

No empty talk...

The OGBL defended the index

The OGBL was the **ONLY** trade union not to sign the tripartite agreement in March 2022, which foresaw one indexation **every 12 months**. Thanks to the OGBL's persistent campaigning, which included street demonstrations, a new agreement was reached in September 2022, that restored the usual mechanism of indexing salaries and pensions. The index manipulation was ultimately limited to one single indexation. **Three additional indexations** were paid, representing a **7.7%** boost to purchasing power.

Partial adjustment of tax brackets

Since the mechanism of automatically adapting tax brackets to inflation was abolished in 2012 by the then Finance Minister Luc Frieden, workers and pensioners have seen their tax burden creeping up as tax brackets have failed to keep up with the increase in the cost of living. This is a tax increase by stealth which erodes the net worth of each wage indexation! When a new tripartite agreement was adopted in March 2023, the OGBL finally achieved a (partial) adaptation of the brackets to limit these losses. The adaptation comes in the form of a **tax credit** equivalent to the tax impact of **2 indexations** in 2023, and an **adaptation of the brackets** which comprises **2.5 indexations** on 1 January 2024, later increased to **4 indexations** (out of eight due) by the government.

Tackling inflation instead of attacking the index

While the other unions previously agreed to changes to the index mechanism without any action to stem huge price increases, in September 2022 the OGBL obtained an **energy price cap**, helping to protect households against price increases. This cap is valid until 31 December 2024 and has had a considerable impact on reining in inflation.

Hundreds of thousands of workers have benefited from **improved pay and working conditions** negotiated by the OGBL. Since 2019, the OGBL has negotiated new collective bargaining agreements in 18 companies, covering more than 1,600 workers who previously did not benefit from a collective bargaining agreement.

Following the OGBL's demand for a **structural increase in the statutory minimum wage (SSM)** at the beginning of 2019, the government increased it by 0.9%. And despite continued opposition from employers, the **SSM has been regularly adjusted to the general evolution of salaries** over the past five years. Every two years, the minimum wage has been adjusted in addition to being indexed.

The OGBL has negotiated **job protection plans** in various economic sectors, protecting thousands of jobs throughout multiple crises. The OGBL's actions prevented **mass redundancies which had already been announced** by employers, by negotiating job protection plans instead of a collective redundancy procedure ("social plan"). In this way, we were able to avoid **as much as possible cold dismissals**.

The OGBL negotiated national agreements with employers: an inter-professional agreement **governing telework** and an agreement relating to legislation on workers' **right to disconnect** outside of working hours. The OGBL successfully pushed to adapt working conditions to the digital age.

Although the OGBL's 2019 campaign sought a sixth week of paid leave, the government reacted by increasing statutory annual leave **to 26 days** by introducing a new public holiday, **Europe Day on 9 May**. The OGBL achieved part of its objectives, but will continue to fight for a sixth week of statutory leave.

The OGBL negotiated 232 collective bargaining agreements

An increase in the statutory minimum wage

Thousands of redundancies avoided

Agreements reached on teleworking and the right to disconnect

One additional day of leave and an extra public holiday





Family benefits re-indexed

Since **family benefits** were de-indexed in 2006, the OGBL has continually fought for their **re-indexation**. This was finally achieved on **1 October 2021**. Since then, benefits have risen in line with inflation five times, and currently stand at **between €418.32 and €497.16 per child per year**. However, the OGBL has not forgotten all the losses sustained between 2006 and 2011!

Immediate direct payment by the National Health Fund

A pilot scheme for **immediate direct payment** (paiement immédiat direct – PID) was launched by the National Health Fund (Caisse nationale de santé – CNS) in September 2023. With the PID, patients no longer have to advance the amounts reimbursed to them by the CNS. The PID is a response to one of the OGBL's long-standing demands to set up a **generalized third-party payment system** for medical services, to protect the insured from financial hardship. The OGBL insist that stakeholders implement this system quickly, so that the insured use it as soon as possible.

Seeing off attacks on our social security and pension schemes

Despite repeated attacks by employer lobbyists and various international institutions, the OGBL remained vigilant to see off reforms of our social security and public pension system that would have harmed the interests of employees and pensioners. It goes without saying that the OGBL will **strongly oppose** any such attack.

1,229 legal affairs

Between 2019 and 2023, the OGBL supported workers in 1,229 labour and social security law disputes. We have a **high success rate of 90%**.

... just strong actions!