

Cargolux **collective work agreement**



EDITORIAL

Dear colleagues,

CWA negotiations at Cargolux are always very difficult, long and stressful. The last negotiations were no exception to that rule. Started on the 30th of September 2014, they final signature was only done on December 17th 2015. It is important to highlight that during these negotiations, the LCGB never asked for anything more, no additional vacation days, no pay raise.... The company itself, however, wanted to downgrade the CWA, freeze salaries and withdraw your "Jours chômés". After long and difficult negotiations, the LCGB was able to persuade the management to withdraw these claims. At the end, an agreement which is far from being satisfactory, was signed. Important concessions have been made, mostly in terms of working conditions of the pilots, but also regarding a degraded Profit Sharing Formula. A lot of work lays ahead of us in order to adjust erroneous stipulations of the hastily signed document, and adapt agreements to the reality of the daily work.



Aloyse KAPWEILER
LCGB Union Secretary

This CWA is a compromise, but it is still a CWA, and by acting responsibly in the past and certainly also in the future, the LCGB will act in a way to transpose every signed agreement into the daily work of the employees. This is always possible via amendments to the CWA text or by using the social dialogue tools thoroughly such as the agreed upon "Trust and Passion Workshop" chaired by the external specialist Sarah Flaherty as well as by the Joint Crew Scheduling Committee (JCSC) for the pilot matters, as well as off course by the "Commission Paritaire"

A lot of work needs to be done in the coming months and the LCGB will need every input of every department in order to make it work.



ON THE “POSITIVE” SIDE

During the 14 month of tough negotiations, the LCGB was able to safeguard and defend long standing but unfortunately threatened achievements, such as:

- Salary scales with the corresponding yearly time unit augmentation;
- „Jours chômés“, which had been at question;
- the paid half hour pause for shift workers



Amongst others, the LCGB was able to introduce the following points:

I. Introduction and validation of a „Scope Clause“ in the new CWA

As a real novelty to collective work agreements in Luxembourg, it gives the Cargolux staff, by means of the unions, the possibility to influence the strategic orientation of the company in preventing abusive outsourcing whilst considering the interests of the employees.

Ground Staff

The „Scope Clause“ controls, via specific conditions, the strategical orientation of the company thus safeguarding the growth and prosperity of the home site of Luxembourg.

Example: Maintenance Department

The specific text in paragraph 11.2.2. of the collective work agreement **prevents abusive outsourcing of the maintenance activities** to the detriment of the employees in Luxembourg, see the highlighted portions.

Article 11.2.2. A-checks and base maintenance up to and including C-checks on aircraft and work on aircraft components for aircraft operated by the Company, to the extent performed by employees of the Company at the date of signing of this Agreement, **shall continue to be performed by employees of the Company**, except in cases where such work falls outside the capability scope of the Company's Maintenance division or cannot be performed in-house due to insufficient capacity. In the case of an unexpected AOG or any other unforeseen situation due to circumstances outside the Company's reasonable control, the Company may temporarily deviate from these provisions on a case by case basis.

Pilots

The „Scope Clause“ also applies to the operational department of the company thus restraining it's Cargolux Italia operations to 4 aircraft. The condition to strengthen the actual pilot population by at least 100 new pilots and upgrade at least 60 first officers to Captains by the end of this CWA.

Article 11.2.5. For the duration of this CWA as specified in Article 3.1, the **Company commits to limiting the number of aircraft operated by Cargolux Italia S.p.A. (“Cargolux Italia”) to four fully dedicated aircraft duly registered on the Air Operator Certificate of Cargolux Italia. However, the Company shall reduce the number of aircraft operated by Cargolux Italia to three by November 30th 2018 if the Company has not employed at least 100 new crew members and has not upgraded at least 60 First Officers to Captains in the period between 1st of December 2015 and November 30th 2018 compared to the situation at the signature date of the CWA.**

ON THE “POSITIVE” SIDE

2. No „Direct Entry Captains“

In line with the previous paragraph, the LCGB obtained the company’s commitment to abstain from direct entry captains and thus giving the possibility to the Cargolux First Officer employees to pursue their careers and eventually be upgraded to Captains.

Article BI-46.6 Seniority of Pilots Cargolux will not hire direct entry captains on permanent contract basis without the written consent of the Pilot Representatives.

3. Payment of a onetime 2.000€ premium at the signature of this CWA for every employee in the company.

4. Payment of a „Profit Share“ equal Lump Sum for all employees subject to conditions, being:

Article 13.4. Profit-sharing - Article 13.4.1. All employees will benefit from the agreed profit sharing formula for the duration of this CWA. For each employee the amount of the yearly profit sharing payment is determined by the Qualifying Profit before Tax (QPBT) and calculated according to the following equation.
$$\text{Profit Sharing} = \text{QPBT} \times 10\% / \text{total number of employees.}$$

In case of renewal of this CWA beyond the initial duration of three years, the profit-sharing formula will be renegotiated.

The total number of employees corresponds to the number of worldwide employees on the company’s payroll with exception of Exempt Employees and Managerial Staff. Part time employees will be taken into account on a pro-rata basis.



Article 13.4.3. The profit sharing shall be subject to the following restrictions:

- Payment of the profit-sharing is only due if the QPBT has reached a minimum level of US\$ 30 Million.
- Payment of the profit-sharing is only due when the Employee has worked for at least 4 months during the year for which the profit sharing is paid.
- Employees who have worked for more than 4 months but less than 12 months shall receive a profit-sharing on a pro-rata basis of months worked for the Company in the related calendar year.
- Payment will be made before 15th June of the year immediately succeeding the fiscal year with respect of which the profit-sharing is granted.

ON THE “POSITIVE” SIDE

5. Business class travel and same hotel standards for all employees on business trips (Crews and/or Ground Staff)

Article 17.1.3. Business Trip flights for all Employees, shall be booked business class except on Luxair intra-European point-to-point flights. If however business class is not or no longer available or not offered on a flight, a lower class may be booked.

Article 28.3.5. The Company will pay a hotel of good standard (equivalent to flight crew standard) including a continental breakfast for each Employee when he is away from Home Base.

6. Ground Staff Accident Insurance

Article 27.2. Minimum sum insured for death or permanent disablement or medical expenses shall be:

- In case of death € 30.000.- at index 100
- In case of permanent disability € 30.000.- at index 100
- Medical expenses. € 550.- at index 100

The amounts will be adapted each year to the cost of living index used in Luxembourg. The amount shall be paid gross of taxes.

These amounts were raised (former minimum sum: 19'000.-€ at index 100 in case of death or permanent disability, and 500.-€ at index 100 for medical expenses).



MAJOR CHANGES - NEW COLLECTIVE WORK AGREEMENT

valid from 01.12.2015 to 30.11.2018

A. INTRODUCTION AND COMMON CONDITIONS

I. Job security in Luxembourg by preventing abusive outsourcing

Article 11.2.1. The Company will use its best efforts to keep the overall level of Employees constant throughout the duration of this CWA. The Company shall not contract out work when such contracting out directly results in a reduction of the number of Employees covered by this Agreement at the signature date.

This should make sure that the number of employees in Luxembourg cannot be reduced due to abusive outsourcing

Article 11.2.2. A-checks and base maintenance up to and including C-checks on aircraft and work on aircraft components for aircraft operated by the Company, to the extent performed by employees of the Company at the date of signing of this Agreement, shall continue to be performed by employees of the Company, except in cases where such work falls outside the capability scope of the Company's Maintenance division or cannot be performed in-house due to insufficient capacity. In the case of an unexpected AOG or any other unforeseen situation due to circumstances outside the Company's reasonable control, the Company may temporarily deviate from these provisions on a case by case basis.

= Scope Clause Text for the entire Luxembourgish Maintenance staff thus preventing abusive outsourcing

Article 11.2.3. The Company may return aircraft components, equipment, parts or assemblies to the manufacturer or to an approved repair station for repair or replacement that fall outside the capability scope of Company's Maintenance division or where such work cannot be performed in-house due to insufficient capacity.

Gives the company the possibility to outsource work that cannot be done by Cargolux staff (i.e. repair work on photocopiers)

Article 11.2.4. The above restrictions shall not apply in cases of AOG or other unforeseen situations due to circumstances outside the Company's reasonable control. In such cases, the Company may deviate from the provisions set out herein on a case by case basis.

Applicable for unforeseen occurrences.

Article 11.2.5. For the duration of this CWA as specified in Article 3.1, the Company commits to limiting the number of aircraft operated by Cargolux Italia S.p.A. ("Cargolux Italia") to four fully dedicated aircraft duly registered on the Air Operator Certificate of Cargolux Italia. However, the Company shall reduce the number of aircraft operated by Cargolux Italia to three by November 30th 2018 if the Company has not employed at least 100 new crew members and has not upgraded at least 60 First Officers to Captains in the period between 1st of December 2015 and November 30th 2018 compared to the situation at the signature date of the CWA. The Company will consult the Comité Mixte about any change to the fleet size of Cargolux Italia after the expiry of the CWA as specified in Article 3.

= **part of the operations Scope Clause, capping the number of Cargolux Italia aircraft to 4**

2. Thirteenth month for new hires

Article 13.2.7. For staff having been employed on or after 1st of December 2015 the following rules will apply:

- No 13th month to be paid during the first 12 months of employment
- 25% of a 13th month or the pro-rata for the months worked in the second year of employment
- 50% of a 13th month to be paid in the third year of employment
- 75% of a 13th month to be paid in the fourth year of employment
- Full 13th month to be paid in the fifth year of employment

= **Opportunity to lower costs with new hires at the start of their career and bring them up to the "normal level" after 5 years of seniority.**

3. New formula for the Profit Sharing

Article 13.4. Profit Sharing = QPBT x 10% / total number of employees.

In case of renewal of this CWA beyond the initial duration of three years, the profit-sharing formula will be renegotiated. The total number of employees corresponds to the number of worldwide employees on the company's payroll with exception of Exempt Employees and Managerial Staff. Part time employees will be taken into account on a pro-rata basis. The profit sharing shall be subject to the following restrictions:

- Payment of the profit-sharing is only due if the QPBT has reached a minimum level of US\$ 30 Million.
- Payment of the profit-sharing is only due when the Employee has worked for at least 4 months during the year for which the profit sharing is paid.
- Employees who have worked for more than 4 months but less than 12 months shall receive a profit-sharing on a pro-rata basis of months worked for the Company in the related calendar year.
- Payment will be made before 15th June of the year immediately succeeding the fiscal year with respect of which the profit-sharing is granted.

Though this constitutes a downgrade of the former profit share formula, allows every employee to receive the same Lump Sum as Profit share

4. Improved seniority bonus

Article 13.5.

- The Company will pay to each Employee after 25 years of service an amount of Euro 1.150.- tax free.
- For 30 years of service the Company will pay a gross amount of Euro 1.250.- to the Employee
- For 35 years of service the Company will pay a gross amount of Euro 1.500.- to the Employee
- For 40 years of service the Company will pay a tax free amount of Euro 2.000.- to the Employee

At the date of retirement of the Employee, the Company will offer a gift in recognition of services to the Employee

Creates additional bonuses, because previously there was only a tax free bonus „within the limits of the law“ for 25 years of service

5. New Paragraph granting Business Trip flights for all employees

Article 17.1.13. Business Trip flights for all Employees, shall be booked business class except on Luxair intra-European point-to-point flights. If however business class is not or no longer available or not offered on a flight, a lower class may be booked.

= a clause previously only applicable to pilots and now applicable to all Staff

6. Meal Vouchers

Article 17.2. Each Pilot may purchase up to 40 Meal Vouchers per year, unless duties in Luxembourg would exceed 40 days in a calendar year, in which case the Pilot will be entitled to one additional Meal Voucher for each additional day of ground duty in Luxembourg.

= No change for Ground Staff: meal vouchers are still available (10.-€ per voucher) . Meal vouchers for pilots are now restricted to the number of days of ground duty in Luxembourg

B. GROUND STAFF SPECIAL CONDITIONS

1. Position classification and Career Path (major differences)

Article 19 - Annexe 3 of the CWA

- Position classification category 1 to category 9
- Career paths Maintenance Line and Hangar
- Career paths Maintenance Production Shops

The above catalogue can be completed, supplemented or revised based on agreements reached between working groups comprising Delegates and Company representatives.

A new classification has been worked out and annexed to the CWA Text

2. New Working Schedule Arrangement in Shift work

Article 20.2.3.2. Working schedule arrangement

As of January 2016 a 12 weeks' working schedule will be established for an initial trial period of 12 months. The Company commits to implement enhancements to the time management system, latest by end of April 2016. After the trial period the parties will evaluate and mutually agree if the system will be implemented on a permanent basis. The working schedule will be arranged in a way that the work day has never less than 8 continuous hours (except if agreed by the Employee) and that a calendar month of shift work entails at least one weekend off, or as differently agreed by mutual agreement. In case of a reference period of 12 weeks and if business requires it, the Employee may be scheduled more than 5 days over a period of 7 days. However this may not occur more often than 2 times during a 4 week period and/or not more than 4 times within the 12 weeks' period(s). Recuperation day shall be granted adjacent to a block of two consecutive off-days.

This was mainly introduced to give the company the possibility to work on Saturdays particularly in the maintenance department without having to pay the weekly supplements (40hrs+). Overtime rules are not changed except for those Saturdays worked.

It was agreed that Cargolux has to inform every employee three months prior to the specific Saturday he is scheduled to work. It is important to note that the official reference period is the calendar month as noted in paragraph 20.2.9.

Article 20.2.9 - Reference period for shift personnel

The reference period is the calendar month. Hours and minutes worked will be calculated at the end of every month.

3. Compensation Time

Article 20.3.7.2: The hours mentioned under 20.3.7.1. may be converted [...]. At the end of the reference period, the Employee may carry forward to the next period any credit or debit hours on his flextime account up to a maximum of 16 hours.

Credit or debit hours were previously limited to a maximum of 8 hours

4. Salary

Article 25.1.1. Base salary

Each newly hired Employee shall be allocated [...]

Each newly hired aircraft mechanic having accomplished his apprenticeship in the Company will be classified as follows :

- A-Licensed mechanic Category 3 TU 1
- B-Licensed mechanic Category 3 TU 4

= a new regulation taking into account the different competences of these two specific mechanic qualifications

Article 25.1.2.1. If an Employee is appointed by the Company as certified Release to Service Inspector (herein referred to as “CRS”, he will be paid a monthly premium according to the following table:

	Ind 100	Ind 100	Ind 100	Ind 100
CRS	€ 24.80	€ 24.80	€ 24.80	€ 24.80
Full Run Up	No	€ 4.96	No	€ 4.96
Customer	No	No	€ 7.44	€ 7.44
Total Premium	€ 24.80	€ 29.76	€ 32.24	€ 37.20

**This article modifies the former description of a „Designated Inspector“: DI
The premium for Assistant Lead (€ 12,39 Ind 100) stays the same**

Article 25.1.2.5. NDT Premium

A monthly Premium of € 12.40.- (ind 100) will be paid to the staff outside the NDT shop performing NDT level 1 or 2 tests.

Article 25.1.2.6. Tutor Premium

In case a Technician (classified in category 5) will have to take over the responsibility to act as a tutor he will be paid a monthly premium of € 4.96.- (ind 100).

Article 25.1.2.7. Inspection Premium

A monthly premium of Euro 12,40 (index 100) will be paid to

Senior Technicians / Senior Trade Technicians with inspection authorization only (without CRS)

These premiums were formalized and introduced in the new text

5. PART V: Salary scales Ground Staff

The salary scales for the Ground Staff have been modified for the new hires (starting on or after December 1st 2015). This was done by introducing 2 more Time Units (TU) at the start of each category (1-9). These TU are the „-1“ and the „0“ TU.

= **Opportunity to lower costs with new hires at the start of their career**

C. CONDITIONS APPLICABLE TO PILOTS

1. New Joint Crew Scheduling Committee

Article BI-35.3. Until November 30th 2018, Cargolux commits to a Joint Crew Scheduling Committee hereafter referred to as the JCSC. The objective of the JCSC is to ensure that flight operations management and union representatives collaborate on crew scheduling. Achieving an acceptable level of safety shall always be the driving value of the JCSC. The JCSC members shall foster, encourage and support objective safety measurement and reporting. Lifestyle improvements through scheduling pursued by the JCSC will be accommodated provided such improvements are self-funded in that the totality of agreed measures result in equal or lower cost to the company.

Each union shall nominate one JCSC member and one substitute. Cargolux Flight Operations management nominates one JCSC member and one substitute. When the JCSC convenes, the substitutes shall only be used in exceptional cases. A person nominated by the Manager Crew Schedule will chair the JCSC meetings.

JCSC meeting attendance shall not cause disruption to the crew schedule. JCSC will work intensively to assist in the transition from the provisions under BI-36.0.3.a to duty scheduling based on Operations Manual Part A Chapter 7 and FRMS. Progress in transitioning to purely OM Part-A and FRMS based scheduling shall not be unreasonably withheld.

Giving the Pilot representatives the possibility to actively influence the work scheduling by introducing priorities

2. New work and rest conditions

Article BI-36. Until the EASA FTL regulations are being implemented for the scheduling of Pilots within the Company, the Part VI will be temporary applied instead of Article's BI-36.1

Guaranteeing that the former FTL are being applied until the mandatory EU regulations will come into effect (the latest by February 18th 2016)

3. PART V: Salary scales Pilots

The salary scales for the Pilots have been modified for the new hires (starting on or after December 1st 2015). This was done by introducing 4 more Time Units (TU) at the start of each category (JRFO, FO, SRFO, BC). These TU are the „-3“, „-2“, „-1“ and the „0“ TU.

4. Conditions applicable to pilots with a contract start date on or after December 1st 2015

One can see a considerable downgrade of the starting conditions for new pilots, downgrade recovered after 8 years of seniority.

Article B3-35.1 A First Officer shall be classified as follows provided that his/her contract start date occurred on or after the validity of this CWA:

Junior First Officer (JFO) : 12 months or less employment in Cargolux

First Officer (FO) : More than 12 months and equal or less than 48 months employment in Cargolux

Senior First Officer (SFO) : More than 48 months employment in Cargolux

Article B3-35.2 OFF days and RBO will be planned the same as pilots starting before December 01 2015, except for the first 5 years of a contract.

Following rules apply for the first 5 years:

Year 1 : No RBO before FOD and COD

Year 2 : No RBO before FOD and COD

Year 3 : No RBO before COD, 24/18 hours RBO before FOD

Year 4 : 12 hours RBO before COD, 24/18 hours RBO before FOD

Year 5 : same system as pilots starting before December 01 2015

In the event of a delay, the 24 hours rest in year 3 and year 4 can be reduced to 18 hours and no compensation will be given for the reduced rest.

Article B3-35.4 Vacation

The annual vacation will be 35 calendar days (including 25 legal minimum vacation and 10 public holidays, no jours chômés) at the date of employment. Vacation in the first year will be pro rata of 35 days. The annual vacation entitlement increases as per below table until the maximum of 42 days per calendar year is reached. No additional vacation entitlement is due during the starting year.

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
35 pro rata	36	37	38	39	40	41	42

Article B3-35.5 Seniority for salary purposes

The seniority for salary purposes shall be determined as follows:

In case a Pilot has been flying for Cargolux prior to his current Cargolux contract through an interim contract, or if he involuntary left the Company at a certain point in time, the time flying for Cargolux prior to his current Cargolux contract will be totaled in days and divided by 30. The number of months obtained will be divided by 12 in order to get the years of seniority. These years will be used to establish the TU. The reference for 0 years is TU-3.

b) In case the start date with Cargolux is identical to the start date of the Pilot's contract with Cargolux, the seniority for salary will be based on the years spent with Cargolux. In case the start date with Cargolux is prior to the start date of the Pilot's contract with Cargolux, only the years as Pilot will be counted to establish the correct TU. The reference for 0 years is TU-3. Years as Pilot will start with the date when the Pilot has been checked out.

c) Newly hired pilots will start at TU -3 and as Junior First Officer. Time unit progression is based on years served since the contract start date and position progression is as per CWA B3-35.2.1.

d) For pilots who are promoted to the position of Captain, the new Time Unit in the Captain scale will be calculated based on $\frac{1}{2}$ of the years served minus 4 Time Units. E.g. after 12 years of service: new TU = $(12 / 2) - 4 = 2$.

Remaining glitches in the Text

Due to the rush by the company to sign a document, errors and glitches staid in the final text.

These errors will be corrected.

For example:

Article BI-37.1 Off-Day Scheme, Paragraph d)

Each block of Off-Days (CODays and FODays) will be preceded by a period of 24 hours Rest Before Off day (24RBO). The rest time guaranteed before a block of Off-Days is 24 hours. *In the event of a delay, the 24 hours rest can be reduced to 18 hours and no compensation will be given for the reduced rest.*

But the same article states in paragraph h)

A block of CODays and/or a block of FODays can be planned to start on the day following a ground Duty planned at Home Base provided that this ground Duty is planned to finish no later than 22:00 local time. *In this case, the*

24RBO does not apply, but shall be compensated by adding an additional day to the FODays within the next unpublished Roster.

These paragraphs are contradictory and will be addressed through the normal labour agreements channel.

Another issue it the Pilots changes to rosters article **BI-37.4 Changes to Rosters**

Pilots shall inform themselves of their duty assignments between 18 and 12 hours prior to the ending of unassigned time, COD, FOD, Sickness or Vacation time period and acknowledge the assignment to crew control.

This represents a contravention to EU Regulations and will also be addressed.

The word of the Mechanic

In my opinion it is important that all employees are covered by a Collective Work Agreement (CWA). Looking back, one must consider that the negotiations for a new CWA started at the end of 2014 in a difficult economic situation for Cargolux. This changed during the end of the negotiations towards a positive economic trend. The repudiation by Management of the CWA in December 2014 didn't, however, positively affect the process. It became quickly obvious that the company was able to play one union against the other. Through which the strength of the common union front was broken.

Nevertheless, your LCGB negotiation Team was able to define, argue and defend its claims. Knowing that the results could not give us full satisfaction, the LCGB signed a new CWA which can still be modified if required through amendments.



Yves Hendel

At the end, and considering all that happened during the course of these negotiations, it must be stated that the LCGB will remind the political leaders as well as the other unions of their responsibility toward their constituency and electors.

Was the LCGB bought by Cargolux?

The answer is simple: NO!

To fully understand the situation, we need to back up a few steps. Right from the beginning, the negotiations were very difficult and tough yet aiming to improve productivity while reducing costs. The LCGB never demanded to raise salaries or to get more vacation, no the LCGB even put economies of nearly 10 Mio US\$ on the table in order to support the company!

Initially, the management wanted to freeze the salaries, take away the “jours chômés” (feriés d’usage), etc. But the LCGB forwarded the idea of modifying the salary scales in order to be able to hire new employees.

Finally the negotiations brought forward productivity increases for the company, contracted organisational tool for the working times of all employees as well as formalized procedures to prevent uncontrolled outsourcing. The important changes concerning the implementation of the new Flight Time Limitations, imposed by the EU, are further going to be implemented together with the staff representatives.

At the final stages of the negotiation process, the CEO, Dirk REICH was on vacation and his team led the negotiations for the company. It became apparent, that no measures specifically regulating working times nor any preventive actions in order to eliminate the fatigue risk were included in the text. The LCGB was left with no other choice than to declare the non-conciliation.

The CEO returned early from vacation and contacted the LCGB president in order to defuse the situation by implementing a “commission paritaire” enabled to change the terms of the CWA during its validity and to straighten out any eventual textual problems. A Joint Crew Scheduling System allows the Crews to actively influence the scheduling and this over the complete length of the CWA. The LCGB was further able to get the CEO’s agreement on introducing a Joint Crew Scheduling Committee for all crew pilots.

In regards to legal matters, Cargolux as a company actually never sued the LCGB with regards to the “Warning Action” in July. The company had obtained an injunction which was, however, never put before a judge. So one cannot conclude that the LCGB signed in order for the company to drop charges, because there have never been any charges!

According to Article Art. L.162-13 of the Luxembourgish labour law, a union cannot be sued by a company for damage claims. Proof enough that NOBODY had to be bought in this matter.

The decision to sign the CWA was solely based on finding a solution in the best interests of our members and the Cargolux Staff.

Cargolux : le LCGB claque la porte

Le LCGB a rompu hier les négociations sur la nouvelle convention collective. Décidé à faire grève, le syndicat chrétien se retrouve désormais seul contre tous.

100 neue Piloten für die Cargolux

Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften

Cargolux: Fortsetzung offen

LCGB will Aktionen / OGBL bereit zur Unt...

Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften.

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Mit harten Bandagen



Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften.

La direction ne compte pas rompre

Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften.

Streik oder Ein

Der Kollektivvertrag bei Cargolux läuft aus - Keine Ein...

Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften.



Alte... Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften.

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LCGB bleibt kämpferisch

CARGOLUX Rechtliche Schritte

Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften.

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Cargolux : soutien accordé au LCGB

Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften. Die Fluchtgesellschaft lux. verhandelt mit Gewerkschaften.

The OGBL's stand and behaviour in the negotiations: **VERY INCOHERENT!**

Not sticking to its statements:

During an official negotiation meeting on March 12th 2015, the president of the delegation and member of the OGBL negotiation team stated boldly that **“The OGBL will not sign a unilateral agreement with the company”**. On July 24th 2015, the OGBL then nevertheless unilaterally signed a Memorandum of Understanding (MoU) with the management!

Forgetting and omitting parts of the agreement:

In an official negotiation meeting with all the concerned parties on May 15th 2015, **the LCGB reached an agreement with the Cargolux Management to include the “Scope Clause” in the CWA** for all ground staff personnel representing a huge progress in preventing abusive outsourcing by the company in these departments.

However, the MoU signed by Management and the OGBL on July 24th 2015 completely omitted this clause and the outstanding progress in negotiations this represented. Asked about it in a negotiation meeting of September 7th 2015, the outrageous answer was **“Oh no, we forgot to put it in there”**. So how can you as a union forget to include such an important clause for the majority of the Cargolux Staff. By the way, the OGBL union secretary in charge was “on vacation” and not even present at the time!



Idle statements & not keeping their word:

In numerous press releases, the OGBL stated that they would unilaterally sign the CWA with management on September 16th. **Yet the day came and no CWA was signed!** The OGBL union secretary claimed that “1 or 2 working groups for pilot matters would still be needed” and yet again the OGBL failed to keep their promise, a classical drawback and typical for the superficial “make believe tactics” of the OGBL.

In the end it seems, that during the entire negotiations the OGBL was either not aware of the complexity of the working conditions of pilots, or intentionally wanted to harm the LCGB at the expense of all the staff!