



RESULT OF COLLECTIVE BARGAINING: TEMPORARY WORK



MORE MONEY, MORE TIME OFF, INCREASED HOLIDAY AND CHRISTMAS BONUSES

On the morning of 18 December 2019, IG Metall and the other unions that make up the temporary work collective bargaining association within the German Trade Union Confederation (DGB) reached a deal after 24 hours of negotiations.

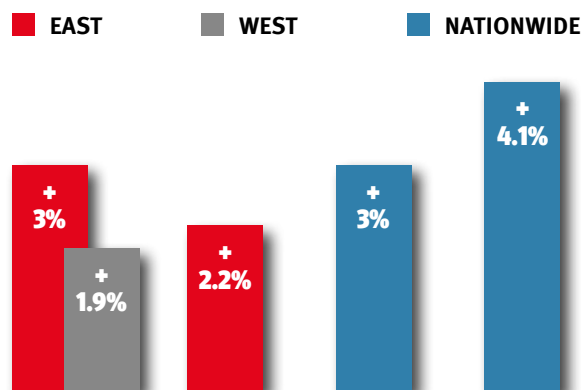
By the fourth negotiation, it was done: the unions were able to secure many improvements for temporary workers in a marathon negotiation session. In addition to a good wage increase, they will also be entitled to more time off and increased holiday and Christmas bonuses in the future. The members of IG Metall and the other DGB unions can feel particularly pleased: from 2021 onwards, they will receive an exclusive payment for members on a permanent basis in addition to the holiday and Christmas bonuses (special bonus payment). This will amount to a maximum of EUR 700 from 2023 onwards and is exclusively for union members.

Employment Agencies) collective agreement have been revised.

More money per year in three stages

Following the last wage increase in October 2019, temporary workers will get a further increase from April 2020 onwards.

Increases



01/04/2020 01/10/2020 01/04/2021 01/04/2022

In the west, this will amount to an increase of 1.9 per cent. This first low increase is mainly attributable to the poor financial situation of temporary employment agencies at the moment. In the east, wages will rise 3 per cent from April 2020 (2.31 per cent in pay group 1). »

**Gute Arbeit
in der Leiharbeit
Tarifrunde Leiharbeit 2019/2020**

And that is not all: there will be an additional pay group in the future and the working time arrangements defined in the iGZ (German Association of Temporary

INFORMATION ON THE CONCLUSION OF THE COLLECTIVE AGREEMENT

Same pay scales for east and west from April 2021 onwards

The next increase for the east will then come in October 2020 already: all wages will be raised by another 2.2 per cent. This is the last step before the east table is done away with in April 2021. After that, only the west table will apply uniformly across Germany.

There will only be one common pay scale from 1 April 2021 onwards. Then all working conditions for east and west, whether related to pay or working time, will be the same.

More money in 2021 and 2022

The common pay scale will then be increased in another two stages, from 1 April in each case: by 3 per cent in 2021 and by 4.1 per cent in 2022. At the end of the increases, the basic remuneration, e.g. in pay group 1, will be almost 10 per cent higher in the west and a full 11.3 per cent higher in the east.

Increased holiday and Christmas bonuses

Another key improvement will come into effect for temporary workers from 2021 onwards.

IG Metall has succeeded in negotiating an increase in the holiday and Christmas bonuses in the following three years from currently EUR 150 in each case from six months onwards to EUR 200. The highest level will also be reached earlier. At the highest level, temporary workers will get two payments of EUR 400 in the future, instead of just EUR 300.

Big extra for IG Metall members

IG Metall members can feel especially pleased. All members of a DGB union will receive extra holiday and Christmas bonuses from April 2021 onwards. This increase for members will rise in stages to up to two payments of EUR 350 per year (see table).

More time off

There will also be improvements in time off. From 2021 onwards, holiday entitlement will increase from 24 to 25 days and subsequent levels have been reduced from five to three. Therefore, colleagues in temporary employment are set to receive 27 days of holiday from the second year onwards already and 30 days of holiday from the fourth year of employment – thus one whole year earlier.

More pay groups – better classification

The unions within the DGB collective bargaining association achieved one small but significant improvement in terms of pay groups. The pay groups will be revised from July 2020 onwards. A new pay group will be introduced, with pay group 2 being split into pay groups 2a and 2b. In addition, pay groups 3 and 4 have been equalised and pay group 4 has been upgraded to a genuine basic

New annual special payments and member bonus

	For employees			pay-scale-linked from 2024 onwards	Extra for union members		
	2021	2022	2023		2021	2022	2023
from the 6th month	2 x €150	2 x €180	2 x €200		2 x €50	2 x €70	2 x €100
in years 2 and 3	2 x €200	2 x €250	2 x €300		2 x €100	2 x €120	2 x €200
from year 4	2 x €225	2 x €325	2 x €400		2 x €150	2 x €200	2 x €350

New pay scales with percentage increases

PG	2020		2021	2022	
	West +1.9% Pay/hr	East +3% (PG 1: +2.31%) Pay/hr	East +2.2% Pay/hr	Nationwide +3.0% Pay/hr	Nationwide +4.1% Pay/hr
PG 1	€10.15	€9.88	€10.10	€10.45	€10.88
PG 2a	€10.82	€10.20	€10.42	€11.15	€11.60
NEW PG 2b	€11.38	€10.74	€10.98	€11.72	€12.20
PG 3	€12.42	€11.67	€11.93	€12.79	€13.32
PG 4	€13.13	€12.35	€12.62	€13.53	€14.08
PG 5	€14.83	€13.96	€14.26	€15.27	€15.90
PG 6	€16.69	€15.70	€16.04	€17.19	€17.90
PG 7	€19.48	€18.31	€18.72	€20.07	€20.89
PG 8	€20.97	€19.69	€20.13	€21.60	€22.49
PG 9	€22.12	€20.79	€21.24	€22.79	€23.72

pay group. This will make it easier to classify workers properly in the future and therefore improve implementation. This is a subtle, but very helpful improvement for temporary workers.

Further improvements

In addition, a number of other improvements have been secured. For example, the working time account in the iGZ collective agreement has been revised. Workers have gained an improved right to payment of hours on credit and the unlawful regulation allowing companies to dispose of two days has finally been done away with. Another important achievement is that the collective agreement now unequivocally states that it is only possible to use the working time account to bridge periods when temporary workers are unassigned with employee agreement.

WHAT NOW?

Now that the deal negotiated has been signed, the nationwide collective bargaining committee will discuss and vote on the result of the collective bargaining on 13 January 2020. With the recommendation of the bargaining committee, the Board of IG Metall will also discuss the result and decide on its acceptance on 14 January 2020. All DGB unions that are members of the collective bargaining association will do the same. The period of time granted for acceptance runs until 12 February 2020. After that, the results will then be incorporated into collective agreements so that union members will be immediately entitled by law to the new benefits.

THANK YOU FOR HAVING SUPPORTED US!
THANK YOU FOR YOUR COMMITMENT

Information for temporary workers

We have an IG Metall portal for temporary workers with lots of information.

 gute-arbeit-fuer-alle.de

Pay schedules with scales and industry bonuses can be obtained from your local IG Metall repre-

sentative. Further information is available from your works council, union representatives, branch office and online:

tarifrunde-leiharbeit.de

leiharbeit@igmetall.de

facebook.de/gutearbeitfueralle



Not yet a union member?
Change that at:
igmetall.de/beitreten

IG METALL: BETTER. TOGETHER!

MEMBERSHIP DECLARATION



Please complete in block letters and send to your local office or to IG Metall in 60519 Frankfurt am Main. *Mandatory information **To be completed by IG Metall You can complete this form online at: www.igmetall.de/beitreten

**Membership number, please insert in case of change of details

Membership start date

Personal data	Last name*		First name*		Date of birth*	
	Country*		Postal code*		Town/City*	
	Street*		House number*		Phone number <input type="radio"/> work <input type="radio"/> personal	
	Mobile <input type="radio"/> work <input type="radio"/> personal		Email <input type="radio"/> work <input type="radio"/> personal		Gender* <input type="radio"/> female <input type="radio"/> male	
Employment information	Employed at company/postal code/city			Profession/occupation/course of study/vocational training		
	Type of membership <input type="radio"/> Full-time <input type="radio"/> Part-time <input type="radio"/> Self-employed <input type="radio"/> Apprentice <input type="radio"/> School pupil, university student <input type="radio"/> Retrainee <input type="radio"/> Integrated degree program					
	<input type="radio"/> Fixed-term employment <input type="radio"/> Temporary workers/Contract work; name of company of deployment					
	Approached by (last name, first name) or marketing team			Membership number of referrer (if applicable)		Gross income
Bank details	IBAN*					
	BIC*		Bank/Branch		Account holder	

Membership declaration:

I herewith join "Industriegewerkschaft Metall", "IG Metall" for short, and accept the statutes of this trade union. I herewith confirm the correctness of the details about myself, which I have made available to IG Metall for the purposes of data collection with regard to my enrolment as a member.

Data protection notice: My personal data is collected, processed and used by IG Metall and its union shop stewards for the purpose of setting up and administering my membership in compliance with the data protection provisions of the EU General Data Protection Regulation (GDPR) and German data protection law (BDSG). Within these specified purposes, my data is only disclosed and used for the performance of union responsibilities by persons specially commissioned for these purposes. The data is not shared with third parties, unless I have given my specific consent. This data is not disclosed to any other parties for the purposes of marketing. The European and German data protection rights apply as amended. More information about data protection is available at <https://igmetall.de/datenschutz-dok>. If I would prefer a printed version of the data protection information, I can request this at datenschutz@igmetall.de.


SEPA direct debit (recurring direct debit)
IG Metall creditor identifier: DE71ZZZ0000053593
Mandate reference: membership number 01


SEPA direct debit mandate: I herewith authorize IG Metall to debit my bank account on the agreed due date by way of direct debit with the membership fee payable by me in accordance with Section 5 of the Statute of 1% of my monthly gross income. Simultaneously, I instruct my bank to authorize the debiting transactions in my bank account requested by IG Metall.

Please note: I may request a refund of the debited amount within eight weeks of the day of debiting of the account. The terms and conditions agreed with my bank apply. I will inform IG Metall without undue delay of any changes in my details.

Consent to the transfer of my personal data to the bank for the purpose of processing the SEPA direct debit. I herewith consent to IG Metall disclosing my personal data (particularly name, IBAN/BIC, amount), which may disclose my **trade union membership**, to the implementing payment service provider(s) for the purpose of processing the SEPA direct debit. According to current data protection law, trade union membership is a specially sensitive piece of personal information which is specially protected. The transfer of the aforementioned data is a precondition for IG Metall to be able to debit the membership fees by SEPA direct debit in accordance with the Statutes. My consent forms the legal basis for data processing for the aforementioned purpose. My consent is voluntary. I have the right to revoke this consent at any time with effect for the future. A revocation does not affect the lawfulness of any processing which has taken place up to the time of revocation on the basis of my consent. The information document on the processing of personal data, available at <https://www.igmetall.de/datenschutz-dok>, contains further information on data processing.

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