

Newsletter no. 5

Focus on: Diversity is our strength

Topic

Diversity is our strength

Successful industrial companies include many other groups of employees in addition to the production workers. Just as it is in the economy, the IG BCE has become even more diverse in recent years. We represent all workers in our sectors and bring them together under one roof – that is why we are called an industrial union.

Whether colleagues from research & development, marketing, controlling, IT or finance departments or even executives: the underlying interests in any employee relationship are always the same – even if the concrete conditions and expectations are different. For example, between tariff- and non-tariff employees, between full-time and part-time employees, working with shifts or without – as groups of employees we should not let employers put us in competition with each other. A real community of solidarity is a win-win situation for all!



We make this even more visible with KAAT.net – we build bridges to the future. We are a strong network under the umbrella of IG BCE. That's why we're asking you: If you had three wishes for KAAT.net, what would they be? We are curious and look forward to your mails to: kontakt@kaat.net.



It gets even more diverse here ...

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Podcast „Myths around AT“



Tabea Bromberg
IG BCE,
Abteilung Arbeits-
und Betriebspolitik



Lyudmyla Volynets
IG BCE,
Abteilung Arbeits-
und Betriebspolitik

Flux into the future with you

KAAT.net, the IG BCE service for commercial, academic and non-tariff employees, is increasingly being received in the companies. Our review after one year shows that our appeal is heard and needed. Modern work structures require a modern trade union. And our KAAT.net service is intended to make a contribution to this.

As a social partner, IG BCE has always had all employee groups in mind. Because our community is only successful if everyone is involved. Together we shape the future. We are therefore looking forward to new contacts and further supporters. And of course to your feedback: How do you like the previous issues of the KAAT newsletter? Do you have any suggestions or topic requests? We are happy to receive them at kontakt@kaat.net.


And now: Have fun browsing!

Service

CareFlex Chemie exec./non-pay-scale employees

Whether tariff or AT (non-tariff/non-pay-scale employees): We all want ourselves and our loved ones to be well cared for at all times. Because ageing and illness do not distinguish between tariff and non-tariff employees. That is why IG BCE and BAVC have included an additional module „CareFlex Chemie Leitende/AT“ in the collective agreement „Pflegezusatzversicherung Chemie“. This makes it possible to insure non-tariff and executive employees at the same conditions – if the employer plays along. Namely, the prerequisite is that the employer registers all AT employees and/or executives. So far, about 66 per cent of chemical and pharmaceutical companies have done so. This is what appreciation looks like!



 [Read more here ...](#)

Service


Current developments in the field service



Abb.: AdobeStock / Hurcal


For many field workers (Außendienst-Beschäftigte), the Corona pandemic has led to restrictions or changes in the way they work. Hence, we look into the question of what the current situation is like for colleagues in field service. What are / were the effects of the pandemic? And what other factors have an impact on the work in the field service (in the future)?


3 Questions on field service are therefore answered by our expert Gerda Reichel, specialist lawyer for labour law at CNH Attorneys.


 [Read more here ...](#)


#KAAT


This is your personal added value with KAAT.net


 **Lively network:**
It's easy to make valuable contacts with us, even beyond your company.


 **Insider knowledge:**
Our industry expertise is unique. And you can benefit from it, too.


 **Your personal CSR contribution:**
: For a fair and sustainable working world with IG BCE kaat.net.

 **Finances in sight:** We create a solid foundation for secure non-tariff (AT) pay. Because AT bands build on the collective agreement.

 **Legal advice and legal protection:**
Stay safe on the job with our experts near you.

 **Knowledge advantage:**
With kaat.net, the KAAT newsletter and our impulse events you are always well informed.

 **Exclusive seminar offers:**
With experienced speakers for your further education and personal development.

 [Continue reading here ...](#)

Events

A look behind the scenes – exchange for managers

Sometimes you feel like you are sitting between all chairs and are supposed to make the impossible possible? In these situations, managers are no longer alone. In our new and exclusive series „Behind the Scenes“, we go below the surface together – the next times on 23 September and 25 November. Each time, ten executives will get the opportunity to share their experiences and questions, accompanied by an experienced coach. First come, first serve!

Webseminare, 23 September and 25 November 2021, from 12.30 p.m.



[More info and register here ...](#)

Profit Sharing, Targets & Incentives

How can profit-sharing for employees be sensibly regulated? Which key figures play a role and which incentive systems promote employment? The two-part web seminar of the IG BCE BWS **for work council members** deals with all important questions on the topic of „profit sharing“ on 19 and 26 October.

Webseminare, 19 and 26 Oktober 2021, (Module 1 and 2), from 2.00 p.m.



[More info and register here ...](#)

From the regions

From shift work to KAAT

What do Steffen Simolka (production worker) and Dr. Silke Albermann (manager for occupational safety and training), both based at Merck in Darmstadt, have in common? And what do they think of the IG BCE and our KAAT.net service from their different perspectives?

In a joint interview, the two also describe current developments relating to tariff and non-tariff employees at Merck. Also, they identify the issues that are important to them at the moment and that are probably close to the hearts of many of you, including flexibility in working hours and location and the reconciliation of family and work.



[Continue reading here ...](#)

Legal

Short question – short answer

Question: I am not allowed to talk about my salary – is that true? At least that's what it says in my employment contract.

Short answer: That is not true. In most cases, remuneration can be discussed. You can find the detailed answer (in German) on [kaat.net](#)



[to kaat.net ...](#)



THAT'S A SECRET:
I'm not allowed to talk about my salary. That's also written in the employment contract.

Digital Podcast „Myths around AT“

„Non-tariff employees (AT) are not allowed to talk about their salary and since they are so well paid, the Working Hours Act does not apply to them either. And the works council is really not responsible for AT employees either...“. Lyudmyla Volynets, one of the IG BCE AT-experts, explores the myths surrounding the AT employment relationship in an interview with Eva-Maria Stoppkotte, editor-in-chief of the professional journal „Arbeitsrecht im Betrieb“ (Labour Law in the Company).

The interview was published in AiB's podcast series „AiB-Audio“. Further episodes can be found here: www.bund-ver-lag.de/aib-podcast. And alternatively also on [Spotify](#) and [Deezer](#).



 [More Info ...](#)

This is www.kaat.net

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KAAT.net
Für kaufmännische, akademische
und außertariflich Beschäftigte. 



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