



The Global H&S Agreement at ArcelorMittal

ETUC Conference: « The role of trade unions regarding the
Community strategy on health and safety at work »

Krakow, Poland – 12-13 December 2011
Andrea Husen-Bradley





ArcelorMittal: A truly global company

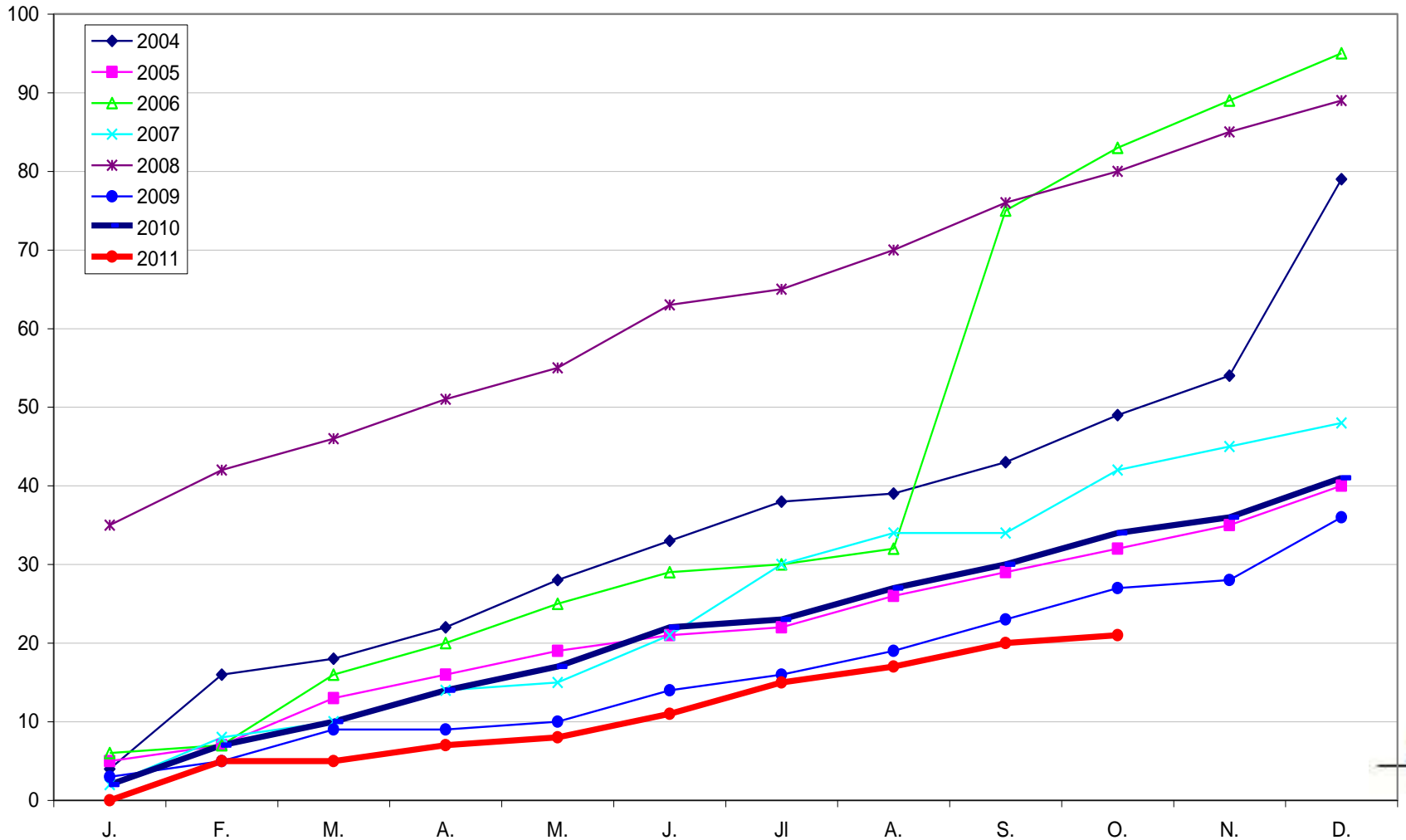


- The world's leading integrated steel and mining company
- Operations in 22 countries spanning 4 continents



Far too many fatalities

Mines & Steel - Fatalities Evolution 2004-2011





One Answer: The Global Agreement

Terms of Reference for a Joint Global OHS committee in ArcelorMittal

The most effective tool that we have ensuring good health and safety in the workplace is cooperation between trade unions and management, because organised workplaces are safer workplaces. Increased employee involvement leads to higher levels of compliance and better health and safety performance. In mind this agreement sets out areas of cooperation between management and trade unions at global level.

By identifying common ground between workers, unions and management on health and safety issues can make a positive impact on the number of accidents in the workplace and significantly reduce the risks faced by workers. A Global OHS committee will help to improve communication, collaboration and coordination between unions and management.

Size and scope

The committee should be made up of OHS experts ideally this would amount to 9 from unions and 3 from management. (4 from the EMF and 5 from IMF) with the ability to call in expertise as and when required. All costs associated with the committee will be borne by the company. 3 Union representatives from the committee will also attend Arcelor Mittal OHS board meetings.

The main function of the committee would be to identify areas for improvement in the company and act as a facilitator in harmonising safety performance across the group. The committee would only deal with issues related to health and safety and would not act as a negotiating committee on behalf of unions or management. Its function would be solely to offer guidance.

Initial Steps

- a. Review current performance in the company.
- b. Identify common problems or areas for improvement.
- c. Establish OHS committees in each plant-look at what mentoring is needed.
- d. Encourage unions and management to work together.
- e. Develop the role of safety representatives-training programmes.
- f. Develop a joint publication.

Signed: LN Mittal M Malentacchi B Samyn L Gerard





The Background

- ArcelorMittal H&S performance shows a great variety across its different operations all over the world. There are high tech steel plants, green-field projects in developing countries, huge mining activities, small distribution entities and so on.
- Altogether, H&S performance (fatalities, Lost-time injuries) is not satisfying for both management and trade unions.
- In 2008 ArcelorMittal, IMF, EMF and USW signed a ground breaking agreement to tackle this crucial issue together.





Basic elements of the global agreement

Two major fields of action:

- First it sets up a **global committee** composed of management and employee representatives.
- The global committee discusses the group's health & safety results, H&S programmes and policies
- It also conducts plant visits to monitor the local health & safety performance.
- Secondly, the agreement sets up **mandatory local joint H&S committees** at all plants. This is an important vehicle for the empowerment of trade unions.

→ Global scope – local impact





GJHSC Composition

Trade Unions:

- Rob Johnston (IMF)
- Andrea Husen-Bradley (EMF)
- Luis Colunga (EMF)
- Michael Breidbach (EMF)
- Ludek Lucan (EMF)
- Al Long (USW)
- Mike Wright and (USW)
- Tom Hargrove (USW)
- Jose Wagner (CNMCUT)

Management:

- Frank Haers
- Hendrik Botha
- Cordell Petz
- Chris Notebaert
- David Vint
- Willie Smit
- Ilder Camargo



A typical plant visit

- 2-3 days trip
- Plenary meeting with the local management and the local trade unions
- Breakout session for union members and management
- Shop floor inspections
- 2nd plenary meeting for assessment and recommendations





Plant visit follow-up

- Visited sites draw up an action plan
- Visited plants provide an update on progress to the JGHSC each time it meets (written reports and conference calls)
- Follow-up visits when necessary





The Plant Visits





Meetings and Inspections

- Temirtau, Kazakhstan September 2008
- Timoteo, Brazil November 2008
- Lazaro Cardenas, México March 2009
- Ostrava, Czech Republic June 2009
- Galati, Romania September 2009
- Vanderbijlpark, South Africa January 2010
- Indiana Harbor, USA Mai 2010
- Krivoy Rih, Ukraine August 2010
- Villa Constitución March 2011
- Tubarao, Brazil March 2011
- Zenica, Bosnia September 2011
- Dabrowa Gornicza, Poland November 2011





An example: Lazaro Cardenas



Contractor

before:



An example: Lazaro Cardenas



after:



An example: Ostrava



Unsafe windows



Glazing of the halls has been continuously carried out.





Plant level joint H&S committees

- At least 50% participation of workers
- Monthly meetings (during working hours, full pay)
- Should as a minimum:
 - Follow-up accident & incident reporting, ensure that measures are taken to prevent recurrence
 - Perform regular work environment inspections
 - Identify workers' training needs
 - Ensure that AM standards on H&S are available to all workers
 - Be aware of trends in the wider company and industry
- **Assessment of effectiveness of local JHSC will be launched in January 2012**





Key outcomes

- Recognition that cooperation between trade unions and management is the most effective tool in ensuring good H&S
- Building up H&S working structures and work programme at the global level
- Promoting social dialogue globally and empowering trade unions
- Opportunity for IMF and EMF to support the trade union network within this global company
- The number of fatalities remains unacceptably high but was reduced by one third since signing the agreement





Thank you for your attention



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