

## Newsletter no. 4

### Focus on: time is the new money



11. /12. June | conference | online  
**1st KAAT dialogue by IG BCE**

Already registered? 

#### Topic

### Time is the new money

How nice would it be to be able to organise our working time more self-determined, flexibly take time for family, travel, further education, for hobbies or a sabbatical? Flexibility is becoming possible for more and more employees. The IG BCE promotes this form of freedom in working life. However, flexibility must be well secured. Otherwise, employees can organise their time freely only theoretically while in practice, however, the flexibility of the employer always takes precedence. Therefore, collective agreements and company regulations on flexible working hours (flexi-time, trust-based working hours, etc.) are indispensable so that both sides – employer and employee – benefit equally.

The IG BCE collective agreements also take into account the employees' desire for more time for themselves. The 37.5 to 40-hour week and ten days more holiday (compared to the legal entitlement) alone allow both collective bargaining employees and indirectly also AT (non-tariff employees) to organise their

time more freely. Depending on personal needs and life phases, further possibilities are added: collective agreements-based days off for special occasions, age-related time off and part-time work for older workers, „reduced full-time 80“ and, last but not least, „Zukunftskonto“ („future account“ – a wage percentage that can among other things be taken as five additional days off). The regulations of the collective agreements do not apply directly to AT-employees. But they have an indirect effect by creating the framework for works councils to regulate similar models for AT as well. They are also included in the minimum conditions for AT.

Working time is a much-discussed topic that is permanently in tension between the desire for self-determination, loyalty to the company and one's own need for recreation. Not to mention the needs of family and friends. What is your personal relationship between living and working time? Write to us with your experiences or ask us questions at: [kontakt@kaat.net](mailto:kontakt@kaat.net). We take a broader look at „working time from the workers' perspective“ here:



More information ...

#### Further topics in this issue

Take a break!

Presents

1st KAAT dialogue - virtual

Less travel – even  
after the pandemic

Time recording even with  
trust-based working time

Pilot projects in operation

Working time quiz



Tabea Bromberg  
IG BCE,  
Abteilung Arbeits-  
und Betriebspolitik



Lyudmyla Volynets  
IG BCE,  
Abteilung Arbeits-  
und Betriebspolitik

### Looking forward!

Summer is approaching, the greenery in nature relaxes the stressed mind – and in our industries it is time for more time off: up to five additional days off are already possible in the chemical industry thanks to the tariff-based Zukunftskonto; soon also in the rubber industry. IG BCE members can also take an additional two to three days off through numerous IG BCE in-house collective agreements at companies such as Wingas-Astora, LEAG and Uniper. There is progress in the air – both in dealing with the Corona pandemic and with us: our offer for commercial, academic and non-tariff employees (KAAT) is growing. In training courses and web seminars, in company [kaat.net@-events](mailto:kaat.net@-events) or through your individual enquiries and subsequent consultations – in less than a year of KAAT.net we have already got to know many of you. And we are looking forward to getting to know you even better: our first KAAT-Dialogue will take place on 11 and 12 June. You can find more information about the first KAAT event here in the newsletter and on [kaat.net](http://kaat.net). We look forward to seeing each and every one of you!

Welcome to issue no. 4 of the KAAT newsletter. And now: Have fun browsing!

## Service

# Take a break!

If you are absorbed in a task, you sometimes forget the time. Studies in occupational science show, however, that we work more concentrated, make fewer mistakes and suffer less frequently from complaints such as headaches if we take regular breaks. By the way, exercise in the fresh air is particularly conducive to concentration! And because breaks are so important, everyone has a right to them: The Working Hours Act stipulates a break of at least 15 minutes after six hours of work – as an obligation for employees and employers alike. Time for a little walk!

### Break means rest

In terms of labour law, a break is when workers are completely released from their work duties, i.e. when they are not ready to work. They can leave the workplace and also the company, provided there are no conflicting break regulations. The genuine rest break is therefore not part of working time



and does not have to be remunerated. Prescribed breaks, such as noise or screen breaks, on the other hand, are to be regarded as obligatory occupational health and safety measures and therefore must be paid.

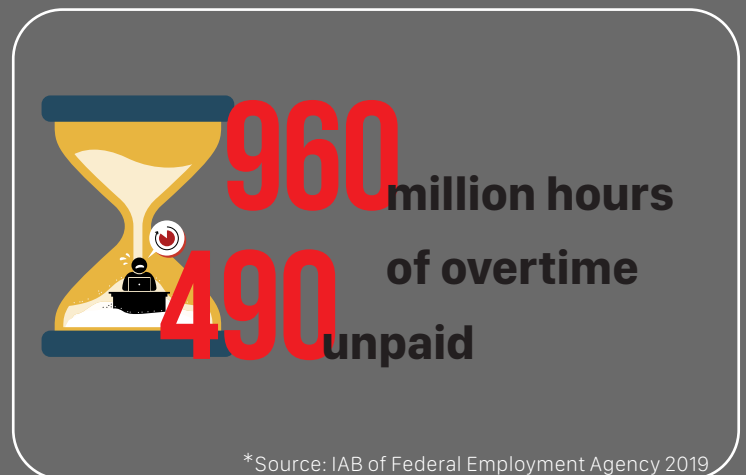
## Service

# Presents

960 million hours of overtime were worked by employees in Germany in the first half of 2019 alone. Of this, 490 million hours of overtime were unpaid\*. The trend of employees „giving“ more work to their employers for no consideration has thus continued for years. While the total number of overtime hours has partly decreased from year to year, unpaid overtime hours have remained at a high level. Incidentally, this is higher than in any other European country, as the study „Workforce View in Europe 2019“ by the personnel service provider ADP shows: Around 71 % of respondents in Germany said they regularly worked unpaid overtime. This was followed by Spain (67 %) and the UK (66 %), whereas Poland had the lowest level of unpaid overtime at 43 %.

### Even more because of home office

Home office and digitalisation are increasing these effects: thanks to internet access, smartphones and laptops, employees are now much more flexible when it comes to working time and place. This does not automatically mean more free time. Many employees work overtime even more often in the home office than in the workplace. Many of us experienced it during the lockdown: the travel time saved virtually vanished into thin air, leaving no more free time. To ensure that the balance between work and private life, well-being and health does not suffer in the long run, it is important



to take regular breaks also in the home office and to record one's own working time – gladly with our IG BCE app.



to the IG BCE-App ...

You might also be interested in these seven tips for avoiding overtime in your home office.



tips for avoiding overtime ...

## Event

# 1st KAAT dialogue – virtual

Impulses from experts, lively exchange and active networking for IG BCE members, works councillors and shop stewards in commercial, academic and AT areas. And many opportunities for interaction. Let us surprise you with our programme! The broad spectrum of topics from the KAAT working world includes valuable suggestions for your own everyday work, e.g. on the topic of stress management, as well as impulses for interest representation, for example on (AT) remuneration systems.

Speakers from practice and science will of course be present. So that we can meet safely on 11–12 June, we will meet virtually.

**See you there?**



## Sustainability

# Less travel – even after the pandemic

Companies in Germany want to reduce the amount of their business travel even after the Corona pandemic. This is the result of a Handelsblatt survey among the 30 Dax companies as well as a survey of other companies by the German Travel Management Association (VDR). According to the survey, the number of business trips is expected to decrease permanently by up to 30 percent. 60 per cent of the companies surveyed by the VDR confirmed this trend. Especially the worldwide flights of specialists and executives will decrease. This saves costs for the companies and is good for the climate. The ecologically oriented transport association VCD and the Borderstep Institute for Innovation and Sustainability have quantified the climate



effects in a study: One third less business travel than before the pandemic would save about three million tons of CO2 per year.

## Legal

# Time recording even with trust-based working time

Even with flexible working hours, employers are obliged to record the time. In many areas where trust-based working time exists, this is done via electronic systems. Whenever these are used by the employee, the employer at least has insight into whether overtime is worked – and thus also „tolerates“ it in legal terms. This is how the Emden Labour Court ruled in a dispute about more than 1,000 hours of overtime.

A commercial employee had demanded compensation for her overtime in court after her dismissal. In her former company, trust-based working hours applied. The plaintiff had recorded her working hours and break times using software provided by the employer and was thus able to prove her overtime. The employer claimed that it had neither ordered nor tolerated or approved the overtime. The Emden judges took a different

view: since a ruling of the European Court of Justice (ECJ), the employer was obliged to monitor and control the recording of working time. In this way, the employer had knowledge of the overtime and had thus approved it.

In May 2019, the ECJ ruled that EU member states must require employers to set up an „objective, reliable and accessible system for the recording of working time“.



## From the regions Pilot projects in operation

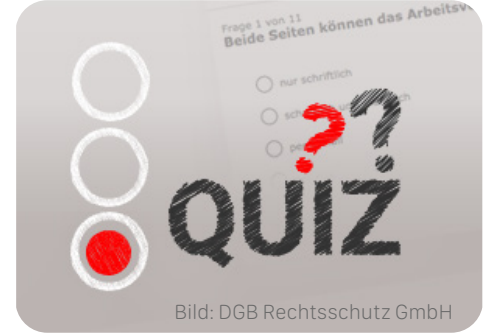
AAs a third pillar of the German vaccination strategy, company doctors will also be involved in the management of the Corona pandemic in the future. Pilot projects have already been running since April and numerous employees are being vaccinated. BASF, for example, opened its own vaccination centre in Ludwigshafen in mid-April. By mid-May, about 8,700 employees will have been vaccinated, a company spokeswoman told the Rhein-Neckar-Zeitung. In view of the current 39,000 employees


in Ludwigshafen, this corresponds to a good 22 per cent. In May, further pilot projects were launched nationwide: The state of Hesse, for example, initially provided about 12,500 vaccine doses. They are to be vaccinated at sites of the companies Merck (Darmstadt), Sanofi-Aventis (Frankfurt), B. Braun (Melsungen) and Pharmaserv (Marburg) as well as Fresenius MedicalCare (Bad Homburg).


So the next step towards normality is on its way. This is good for all of us – and brings travel and leisure activities closer again.

## Digital Working time quiz

DGB Rechtsschutz GmbH - the legal protection provider of the trade unions - has put together interesting questions on the topic of „working time“ in its quiz. Test your knowledge about on-call and break times, legal regulations and much more.



 to the quiz ...

 More Info about DGB Rechtsschutz

This is [www.kaat.net](http://www.kaat.net)

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**KAAT.net**  
Für kaufmännische, akademische  
und außertariflich Beschäftigte. **IG BCE**



## Willkommen bei KAAT.net

Hier findest du Informationen für Kaufleute, Akademiker\*innen und AT-Beschäftigte, die schon Mitglied bei der IG BCE sind oder es noch werden wollen. KAAT.net ist unsere Einladung an euch, gemeinsam eure Themen aus der Arbeitswelt zu gestalten.

### Impressum

Industriegewerkschaft Bergbau, Chemie, Energie  
Verantwortlich: Stefan Soltmann, Leiter Abt. Arbeits- und Betriebspolitik  
Königsworther Platz 6, 30167 Hannover

Kontaktinformationen:  
+49 511 7631-0  
[abt.arbeitspolitik@igbce.de](mailto:abt.arbeitspolitik@igbce.de)

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