



ALEBA INFO

July 2015

NEWSLETTER OF THE LARGEST UNION FOR FINANCE SECTOR PROFESSIONALS

IN THIS EDITION

Mixed news

by the Editorial Team



Just before the summer holidays kicked off, July turned out to be a very busy month from a socio-political standpoint. In this edition of ALEBA Info, you will find the details of the recent weeks' mixed news.

Let us begin with a piece of good news: on 15 June, the collective agreement for the insurance industry was finally signed with ACA, which had not wanted to give in to the unions' demands.

June ended quietly with ALEBA's Annual General Meeting. The President's speech is available in full on our website, www.aleba.lu.

However, the following month proved more eventful as the Chamber of Deputies passed the reform on labour relations within companies on 2 July. Moreover, it was published in the *Mémorial* on 27 July. An analysis of the pros and cons of the reform will be the subject of a SPECIAL REPORT in the next edition in of ALEBA Info in September.

Following this, ADEM and the Luxembourg Insurance Commission (*Commissariat Aux Assurances*) presented their annual reports. In short: employment has grown, the unemployment rate is up and the insurance industry is in good shape.

In mid-July, the government announced that, from 1 August, students could apply online for financial assistance with their studies. The aim of the "CEDIES GOES DIGITAL" project is to make the process easier for students and the administration, but this requires LuxTrust certification.

On page 4, you will find details of a pioneering project carried out by the ALEBA delegation at State Street: a tailor-made complementary health insurance for the bank's employees and their families. An innovative project that could be an inspiration to many.

This sums up the news from recent weeks which, like July's weather, was very mixed.

ALEBA Info wishes everyone a very enjoyable summer! And, for those who are not going away on holiday, your union is at your disposal at the usual opening times throughout August. We hope you enjoy reading this edition and see you in September!

Early retirement reforms planned

Why is early retirement for job creation (*préretraite-solidarité*) going to be revoked?

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Job retraining now incorporated into banking sector CEA

On Wednesday, 15 July 2015, ABBL, ALEBA, OGBL-SBA and LCGB-SESF signed an update to the training agreement.

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Now happening near you

The latest news from your sections and a review of national business and economic news from the last few weeks.

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Special report

The **labour relations reform** has just been adopted by the Chamber of Deputies. ALEBA Info will provide you with a complete report on this topic in its next edition, which will include an analysis of the pros and cons, as well as contributions from experts in this field.

New challenges for ADEM

by the Editorial Team

On 13 July, ADEM presented its 2014 activity report.

Employment and unemployment up



Paid employment grew by 2.5% in Luxembourg in 2014. 121,849 people were recruited between December 2013 and December 2014. On the other hand, 2014 was also a bad year for unemployment, with this level reaching a peak of 7.1% (i.e. 18,587 people).

However, the situation seems to have stabilised as the unemployment rate for June 2015 stood at 6.9% (i.e. 16,833 people). ADEM's 2015 target is for 12,650 jobseekers to be hired by Luxembourg businesses annually, i.e. an average of 1,054 people per month.

The personalised approach in job seeking is going to be deployed across the board

What does this mean? As all jobseekers are different, ADEM advisers use "profiling" to define their degree of employability based on criteria such as experience, training, language skills and level of health. This is done in order to guide jobseekers to the service offering that best meets their needs. Jobseekers with more relevant qualifications for the job market and its requirements then benefit from "regular" assistance from ADEM, whereas those who need to be prepared for the job market will be given "intensive" support.

In both cases, a cooperation agreement between the jobseeker and ADEM is established which sets out the practical steps to be taken in order to re-enter the job market. Since testing of this personalised support was started at Wasserbillig in September 2013, nearly 10,000 jobseeker profiles have been created. This personalised approach will be deployed for all new jobseekers by the end of this year.

A new visual identity



a fresh start", she explained.

The head of ADEM took the opportunity to present the agency's new logo and slogan. "This should symbolise jobseekers being given a new chance to make

Early retirement reforms planned

by the Editorial Team

On 22 July, ALEBA Info's Editorial Team attended the press conference at the Ministry of Labour at which the Minister, Nicolas Schmit, explained the planned early-retirement reforms and why early retirement for job creation (*prétraite-solidarité*) is going to be revoked.

Here are the **four types of early retirement that currently exist in Luxembourg**:

- **Early retirement for job creation (*prétraite-solidarité*)** enables an employee aged 57 or over to be replaced by a jobseeker, an apprentice or an employee faced with the immediate risk of redundancy.
- **Early retirement for company restructuring (*prétraite-ajustement*)** is aimed at the employees of a company in financial difficulty.
- **Early retirement for shift work** is aimed at employees that have carried out shift work as part of a system of work organisation based on successive teams (including a night shift) or work on a permanent night shift for a minimum number of years.
- **Gradual early retirement** enables a gradual reduction in working hours (from full to part time) on recruitment of a jobseeker, an apprentice or an employee faced with the immediate risk of redundancy.

On 10 July, the Government Council adopted reforms implementing the following changes:

early retirement for job creation will be revoked and the three other schemes will be amended to enable greater flexibility. The government particularly wishes to encourage employees to work for longer, if they wish, by extending the early retirement age to 63 (previously, 60).



It was already the intention of the previous government to revoke early retirement for job creation because the number of employees taking early retirement for job creation is falling (460 people in 2013, 343 people in 2014). The initial aim of early retirement was to provide a form of support for unemployed young people. However, the figures show that it is no longer achieving its objective.

Companies that wished employees to take early retirement for job creation and benefit from state aid were obliged to recruit unemployed persons to replace such employees. However, this proved rather difficult, because they could not find the right people with the necessary qualifications and level of training. **Minister Schmit would therefore prefer to invest the EUR 19 million** (average spending on early retirement for job creation since 2012) **on training for the unemployed.**

However, employees working in a company with a collective agreement that provides for early retirement for job creation will not be affected by this reform while the agreement is in force. The reform will only take effect once a new agreement is signed. Similarly, employees currently taking early retirement for job creation or having applied for it will not be affected by this reform.

The Editorial Team has details of all the changes relating to the other types of early retirement handed out by the Minister at the press conference.

If you would like a copy, please do not hesitate to contact Sandra Carvalho by email: sandra.carvalho@aleba.lu, or by phone on 223 228-306.



From 1 August, students will be able to apply online for financial assistance.

Just before the start of the school holidays, the government presented the launch of an online assistant to help students with the process of applying for financial assistance.

This tool intend to help simplify the funding request procedure for students whilst simultaneously allowing the CEDIES to optimise its internal processing of applications.

Among the other benefits highlighted by the government is the dynamic and time-efficient questionnaire which adapts to the user's profile and offers a step-by-step guide for students. The online assistant fills in the form based on the information gathered.

The LuxTrust-certified authentication system and electronic signature will guarantee data protection. This new service will be available 24 hours a day, seven days a week. Anyone who does not yet possess a LuxTrust certificate can obtain one via the www.luxtrust.lu website.

Once the application has been made, it can be accessed on the Internet and Cedies can contact the applicant for any further details. This new tool is available via the "MyGuichet" platform of the guichet.lu portal. **This is also the platform on which students must register beforehand.**

New address as of August

From 6 August, Cedies will welcome students at its new premises at **18-20 Montée de la Pétrusse**, the headquarters of the Ministry of Higher Education and Research.

ALEBA's Ordinary General Meeting

by the Editorial Team



ALEBA's Ordinary General Meeting was held on the premises of LALUX, in Leudelange, on Thursday, 25 June. Roberto Scolati opened the session, whose participants included delegates, members, former delegates and sympathisers, before making a speech.

Laurent Mertz then presented his activity report, going over all the work carried out during the year.

Alain Back followed, giving details of our association's financial position before handing over to Lucien Elvinger who, on behalf of the auditors, commented on the balance sheet and statement of income, before inviting the Meeting to grant discharge to Alain Back, which was passed unanimously.

Roberto Scolati also asked the Meeting to ratify the following:

- Laurent Mertz's candidacy as Secretary General
- Martine Birmann's candidacy as Assessor on the Executive Committee
- Véronique Masi's candidacy as a Member of the Board of Directors

These changes were unanimously approved.

Those present then gathered for a friendly drinks reception.

A day of teambuilding packed with emotion

by the Editorial Team

The Executive Committee and ALEBA's Union Office took part in a teambuilding exercise at CEFOS in Remich on 17 July. With the help of the trainer, Marco Morgante, everyone benefited not only professionally, but also personally from this event. Everyone's skills were highlighted, which was also positive for the team as a whole.

This teambuilding session enabled everyone to express themselves freely and put forward solutions that will enable us to improve cooperation and communication within the group.

A big thanks on behalf of the Union Office to the Executive Committee for having given us the opportunity to express opinions and for having shared this great human experience with us.



Now happening near you

by the Editorial Team

New collective agreement for the insurance industry signed on 15 June

After nearly six months of intensive negotiations with ACA, the three unions – ALEBA, OGBL and LCGB – finally reached agreement with ACA. As it is clear that the industry is in good shape (see article to the right), ALEBA was right to hold its ground against ACA.

The text of the new 2015-2017 agreement is available in our offices and on our website (www.aleba.lu), but if you wish, we can also post it to you.

Awareness-raising campaign at LALUX

As a way of celebrating the signature of the new collective agreement, on 6 July the ALEBA delegation distributed to all LALUX employees an "ALEBA pack" comprising a case with a pen, the new insurance industry collective agreement, a "Why become an ALEBA member" leaflet, a membership card and details of the website.



We urge all our delegates to carry out such information and awareness-raising campaigns within their companies. We have a large stock of publicity items and all the required documentation in ALEBA's offices. If you are interested, please contact us by email at info@aleba.lu or by phone on 223 228-1 (08:00-17:00). We will give you a helping hand with organizing your campaign.

STATE STREET negotiates a tailor-made complementary health insurance for its employees and their families!

On July 3rd, STATE STREET and their partners organized under the BE WELL theme a fair for all Staff during Lunch time. During this, Sport, Power Food and of course Health Coverage were made visible.



As part of an ongoing process to fulfil all set objectives during the ALEBA Delegation Mandate at State Street, Gilles Steichen, Vice-president of ALEBA and president of State Street's Staff Delegation negotiated, together with his team, a tailor-made complementary health scheme for all Staff and their family members.



A. Feiereisen, P. Siebenaler, G. Steichen

This unique pioneer work was realized in collaboration with EQUIDEM, a team of professionals and enthusiastic young men from the Foyer Group. In case it might be of an interest to put this scheme in place in your company, don't hesitate to contact Gilles Steichen:

gsteichen@statestreet.com

IN BRIEF

The insurance industry is in good shape!



According to Claude Wirion, head of the Luxembourg Insurance Commission (Commissariat Aux Assurances) since 2015, the Luxembourg insurance industry is in good shape! Record amounts were achieved in

terms of premiums written by type of business in 2014. The total came to EUR 36.2 billion, an increase of 11.9%, driven by a very sharp increase in life assurance premiums. "Some insurers are even going to set up in Luxembourg in order to develop their life insurance business", Mr Wirion stated.



Job retraining now incorporated into banking sector collective employment agreement

On 15 July 2015, ABBL, ALEBA, OGBL-SBA and LCGB signed an update to the training agreement. It is appended to the collective employment agreement for bank employees 2014-2016.

According to the signatories, the new training agreement acknowledges "the fundamental role of lifelong training which represents a joint responsibility for both the employer and employee". This agreement entitles employees whose job may change significantly, or indeed be "eliminated", to receive job retraining.

ALEBA NEWSLETTER

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ALEBA, the number one financial industry union

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