

Embargo jusqu'au 14/09/2023 - 10h30

(Les paroles prononcées font foi)

Dear Colleagues,

Thank you for your massive presence and support today on the first day of industrial action at Cargolux in the context of negotiations for the renewal of the collective work agreement (CWA).

Merci également aux représentants des autres secteurs ici présents qui ont tenu à témoigner leur soutien aux salariés de Cargolux.

Kolleeginnen a Kolleegen,

Haut zënter 6 Auer gött bei der Cargolux gestreikt.

Méi wéi 1 Joer Kollektivvertragsverhandlungen.

28 Verhandlungsronnen.

5 Reuniounen ob der Conciliatioun.

An keen zefriddestellend Resultat.

Dat ass de Bilan vun dëse Verhandlungen!

En Bilan dee virun allem ob d'Kapp vum Generaldirekter vun der Cargolux geet.

De Generaldirekter huet sech zu kengem Moment fir d'Verhandlungen, d'Aarbechts- a Lounstrukturkonditiounen vu sengem Personal interesséiert.

Erreicht an der leschter Schlichtungsverhandlung war hien ob eemol present.

Erreicht nodeems de Streik annoncéiert war, ass den Generaldirekter wéi en grouse Verhandler am Intressi vun de Salariéen opgetrueden.

An der Realitéit huet hien dës Kollektivvertrags-Verhandlungen vernoléisst an säi Personal hänken gelooss.

Dat ass inakzeptabel fir en Generaldirekter!

Dear Colleagues,

Since 6 a.m. today, Cargolux is on strike.

More than 1 year of CWA negotiations.

28 negotiation meetings.

5 meetings at the National Conciliation Office.

And no satisfactory result.

This is the outcome of these negotiations.

An outcome that is mainly the responsibility of the CEO of Cargolux.

At no time, the CEO showed an interest whatsoever in the negotiations or in the working and salary structure conditions of his staff.

It was only at the last conciliation meeting, that he suddenly showed up.

It was only after the industrial action was announced that the CEO wanted to present himself as a great negotiator in the interests of the employees.

In fact, he neglected these collective negotiations and his employees.

This is not acceptable for a CEO!

Kolleeginnen a Kolleegen,

D'Direktioun presentéiert den Profit Share als Alternativ zu enger Gehaltsopbesserung.

Hei gött ob eng schappeg Aart a Weis Äppel mat Biere verglach.

Den Profit Share ass keng dauerhaft Gehaltsopbesserung.

Den Profit Share ass näischt anescht, wéi d'Unerkennung vum onermiddlechen Asaz vum ganze Personal duerch eng Bedeelegung um Benefice, deem nëmmen duerch hir Aarbecht méiglech war.

De Generaldirekter vergësst hei och, datt d'Berechnung vum Profit Share ob Proposition vum der Direktioun an de Kollektivvertrag geschriwwen gouf.

Et ass deemno inakzeptabel, datt de Generaldirekter elo an der Ëffentlechkeet mam Profit Share Sozialnäd provozéieren wëll.

Dear Colleagues,

Management cites the profit-sharing bonus as an alternative to a salary increase.

This is a shabby comparison of apples and oranges.

The profit-sharing bonus is not a sustainable salary increase.

The profit-sharing bonus is nothing else than just recognition of the tireless efforts of the entire staff through a share in the benefits created by their work.

The CEO also forgets that the calculation of the profit-sharing bonus was included in the CWA at the proposal of the management.

It is thus unacceptable that the CEO is trying to provoke social envy in the public through this profit-sharing bonus.

Kolleeginnen a Kolleegen,

Wéinst de kommenden Investitiounen ass et onsécher, ob nach weider Primmen am Kader vum Profit Share ausbezuelt kenne ginn.

Nëmmen eng lineaire Gehaltsopbesserung ass deemno eng nohaltege Garantie fir d'Salariéen.

De Generaldirekter behaupt, datt déi gefuerdert Gehaltsopbesserung vun 6 % onrealistesch wier an net ob enger laangfristeger Approche baséiert.

Offensichtlech huet de Generaldirekter näischt verstanen oder wëll näischt verstoen.

D'Fuerderung vu 6 % méi Loun fir all Salarié ass exakt déi gläich, wéi déi lescht Gehaltsopbesserung, déi 2019 ënnerschriwwen gouf.

2019, e Joer wou d'Firmenresultater wäit aus manner gutt waren ewéi an de leschte Joren!

An virun 2019 goufen et just Grimmele fir d'Cargolux-Salariéen.

Vun 2002 bis 2023 krut d'Buedempersonal 7 % an der Pai bäi an d'Pilote 4 %.

An der Moyenne sinn dat pro Joer eng mickreg 0,3 % fir d'Buedempersonal an 0,19 % fir d'Piloten.

An dann huet den Generaldirekter den Culot ze soen,
d'Gewerkschaftsfuerderungen wieren onrealistes an iwwerdriwwen?

Dat ganz Personal vun Cargolux huet elo een Stéck vum Kuch verdéngt.

Manner wéi 6 % Lounerhéijung ass carrement eng Frechheet, fir daat ganz Personal vun der Cargolux!

Dear colleagues,

In view of the major investments planned, there is no guarantee that this bonus will still be paid to employees in future years.

Only a linear salary increase offers a permanent and sustainable guarantee for the employees!

With regard to the 6% salary increase requested by the unions, General Management claims that this is unrealistic and is not based on a long-term approach.

Clearly, General Management has not understood or does not want to understand anything.

The union's claim for a 6% salary increase is identical to the last salary increase signed in 2019.

2019, a year in which the company's results were far less favourable than in recent years!

And before 2019, Cargolux employees have only been thrown crumbs.

In fact, from 2002 to 2023, ground staff received only a 7% and pilots a 4% salary increase.

On average, this is just a measly 0.3% increase per year for ground staff and 0.19% for pilots.

And then the CEO has the audacity to claim that the union's demands are unrealistic and exaggerated?

All Cargolux staff deserve a fair compensation.

Less than 6% salary increase is nothing short of an insult to the whole staff of Cargolux.

Dear Colleagues,

It is untrue that some staff would be disadvantaged by the introduction of a new salary scale for ground staff.

In fact, the purpose of this salary scale is to guarantee a transparent and fair career for all ground staff, taking into account their experience and seniority.

The CEO's confusing statements prove once again what he thinks of his staff: Nothing at all!

One thing is for sure.

The CEO wouldn't have given such an embarrassing performance for the shareholders.

Dear Colleagues,

We have gathered here to defend the future of Cargolux.

This means attractive working conditions and salaries for all employees.

Attractive salaries that show recognition of the work of all workers.

The heroes of the Covid pandemic, who were in the front row, would also have to be paid in full at Cargolux.

Investment in Cargolux's workforce must be an integral part of the company's development strategy!

This is why we are calling for a worthy result.

Kolleeginnen a Kolleegen,

Mir verteidegen haut zesummen d'Zukunft vun der Cargolux.

Dat bedeit, attraktiv Aarbechtsbedingungen an attraktiv Paie fir all d'Salariéen.

Attraktiv Paien, déi en Zeeche vun der Wäertschätzung vun all Salarié senger Aarbecht sinn.

D'Helde vun der Covid-Pandemie, déi an der éischter Réi stoungen, müssen och bei der Cargolux gerecht bezuelt ginn !

Den Invest an d'Personal muss en integralen Deel vun der Betrëbsstrategie vun der Cargolux sinn!

Dofir fuerdere mir en anstännegt Verhandlungsergebnis.

Dear Colleagues,

Today we all stand together for "Attractive salaries for an attractive Cargolux"!

This is the reason for the strike that started today.

Together, we are demanding

- a salary increase of 6% for all employees
- combined with an inflation protection guarantee that ensures equal treatment for all Cargolux employees in the event of a cap on the index
- and the introduction of a new, transparent salary scale that recognises the seniority of ground staff as provided for in the current CWA
- and finally, an internal regulation on Work from Home that respects the legal provisions on co-decision between management and the staff delegation.

These claims are inseparable.

Only with a global agreement on these 4 points will there be social peace at Cargolux again.

A social peace that has collapsed due to the CEO's games.

Enough is enough.

This is no game.

We will fight until we have a global agreement.

Thank you for your attention!

Thank you again for your support and stay united!