

ABBL MEMBER BRIEFING



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A modern collective bargaining agreement for a banking sector in transformation

The banking world is going through a phase of profound changes +++ The current collective bargaining agreement no longer meets the challenges of tomorrow +++ The ABBL has denounced the 2017 collective agreement in its entirety +++ The ABBL and its members continue to work for a modernised agreement worthy of an international financial centre and turned towards the future.

The banking world is going through a phase of profound changes

Regulatory, technological, and societal changes have profoundly impacted the financial industry. The ongoing transformations touch all businesses lines active in the Luxembourg financial centre, including retail banking, private banking, commercial banking or depositary banking. Digitalisation, both at the operational and commercial level, is not only the flavour of the month, but an ongoing and long lasting requirement to meet the legitimate expectations of our customers.

The current collective bargaining agreement no longer meets the challenges of tomorrow

The current collective bargaining agreement for bank employees dates in large parts from the 20th century and neither takes into account recent and future structural changes nor the challenges faced by banks and their employees. As a reminder, the 2017 collective bargaining agreement has only been agreed as an extension of the 2014-2016 collective bargaining agreement.

Employees in the centre of the new agreement

We can no longer ignore the importance of the competitiveness of our financial centre and the challenge of employability and professional development of our

employees by continuing to prolong indefinitely an unsuitable agreement, which is largely outdated and unintelligible. The ABBL and its members, aware of the current and future impacts on their employees, want to put them back in the centre of a new collective bargaining agreement. The new agreement must become the tool of their opportunities for professional training, their employability and, last but not least, their well-being.

The ABBL denounces the 2017 collective bargaining agreement in its entirety

Expiring at the end of this year, the 2017 collective bargaining agreement was denounced on 29 November by the ABBL, in accordance with the decision of its Board of Directors. The ABBL has not attached a list of claims since it wants to continue the discussions largely initiated in four working groups set up in a joint manner with the union's representatives since December 2016.

Update on the progress of the negotiations

The status of the four groups can be summarised as follows:

1. Working Group on Classification and Remuneration

There is an a priori consent to reduce the number of groups from 6 to 4 and to redefine the positioning of each function via a matrix of skills.



Both parties also agreed that the acquisition and use of skills should act as the driver of wage development. Our desire to consolidate all aspects of seniority into a single loyalty bonus, but also the introduction of a number of safeguards requested by union's representatives are, at this stage, topics of discussion.

2. Working group on the Organisation of working time

The social partners do not have the same definition of postponement of overtime hours. We are waiting for a constructive proposal from the unions following our proposals that are emphasising working time flexibility but keeping a reference period of six months and a postponement of overtime at the end of the period, all by avoiding potential excesses.

Another point of discussion is the demand for extra days off and extra legal leave beyond recent legislative adaptations.

3. Working group on Employability and Training

The members of this group have drawn up an agreement on employability and training, with a focus on two aspects: integration (adaptation of the training for integration) and employability through continuing vocational training and reorientation training.

4. Working group on Well-being

The parties closed the discussions and agree on a number of principles. For example, it is planned to reflect on the implementation of a sectoral policy for the prevention of psychosocial risks and to improve measures related to corporate social responsibility. Discussions will continue in this direction.