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ArcelorMittal
European Works Council

*Salary group statement to the Select Committee
on 21 September 2023*

Dear Mr Chairman

Since the announcement, on 5 July 2023, at the highest level of the ArcelorMittal group, of the implementation of a "general policy on teleworking, according to which each employee whose job is compatible with teleworking must be present on site 4 days a week".

What about the post-Covid-19 period, when we were told that with the development of communication tools and the associated possible ways of working, ecological awareness and the need to protect our planet by reducing transport in order to reduce pollution. For some time now, employees have been looking for a better balance between their professional and personal lives. All these factors have led to a drastic change in attitudes and in the expectations of employees and managers on the subject of teleworking. This new way of working has been an asset for ArcelorMittal in attracting young talent.

This unilateral decision by the employer highlights the lack of consideration shown by our General Management towards employees and trade unions, in terms of both form and content. Today, management's arguments for selling us this regression are that we are a manufacturing company and that we produce on site. That employees need to discuss and reflect together face-to-face in order to come up with the best ideas. And yet many large industrial groups continue to offer 2 or 3 days' teleworking.

Teleworking means less stress, less fatigue, less risk of accidents and less pollution. Some Anglo-Saxon companies, particularly in the United States, are sounding the alarm about productivity. But to date, no serious study has shown that teleworking employees are less productive than face-to-face workers.

Has the world changed so much that the arguments of the past no longer apply?

The members of the wage group on the Select Committee of the ArcelorMittal EWC demand that the Group withdraw the implementation of the general policy on teleworking and at the same time start negotiations with a view to reaching a common agreement to meet the legitimate demands of ArcelorMittal's European employees!