

Time for recognition

Our collective bargaining agreement is expiring on December 31st, 2022 . According to the applicable regulations, negotiations will be initiated in the last quarter of this year. To this end, the LCGB will request the opening of negotiations in order to start the process.

First of all, the LCGB would like to summarise the past few years in order to clarify the context of the negotiations. Indeed, several serious crises have hit us hard! In particular, an incomparable health crisis has disrupted our lives and, even worse, a new war triggered in Europe leading to an economic crisis of a magnitude never before seen!

During this difficult period, we negotiated and concluded a new tripartite steel agreement, LUX 2025, which will have a considerable impact on the organisation of production sites and headquarters.

Without the commitment of each and every one of you, we would not have been able to successfully meet this challenge!

We would also like to recall the disastrous and unfortunate episode of 2014 which was a real dismantling of the collective bargaining agreement and which the LCGB refused to sign!

Since this really regrettable act, the LCGB returned to the negotiating table for the 2019-2021 agreement, at a period during which the result gradually led to wage increases for employees again.

However, the impact of the 2014 deterioration are still very strong. The main consequence we are facing today is that the profession has lost its attractiveness and the company is suffering from a lack of candidates for vacant positions. This reality represents a heavy burden for all employees, who feel increasingly stretched but see no recognition for it. Even after 8 years, this decision's consequences still have an impact, which demonstrates again the importance and awareness of collective agreement negotiations!

**This situation cannot go on,
enough is enough!**



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Negotiations on the new collective
bargaining agreement

Since the end of the health crisis, Luxembourg's production sites have been generating unexpected results beyond all budgets!

Important investments are being made and will go beyond the tripartite agreement. These strategic and environmentally friendly investments will fit into the logic of decarbonisation and bring new technologies, strengthening the Luxembourgish steel industry.

The LCGB is delighted that this result is the outcome of a good social dialogue and strategic decisions, but above all of the commitment and flexibility by the staff working on the production sites, in the administration and all the ancillary services that contribute to the smooth running of the company.

Without the employees of the Luxembourgish steel industry, these challenges could never have been met! Tomorrow's challenges will be even greater and today, the time for recognition has come!

The LCGB insists and demands from now on recognition that corresponds to the results obtained for all employees of the company. The negotiation of the collective bargaining agreement is an opportunity to correct mistakes from the past (2014 episode) and to finally reward and recognise the efficiency of the company's employees, thus restoring the attractiveness of the profession!

Dear colleagues,

the LCGB and its delegates assure you of their total commitment to work towards this goal during the negotiations for the new collective bargaining agreement. At the end of the first meeting, dedicated to the presentation of the economic and social situation of the company, a list of demands adapted to the recognition of employees will be drawn up and defended by all the means by the LCGB and its delegates.

To do this, your delegates will meet with you shortly, to hear your thoughts and suggestions on how to develop our demands.



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