

GEMEINSAM FÜR EIN
GUTES LEBEN



A brief journey through major legislation

Greater knowledge about the world
of work

Right to fair conditions



Freedom of association – ever heard of it?

“ ... for everyone and for all professions ...”

The right to join unions is a fundamental right, i.e. specifically protected by the Constitution. No one can be favoured, or discriminated against for this. This applies to all people living and working here.

> Art. 9 Para.3 Basic Law “Freedom of Association”

Worker participation – what exactly does that mean?

Clear rules for more democracy

Elected works councils and employees’ representatives in the supervisory boards ensure democratic cooperation in the company and businesses.

By law employers and works councils are required to work together in a spirit of mutual trust, and in an economically sound and socially fair manner. Works councils are selected in companies starting with as few as five employees. 53,000 works councils are active nationwide at IG Metall, in 11,500 companies and 30 branches.

> Works Constitution Act and Laws on Co-Determination

Equal treatment - Wish or Reality?

Active against discrimination

Whether during application, transfer, or all other personnel measures: employees can do something to fight discrimination, if necessary even before a court of law. IG Metall stands on the side of its members.

> General Act on Equal Treatment (AGG)^w

Participation in companies and businesses Who does what?

The Works Council

- › negotiates the works agreements governing their concrete working conditions: i.e. classification, concrete working hours such as starting time, breaks, holidays, or the design of flexitime accounts.
- › regulates compliance and implementation of occupational health and safety.
- › ensures that labour contracts and works agreements are complied with.
- › has both a right to information as well as genuine right to co-determination, for example in the case of personnel measures such as hiring, classification, transfers or terminations as well as rights of initiative, for example in the case of further training.
- › is selected by the employees. You may call upon them at any time during working hours, without specifying the reason(s) why.
- › works closely with the union.

› Over 53,000 works councils are members of IG Metall – 71 percent of the works councils in the metal, IT, and electrical industries.

IG Metall

- › negotiates the labour contracts with the employers' associations or individual companies. For example, this is where your income, working hours, and right to leave are regulated. So, for example, according to the labour contracts of IG Metall an employee has up to two weeks more leave than the law requires.
- › conducts the bargaining movements in the companies. Unlike the works council it may call upon you to strike.
- › advises and qualifies works councils and supports them/you in conflicts with the employer.
- › maintains inter-company networks for professional and industry-wide exchange of works councils.
- › speaks in decision-making and advisory bodies of state and Federal policy for the employees in their industries.

Anyone who is a member can participate!

The supervisory board

Participation in the company

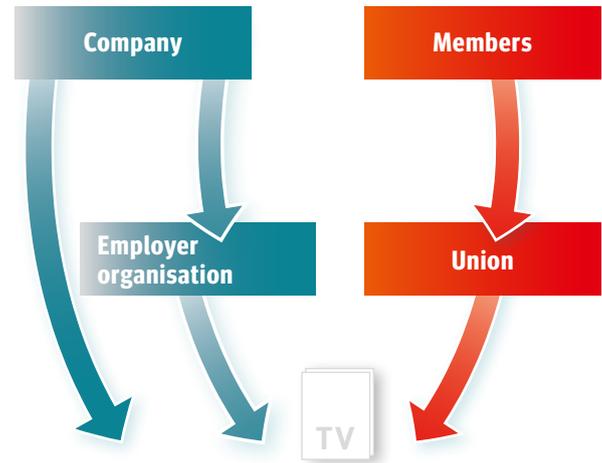
Employees select employee representatives from the workforce and representatives of IG Metall to the supervisory board. This polices the management board and helps determine company strategy. Generally the shareholders hold the majority in the supervisory board. IG Metall members pay their royalties from their supervisory board activities to the non-profit Hans-Böckler Foundation.

Did you know that ...

- › ... according to the current remuneration survey a software engineer in Germany already earns an average of eleven percent more at the entry level during the first three years at companies governed by a labour contract than at companies not governed by a labour contract? If you want to know what your work is worth take advantage of our offers on page 10.
- › ... labour contracts are only legally binding for the members of the union? When push comes to shove only you have the rights to the agreed services.
- › ... IG Metall is financed exclusively through their member contributions?
- › ... IG Metall regulates far more than pay, for example the right to training, everything to do with working hours, right to partial retirement as well as measures to reconcile work and private life, or a better pension. Which plan objectives it follows is determined by its members using democratic procedures.
- › ... membership in IG Metall is a private matter? You decide whether you would like to make your participation public or not.

Employers organisations? Unions?

They are social partners. Both organise members in order to make their concerns public and to implement them as well as possible.



... conclude labour contracts for their members and thereby set standards for income and working conditions. In the event of an individual company agreement the company negotiates directly with the union.



Another thing to mention: If you make a patentable discovery, or a technical improvement proposal (within the meaning of ArbNErfg (Employee Invention Law)) IG Metall guarantees legal protection for initial consultation by a specialist lawyer for employee inventions, or a patent attorney. Talk to your IG Metall local on site.

IG Metall

- › **IG Metall is part of the German corporate culture**, in which the various interest groups interact with each other fairly and respectfully.
- › **Many large corporations** try to transfer these strong working relationships to their locations abroad using **international framework agreements**. For example, Bosch: “The fundamental right of all workers to form unions and to join them freely and of their own free will, will be recognised. [...] We strive to achieve constructive cooperation with our partners based on mutual trust and respect.” Or **Siemens**: “Cooperation with employees, employee representatives and unions will be designed constructively. Even in contentious disputes the goal remains ensuring sustainable constructive cooperation for the long term and to seek solutions which take into consideration the corporate economic interests and the interests of the workers.”
- › Over **2.2 million people** are members of IG Metall. You too?
- › IG Metall is committed to **sustainable development and fair social conditions**.
- › As a member organisation IG Metall has a **democratic** structure – the members decide on their policies and priorities.



A percentage-based contribution – 100 percent performance

The contribution: a percentage of gross salary. It pays for itself quickly. Through pay increases. Through valuable information, advice and legal protection which is included for members after three months. Or through every worker-friendly law IG Metall has campaigned for.

Join on-line: ➔ igmetall.de/beitreten

Seven in one

IG Metall ways to get involved, participate and inform:

1 Website
You can find current issues, event notes and information about the ICT industry on-line. Informational fliers on various key areas as well as all issues of the IT magazine are available for download; suggested links and references round out the offerings.
➔ itk-igmetall.de

2 IG Metall on CeBIT
IG Metall is regularly represented with its own information booth at CeBIT in Hannover. With a wide range of information and lectures IG Metall presents itself there as the union for those employed in the ICT industry. Special bonus: IG Metall members receive free tickets for CeBIT.

3 ICT Pay raise
IG Metall reviews pay in the IT and telecommunications industry every year. The analysis provides valuable information about jobs and income opportunities and can serve as a good guide for salary negotiations. Cheaper for IG Metall members!

4 Work group research and development
Brings together works council members from the R&D departments for specialist discussions. Represented: all relevant industries, their key businesses and research institutes.

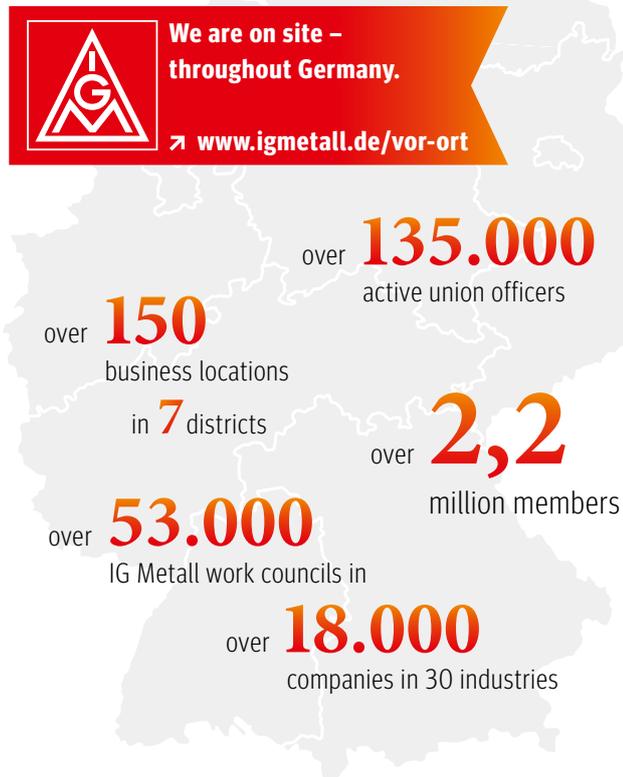
5 Active at University
In many places there are student union groups which were founded in order to improve their academic, internship and work conditions and to actively get involved in university life. You can find out whether your university has such a group at your local IG Metall, or on-line at
➔ hochschulinformationsbuero.de › **Contact**
› **Local**

6 For crowd workers and self-employed
Service telephone and evaluation possibilities of working conditions on internet labour exchanges.
➔ faircrowdwork.org

7 Network
IG Metall is a network of helpful contacts for your professional life. Use it! Network with your colleagues from other companies.

Heavily engaged.

From Flensburg to Lörrach, from Aachen to Bautzen.



IG Metall-Vorstand

FB Mitglieder und Erschließung

60519 Frankfurt am Main

IG Metall connects.

We are many. Be a part of it!



facebook.com/igmetall

twitter.com/igmetall

flickr.com/igmetall

youtube.com/igmetall

Yes. Count me in.



Please give to the IG Metall work councils, the IG Metall workplace representatives or IG Metall locally. Or simply put it in an window envelope and send it back.

Prefer to become a member directly on-line?

➔ www.igmetall.de/beitreten

You have more **questions?**

For questions about membership of IG Metall or other topics on secure and good work, please don't hesitate to get in touch with us.

✉ **mitglieder@igmetall.de**

☎ **069 66 93-2221**

We. IG Metall.



A Trade Union introduces itself.

Would you like to know more about IG Metall? Our magazine "Wir. Die IG Metall." vividly conveys what we stand for, what we offer and what Trade Union means.

It is included in every info package and can be ordered free of charge at

➔ **www.igmetall.de/infopaket**

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