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## Collective Bargaining Agreements for Employees in the Banking and Insurance Sectors

Dear colleagues,

We are pleased to inform you of the latest significant developments that mark a significant turning point in the defense of the professional rights of employees in the Banking and Insurance sectors. On November 29, 2023, the three major trade unions in the financial sector in Luxembourg, ALEBA, OGBL, and LCGB, joined forces to partially denounce the two Collective Bargaining Agreements for the period 2021-2023, which expire on December 31, 2023.

This partial denunciation is a step forward towards high-quality collective bargaining agreements. The resulting claim catalogs stem from constructive collaboration between the unions, reflecting the highest aspirations of each organization for the Banking and Insurance sectors.

### Key union demands:

**Integration of Executives:** Collective bargaining agreements must include specific provisions for executives, ensuring protection and fair benefits.

**Salary Increases:** Substantial increases for all employees, recognizing the essential contribution of each.

**Investment in Training:** Promotion of professional development by investing in quality training for all workers.

**Adaptation of Leaves:** Extraordinary leaves adapted to current realities, supporting a balance between professional and personal life.

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**Health and Well-being Preventive Measures:** Implementation of preventive measures to mitigate psychosocial risks, promoting mental health, and general well-being.

**Flexible Work Measures:** Promotion of telecommuting and fair compensation for hours worked.

**Empowerment of Employee Delegation Rights:** Strengthening the rights of delegations for more effective representation of employees in the company.

### **Crucial Deadlines:**

On the same day, ABBL and ACA responded with the partial denunciation of their respective collective bargaining agreements. Negotiations will begin in the coming weeks, with key meetings on the following dates:

- **December 14th afternoon: Negotiations with ACA for Insurance Companies.**
- **December 15th afternoon: Negotiations with ABBL for Banks.**

### **Our Commitment:**

The determination to defend your interests remains our priority. The three trade unions ALEBA, OGBL, and LCGB unite to shape a fairer and more rewarding professional future for all employees in the financial sector.

**We will keep you informed of further developments. Your support and involvement are essential for the success of these negotiations. Together, we can create a professional environment that values your work and respects your rights.**

### **Contacts:**

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