



Brussels and Geneva, 15 December 2023

Geert Van Poelvoorde
Executive Vice President - CEO ArcelorMittal Europe
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In support of the demands and strike of the workers of ArcelorMittal d.o.o. in Zenica, Bosnia and Herzegovina

Dear Mr Van Poelvoorde,

We are writing to you on behalf of [IndustriALL Global Union](#) and [industriAll European Trade Union](#), both representing millions of workers in mining, energy and manufacturing industries in Europe and worldwide, including workers in Trade Union of Metalworkers of the Federation of Bosnia and Herzegovina (SMFBIH).

We have been alerted by our affiliated union, SMFBIH, about deeply worrying events at ArcelorMittal Zenica d.o.o. plant in Bosnia and Herzegovina, where workers have been on strike since 20 November 2023, as despite the drastic increase of living costs the local management of ArcelorMittal Zenica d.o.o. refused to sign a new collective agreement for the period 2023-2024, which would adequately increase wages and benefits for the workers.

Workers organised by the Trade Union ArcelorMittal Zenica d.o.o. have given their proposal of the new collective agreement to the local management of ArcelorMittal Zenica d.o.o. on 27 April 2023, as the existing collective agreement was to expire on 31 May 2023. Despite six rounds of negotiations that were held until the end of November 2023, the management inappropriately rejected dialogue and even compromise and refused signing of the collective agreement, which resulted in a general strike that has been now going on for four weeks.

Instead of continuing the dialogue and sincere negotiations of the collective agreement, looking for solutions of the current difficult situation, the management in Zenica made a shocking decision to reduce the wages of the workers in strike by 1/3 for November and December 2023, for the period when workers are on strike. This unilateral move of the local management gives a clear message to the union that the local management is still not ready for a genuine social dialogue.

The company has reporting huge profits for the past period, which are mainly thanks to the efforts and hard work of its workers, should be a motive for rewarding hard-working and low-paid workers, and by no means a punishment for them and their families.

We urge you to contact your local management in ArcelorMittal Zenica to instruct them to urgently implement a genuine social dialogue in accordance with European values and EU directives, to end the agony of these workers, many of whom have dedicated their entire working lives to work in the steelworks plant of ArcelorMittal in Zenica, and who are the sole breadwinners of their families.

We support the workers and the Trade Union ArcelorMittal Zenica in their struggle to protect fundamental workers' rights and achieve decent working conditions and wages and we expect your swift intervention.

Yours sincerely,



Isabelle Barthès and Judith Kirton-Darling
Acting Joint General Secretaries
IndustriAll European Trade Union



Atle Høie
General Secretary
IndustriALL Global Trade Union