the risk of burn-out and work-related illnesses. The OGBL opposes any additional flexibility, and particularly an annual working time reference period. Instead, it calls for a general statutory reduction in working hours with no reduction in pay, which should then be transposed in collective bargaining agreements negotiated by the trade union.

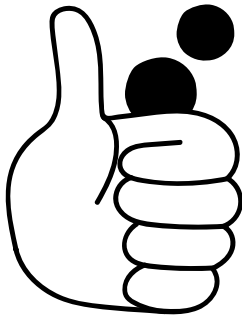
# A more protective labour law



Given attempts to unravel or bypass labour law, the OGBL is calling for stronger labour laws which better protect workers. We especially need stronger protection against both individual and mass redundancies. The OGBL is therefore pushing for a job protection plan (plan de maintien dans l'emploi – PME) as an essential requirement before implementing any collective redundancy procedure ("social plan"). Employees also need better protections administration case of bankruptcy of their employer. Furthermore, to meet future challenges in the world of work, the OGBL is calling for a reform whereby employees have guaranteed access to ongoing training. The OGBL is also calling for emergency national legislation on the gig economy, to prevent the 'uberisation' of labour law!

# Fairer taxation

A fairer society can be delivered through a fairer tax system. Taxes should not only redistribute wealth down the income scale, but also fund a strong state which is able to invest in infrastructure, high-quality public services, good social benefits and a decarbonised future. To do so, we need sufficient tax revenue. Contrary to what is set out in the coalition agreement, we need to alleviate the tax burden for households on low and average incomes and tax high and very high incomes more heavily, together with higher taxes on capital income. The OGBL opposes any additional reductions in corporate tax. The OGBL is also calling for tax brackets to be automatically adjusted in line with inflation, to put an end to so-called 'cold progression'.



# Good pensions for all!

Both the government and employers' lobby have started attacking our retirement system by brandishing the threat of a 'pension wall'. The OGBL will not allow any further downgrading of our pensions. The 2012 pension reform, opposed by the OGBL, will cost the average employee €314,000 over a 25-year retirement period. It also contains provisions to reduce or even abolish the end-of-year pension benefit, and to remove the regular adjustment of pensions in line with the general salary evolution.

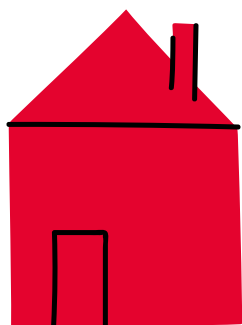
The OGBL is calling for the reversal of these unfavourable measures introduced in 2012. We also want a structural increase in the minimum pension to ensure that pensioners have a decent quality of life.

# Protecting our social security and health systems



The OGBL strongly opposes any attempt to further privatise health care or the social sector. While we acknowledge shortcomings in the sector, a two-tier system and the erosion of social benefits is not the answer. The OGBL is therefore calling for the mandatory agreement 'conventionnement' of medical services to be upheld. Ambulant surgery and MRI scans should be in the remit of the hospital sector and the relevant collective bargaining agreement has to be implemented. The OGBL is also committed to an extension of healthcare coverage by the National Health Fund (CNS). It is also calling for a structural increase of family benefits which takes into account the losses incurred by the de-indexing between 2006 and 2021, and an end to all discrimination in this area against cross-border employees and their families.

## A roof over one's head is a right!



We have a housing crisis on our hands. Access to housing is becoming impossible especially for younger people, and rental prices are going through the roof, both in Luxembourg and in bordering regions. The OGBL is calling for a rental cap which takes account of increases in the cost of living. The OGBL also wants to limit speculative property purchases through a progressive land tax, and national taxes on vacant property and retained land. We want to abolish tax breaks which the government plans to extend, as they only serve to fuel speculation and boost profits for property developers! We are also calling for a large public housing programme.