

# Collective Bargaining Agreement for the banking sector

**2021-2023**



**OGB•L**  
Finance Sector

# Contents

---

Contacts	page 2
Timeline of negotiations	page 3
Renewal of the Collective Bargaining Agreement for employees of the banking sector	page 4
Details of obtained improvements	page 5

## Your contact persons SecFin

---



**Véronique Eischen**  
Member of the Executive Board



**Angélique Lazzara-Vidic**  
Assistant central secretary



**Sylvie Reuter**  
Assistant central secretary



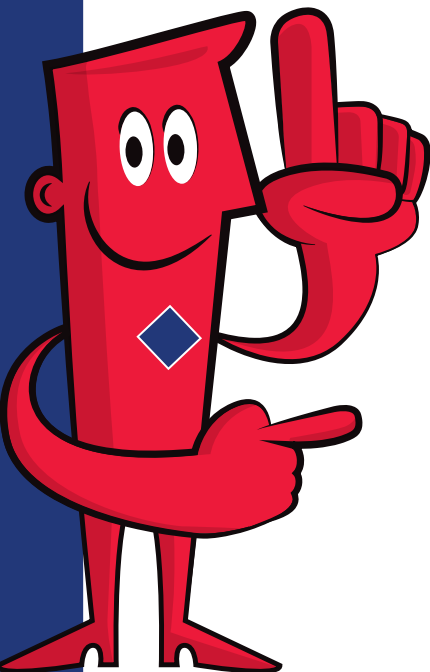
**Julie Franck**  
Assistant central secretary



**Serge SCHIMOFF**  
President SecFin



**Denise STEINHÄUSER**  
Vice-President Banks



**Contact SecFin: T.: +352 26 49 69 1 – [secfin@ogbl.lu](mailto:secfin@ogbl.lu)**

# Timeline of negotiations



# Renewal of the Collective Bargaining Agreement for employees of the banking sector

In light of the renewal of the Collective Bargaining Agreement (CBA) for employees of the banking sector, OGBL invited Aleba in September 2020, to draw up a joint set of demands.

However, we did not receive a response up until November 9th, when we learned through a press release, that Aleba had reached an agreement in principle with ABBL. This agreement called for a simple renewal of the existing Collective Bargaining Agreement for 3 years, without any financial or qualitative improvements.

The uncertainty about the impact of the COVID crisis on the results of the banking sector was used as an argument to justify this approach. We considered this unacceptable in light of the undeniable performance of the banking sector as a whole and deemed this proposal, devoid of any substantive argument, an affront to the interests of the sector and its employees.

Although the law stipulates that all signatories of the Collective Bargaining Agreement must meet in a joint negotiating committee for negotiations, the nationally representative trade unions OGBL and LCGB were not involved in the discussions between ABBL and Aleba.

We were shocked by this blatant violation of the law.

From a trade union perspective, the steps undertaken by Aleba, are unacceptable. Initiating the agreement and not even making an effort to fight for the interests of the employees they represent, while allowing themselves to be appeased by weak arguments from the ABBL, is unacceptable, even unworthy of a trade union that claims to be fighting in the interest of workers.

In this context, and judging that Aleba's actions were detrimental to the interests of employees, OGBL and LCGB took the matter to the Minister of Labour to challenge Aleba's sectoral representativeness, as defined in the national Labour Code. The rationale for this action are linked to Aleba's results in the last social elections, in which the trade union did not obtain the necessary percentage of votes required to qualify for sectoral representativeness.

On November 27th, 2020, OGBL and LCGB submitted a joint catalogue of demands to the ABBL. At a financial level, this catalogue contained demands for linear wage increases for all employees, as well as qualitative improvements, such as the right to disconnect, work-life balance, teleworking and the right to a minimum of 5 days' social leave for all employees.

Hereafter, five rounds of negotiations took place.

The ABBL made it clear from the beginning that they would not accept any linear wage increase for all employees and that any other demand that went beyond the initial agreement signed with Aleba would be refused.

It goes without saying that the negotiations were extremely tense and Aleba's over the top conciliatory approach to the employers' position significantly complicated the discussions. It must be made clear that to the two nationally representative trade unions, Aleba's position was incomprehensible as it became increasingly difficult to see whose interests Aleba was actually trying to protect.

On March 20th, 2021, the Minister of Labour confirmed, on the basis of a

detailed report issued by the ITM, that Aleba would be stripped of their sectoral representativeness, due to the results of the last social elections.

After the ministerial decision, OGBL and LCGB contacted Aleba, suggesting to draw up a joint catalogue of demands which could then be submitted to ABBL. The objective was to form a united trade union front. To our great surprise, Aleba stuck to their original position: they would not, under any circumstances, demand a linear increase for all employees, on the pretext that ABBL would categorically oppose such a demand.

The loss of the sectoral representativeness was confirmed by the courts on May 4th, 2021. A final judgement in this case is expected by the end of the year.

The court's confirmation of the withdrawal of Aleba sectoral representativeness made it possible to conduct constructive negotiations in the interest of the employees of the finance sector. ABBL finally had to concede that OGBL and LCGB were essential partners in the negotiation of this collective agreement.

Two negotiation rounds without Aleba's presence were sufficient to negotiate **linear wage increases for ALL employees in the sector**. We finally achieved a socially fair redistribution system in the collective agreement for bank employees.

This is due to the efforts and determination of OGBL and LCGB.

**It is worth noting the insufficient record of Aleba. While enjoying sectorial representativeness and despite the remarkable performance of the sector over the years, Aleba has been unable to negotiate linear wage increases for over 9 years in the context of the Collective Bargaining Agreement.**

Finally, an agreement for the renewal of the collective bargaining agreement with both qualitative and quantitative improvements was signed on Thursday, June 10th, 2021.

The agreement includes almost the entirety of our 2019 social election programme, a programme that OGBL had drawn up together with its candidates and staff delegates in the banking sector. Hence, we have kept our word to achieve these improvements for the employees.

**Thank you for your support.**



**Véronique EISCHEN**  
Member of the Executive Board  
SecFin Central Secretary



# Details of our achieved improvements

## 1 - Wages

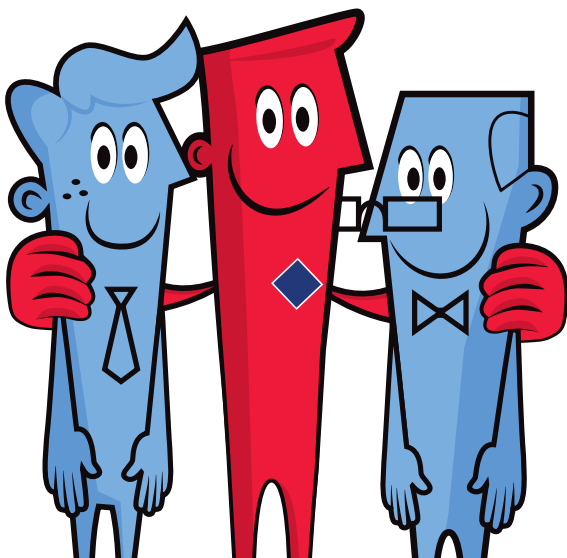
A linear wage increase is granted to all employees falling under the scope of the Collective Bargaining Agreement:

- ▶ for 2022: a linear wage increase of 0.7%.
- ▶ for 2023: a linear wage increase of 0.5%.

Group change: any increase when changing groups cannot be less than 15 € ind. 100 (formerly 10 € ind. 100)

## 2 - Sécurisation de l'emploi

- ▶ In order to allow staff delegates to monitor the correct application of the CBA, the delegation will now receive the following data:
  - List of employees who have not followed any training or only compulsory training in the last 3 years;
  - And the rating to determine the job classification
- ▶ The introduction of an individual right to vocational training to enable reskilling, to anticipate and acquire new skills, and if necessary to complement current skills;
- ▶ The social partners commit to discussing future training and labour requirements in the banking sector within the Joint Committee;
- ▶ The creation of any new position within the company will be communicated to the staff delegation and the classification in the respective function group will have to be done in consultation with the staff delegation ;
- ▶ A review of the various job descriptions will be carried out in consultation with the staff delegation. The frequency of this exercise will be defined on a company basis





### 3 – Organisation of working time

#### ► Right to disconnect

- At company level, a system ensuring the respect of the right to disconnect outside working hours must be defined. The system should be adapted to the particular situation of the company.
- The terms and conditions of this specific system have to be defined in accordance with the rights of the staff delegation or company's employees, if there is no staff delegation.

#### ► Interprofessional agreement on telework

- The interprofessional agreement on telework, signed on October 20th, 2020 between UEL, OGBL and LCGB, has been integrated into the CBA.
- In accordance with article 8, the employer has to compensate the costs directly linked to telework up to a minimum of 3€ ind.100 per month, when telework is done on a regular basis.

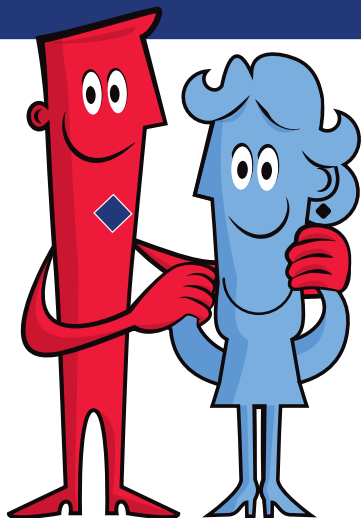
#### ► Right to an individual social leave

- Right to an individual social leave of at least 5 days per year; banks are free to increase this minimum threshold. The modalities of this leave will have to be defined within each company between the staff delegation and the employer before December 31st, 2021.

#### ► Time Savings Accounts (TSA)

- Set up of an agreement on Time Savings Accounts (TSA)  
Upon request of the staff delegation, banks will have to enter into negotiations regarding the implementation of a TSA within 30 days. The TSA will allow employees to save hours within the legal and conventional limits as well as in agreement with the employer. The staff delegations must include a draft agreement in their request, addressing the points that need to be negotiated. If the employer refuses to enter into negotiations, the staff delegation may refer the matter to the Joint Committee. **The TSA must respect the principles defined in Art. L.235-1 et seq. of the Labour Code (law of April 12th, 2019).**





## 4 – Well-being at work

### ► Prevention of psychosocial risks

- Structured measures for the prevention of psychosocial risks; The social partners are committed to significantly improve the prevention of psychosocial risks and the quality of life in the workplace. The Joint Committee, in cooperation with the ASTF, will organise a meeting to review wellbeing in the sector at least once a year and may decide to bring in changes based on this report. Companies, in collaboration with their respective staff delegations, will put in place structured measures enabling employees to become involved in this process. This can be done by giving employees the opportunity to propose improvements for working conditions and offering the opportunity to develop personal resources to prevent and deal with the identified risks.

### ► Improved work-life balance

- Commitment to negotiate an agreement within each company for a better work-life balance of bank employees. At the request of the staff delegation, banks are obliged to discuss an agreement to better reconcile work and private life. **Procedures and discussions on the subject should cover at least the following subjects :**
- reduction of working time (e.g. part-time) ;
- reduction of fixed-term working time: application procedures, duration, selection criteria (e.g. children under the age of 12, employees over 50, further training, etc.)
- flexible working hours: starting the work day at a later hour, ending each day an hour early, 4-day week;
- setting up time savings accounts (TSA);
- absence from work for reasons of force majeure: definition of force majeure and possibilities to recover lost hours, such as deducting them from paid leave or from the TSA or allowing telework.

## 5 – Adjustement and clarification of existing articles of the CBA

- Annual leave of 26 days, plus age-related leave;
- Inclusion of the Europe Day (May 9th) as a public holiday;
- Clarification of function group D; this group is no longer limited to 20 points. As a result, any employee who has obtained a job rating of more than 20 points will be included in the CBA.
- Clarification of the scope of application of the CBA, in particular with regard to the 4 cumulative conditions which have to be met to be considered a higher ranking employee;
- Upon recruitment, all employees will receive their job description and their rating to determine their job classification;
- Improvement of the rights of the staff delegation;
- Adjustment of the provisions of time savings accounts to the new legal provisions;
- The joint committee can be made up of a maximum of 9 members each for the employer and the trade union side. Its task is to resolve problems linked to the application of the CBA.
- The framework for disciplinary measures within the company should be negotiated with the staff delegation.

# Negotiation committee for the banking sector



**DENISE STEINHAUSER**  
BGL BNP PARIBAS



**MARTINE PIERRAT**  
SOCIETE GENERALE



**SERGE SCHIMOFF**  
BIL



**MARIE-JEANNE SIEBENBORN**  
QUINTET



**SONIA HIRSCH**  
BGL BNP PARIBAS



**LOUISE NILLES**  
BP2S



**VÉRONIQUE EISCHEN**  
OGBL FINANCE SECTOR



**SYLVIE REUTER**  
OGBL FINANCE SECTOR



**ANGÉLIQUE LAZZARA-VIDIC**  
OGBL FINANCE SECTOR



**JULIE FRANCK**  
OGBL FINANCE SECTOR



**We are at your disposal, do not hesitate to contact us**

**OGBL Financial Sector** 63 rue de Bonnevoie L-1260 Luxembourg | Tel. : 26 49 69 - 1 | [secfin@ogbl.lu](mailto:secfin@ogbl.lu)

Your OGBL delegation within your company is also at your disposal. Do not hesitate to contact them.

**Not yet a member?**

Join OGBL by filling out the membership form on our website [hello.ogbl.lu](http://hello.ogbl.lu)

**Stronger together for the future!**