

Topic

Paid leave: We deserve this

Summertime is vacation time. With all of the insecurities caused by the Coronavirus pandemic, this year's leave should be as carefree as possible. Therefore, it is highly important to leave your work at home in order to recharge.

Unfortunately, that's not always possible. Being available for work-related matters during your holiday is a common issue. According to surveys, 64 percent of employees reply to requests by their superiors or co-workers while on leave - although in Germany you are not legally required to do so. No one needs to react to work-related calls or emails during vacation time. Not even if they have a work phone. After all, your annual leave is for recharging – and this isn't possible when you're working.


Every employee in Germany is entitled to be unavailable. No matter whether they are tariff or non-tariff employees or whether they have managerial responsibilities.

With 30 days of paid annual leave (not least thanks to our collective agreements) and additional holiday pay, enjoying your time off should be even more likely.



We would like to know: What about you? Are you available for work-related issues when you're on holiday? Or are you able to just turn off your phone and relax? Do you have any suggestions or questions on this topic? Then go ahead and email us at **lyudmyla.volynets@igbce.de**.

The IG BCE has published a summary of relevant information on the topic of annual leave. Even though this is geared towards career starters, it provides a helpful overview for everyone.



Find out more ...

Further news  
in this issue

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for non-tariff employees?

"Sicher Reisen" app



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This is what KAAT has to offer

With "KAAT" (from German „Kaufleute, Akademiker und AT-Beschäftigte – commercial, academic and non-tariff employees) we are offering you the opportunity to shape your work-related topics together. We do invite you to participate in this service. You can do this by asking questions on work-related topics, by providing creative input from your everyday work life or by giving critical feedback. "KAAT" is our offer to put your everyday work in the spotlight.


What you can expect:

- information on topics relating to your worklife
- networking opportunities
- summarise the latest legal information, etc.

Despite the Coronavirus pandemic, we are positive and would like to invite you to read the first issue of our KAAT newsletter. We hope you enjoy it!

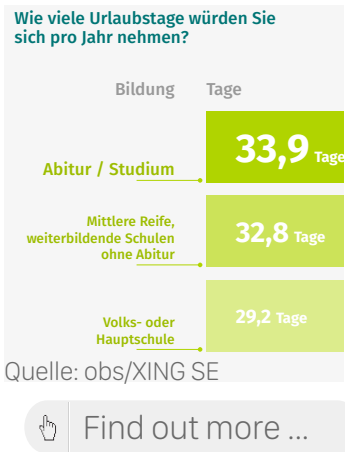
# Is your employer entitled to reduce your days of paid holiday during short-time work?

Employers are not allowed to reduce the statutory holiday entitlement due to short-time work based on market conditions. The IG BCE and the DGB agreed on this issue and offered a joint statement according to which this was “neither stated in the Federal Paid Leave Act nor in the rulings of the Federal Labour Court”.

 [Find out more ...](#)

# Would you like some more?

30 days of paid leave sounds like plenty of time for you and your family. However, especially employees with academic background would like more time off, as the XING Holiday Report 2018 shows. We would like to know: What about you?



# Online sessions for everyone

In the past months, the trade union representatives at BASF organised and conducted online info sessions for non-tariff employees.

Sebastian Gödecke (IG BCE Ludwigshafen), who is one of the organisers, stresses the importance of the new service: “We want to assist our colleagues – especially during these challenging times of the Coronavirus pandemic. Our local representatives have the right expertise in questions relating to site agreements, home office, payment systems and other questions on the impact of the IG BCE’s tariff negotiations on non-tariff employees.” Jutta Latten, chairwoman of the advocacy group for non-tariff employees at BASF in Ludwigshafen, who also took part in the info sessions, points out the success of the one-hour info sessions: “We established new contacts and acquired new union members. And we were able to show how important it is to have a powerful organisation to jointly represent the interests of tariff- and non-tariff employees.” The project sets an example when it comes to increasing employees’ awareness of the “emergency workers” within a company: the union representatives (Vertrauensleute).



# #KAAT

## 1.5 percent more!

The success of the 2019 tariff agreement is moving on to the next stage: On the 1st of July, salaries for employees in the chemical industry, including apprentices, were increased by an additional 1.5 percent. This is also of significance for non-tariff employees whose salaries usually have to be raised with tariff increase. The tariff negotiations in 2019 also had a number of other positive results, e.g. an increase in Christmas allowance (annual payment), the qualification campaign and the so-called “Zukunftskonto” (“Future Account”).

More at: [www.igbce.de](http://www.igbce.de)

## Enjoy travel benefits



Did you know that the IG BCE bonus agency has great travel offers?

Our members enjoy exclusive discounts on wonderful trips. You can save up to 30 percent on hotel reservations and other services. Leave your workplace stress behind and recharge with your family.

More at: [www.igbce-bonusagentur.de/reisen](http://www.igbce-bonusagentur.de/reisen)

## Announcements

06. – 07.11. Experts at work | Worms

- Working conditions of commercial, academic and non-tariff employees
- Laws, tariff agreements, company collective agreements: What does this mean for KAAT?

Registration by 30/09: [zse-veranstaltungsservice@igbce.de](mailto:zse-veranstaltungsservice@igbce.de)

08/09 Webseminar “Leadership in virtual teams”

23/09 Webseminar “Opportunities and limitations of agile work”

[www.igbce-bildung.de](http://www.igbce-bildung.de)

# CareFlex is coming! What does this mean for non-tariff employees?

It's Germany's first tariff-based supplementary care insurance (tarifliche Pflegezusatzversicherung): During the last round of tariff negotiations, the IG BCE and chemical industry employers agreed on introducing the "CareFlex Chemie", a supplementary care insurance financed by employers. Health examinations are generally not required. In an event covered by insurance, EUR 300 are paid for outpatient care and EUR 1,000 for stationary care.

Companies will start registering their tariff employees with the insurance consortium starting in August. Non-tariff employees and executive staff can also be included in the insurance if employer and the works council agree on this in a company collective agreement (opt-in). The "CareFlex Chemie employer non-tariff employees/executive staff" module has been designed specifically for this purpose. Our tip: Non-tariff employees should check whether their employer is offering or is planning to opt-in.

Information sessions at ten pilot companies all over Germany, e.g. at the chemical companies BASF and Hesse Lignal, are scheduled to start in October. For all other employees the sessions will start on 1st January 2021. Further information on supplementary care insurance and a comprehensive FAQ are available online and at your local union office.



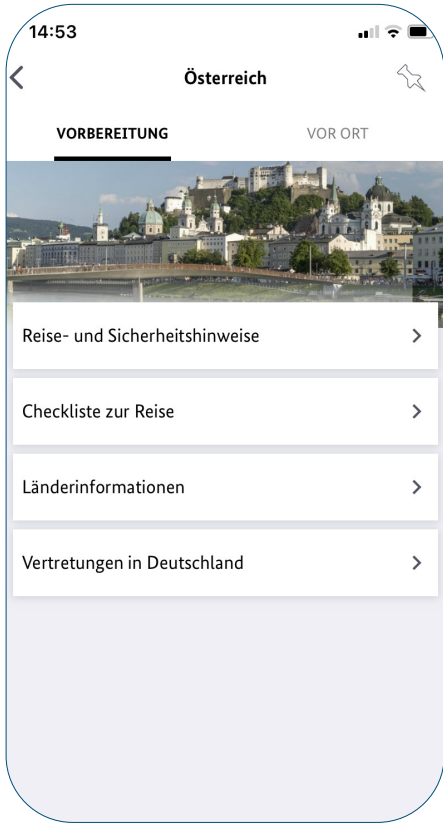
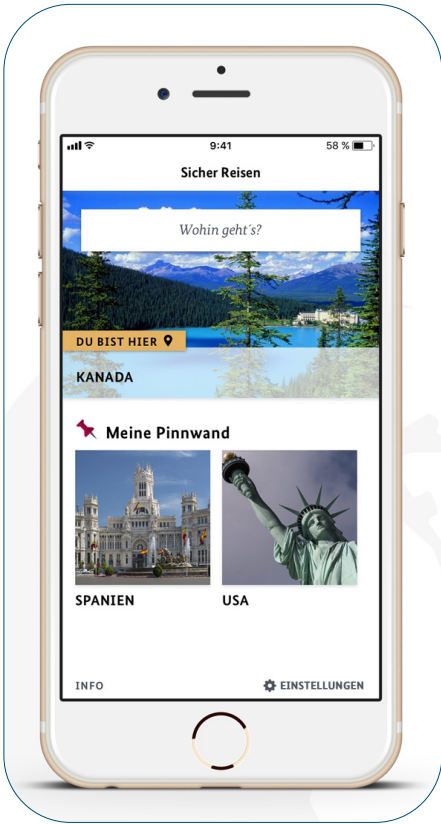
Find out more ...

## Digital

The "Sicher Reisen" ("Travel Safely") app by the Federal Foreign Office offers worldwide travel and safety information. This is even more valuable during the Coronavirus pandemic. Just like in Germany, other countries' travel regulations are constantly changing. And, when traveling, it's better to be on the safe side.



Find out more ...



## Imprint

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