

Newsletter no. 7

In focus: Well represented all around!

Topic

Signal Box IGBCE

Currently, the course is being set anew for the future of work in the companies: The works council elections are reshaping the co-determination bodies. For the chemical industry, the collective bargaining round is also underway. Why is this important?

Since March 1, works council elections are being held throughout Germany and in all sectors. They are so important because they are a strategic opportunity to set new topics and projects for the representation of interests over the next four years. In this way, works councils can improve the working conditions of many employees in a concrete and „tangible“ way on site. This requires motivated and competent candidates for the committees, who also bring in the KAAT topics and perspective.

Equally important is a high voter turnout in all areas of the company, including the KAAT areas. This shows the employer that we commercial clerks, academics and non-tariff employees also stand behind the works council! This strengthens the position of the works council and thus also that of the employees.



[More on the works council elections here ...](#)



The nationwide negotiations for the 2022 round of collective bargaining in the chemical industry are also beginning in March, with the IGBCE focusing on increasing wages and training allowances. The aim is to sustainably increase the purchasing power of the more than 580,000 employees nationwide. You can find out more about this below under „Service“ – including why collective wage agreements are also important for AT employees.

The interplay between the company and collective bargaining levels creates unique added value for employees and companies. Therefore: With your IGBCE works councils and the IGBCE as a collective bargaining agent, you are well represented all around.



[To our video „daydreamer“ ...](#)

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Tabea Bromberg
IGBCE, Abteilung
Gute Arbeit und
Betriebspolitik



Lyudmyla Volynets
IGBCE, Abteilung
Gute Arbeit und
Betriebspolitik

Set off

In our current issue of the KAAT newsletter we take a close look at the „represented well all around package“ through the work of works councils and IGBCE. Co-determination by works councils is firmly anchored in Germany. What sounds very abstract is actually put into practice every day in thousands of companies throughout the country. That's why the motto of the 2022 works council elections is: „voting for the concrete“. Works council members have a concrete influence on working conditions in the company. How strongly do you perceive this in your company? Write to us at kontakt@kaat.net.

Commercial, academic and non-tariff employees also have many opportunities to have a say in the works council elections – as voters or candidates.

And now enjoy reading our KAAT Newsletter no. 7.

We cordially invite you to the 2nd KAAT Dialogue on July 1 and 2, 2022 in Frankfurt am Main! After the success of the 1st KAAT Dialogue, we will again bring together commercial clerks, academics and AT employees with works council members and shop stewards. We are looking forward to a lively exchange!


[More about the 2nd KAAT Dialogue ...](#)

With workshops on these topics, among others:

- Dealing with conflicts in a constructive way – leading and accompanying conflicts in a composed way
- Collective agreements for ATs – no contradiction
- Basics of successful communication
- Performance evaluation

Events

How does volunteering fit with career development?

In order to identify or develop career prospects, it is first necessary to make an assessment: What skills and behaviours are needed where I want to develop? What do I already have? Where do I get what I still lack? This is exactly where extra-occupational commitment – for example in a club or in the representation of interests – comes into play. In the event, which is held as an open development centre, participants can not only get concrete feedback from speakers and other participants, but also develop clear criteria for self-observation and self-reflection.

Seminar,
from 22 to 24 June 2022
at the IGBCE-Bildungszentrum
Kagel-Möllenhorst
(seminar-number: HV-003-570501-22)


[More info and registration ...](#)

IT Days of the IGBCE

IT systems and programs have long been playing a central role in companies. Current developments such as mobile working and artificial intelligence further increase the importance of IT. The question arises as to how the increasingly complex software landscapes affect the work and working conditions of employees. As part of the IT Days, works councils will exchange views on these topics with experts from research and practice.

Seminar for works councils,
from 08 to 10 June 22 at the IGBCE-Bil-
dungszentrum Bad Münde
(seminar-number: HV-003-570501-22)


[More info and registration ...](#)

Service

Collective bargaining round for the chemical industry 22

In addition to a noticeable increase in wages and training allowances, the IGBCE is calling for additional investment in personnel to counteract the shortage of skilled workers. Another important topic in the collective bargaining round will be quality requirements for mobile work. A topic that is particularly relevant for KAAT employees – including AT. The aim is to establish clear collective bargaining guidelines for company agreements in order to create a uniform understanding of good mobile work across the industry.

The focus of the collective bargaining round will be on remuneration. Tariff employees will notice the agreement immediately when they look at their bank statements. But what about non-tariff employees? A strong collective bargaining agreement is also important for AT, since AT pay builds on the collectively agreed pay



Foto: IGBCE

system. AT employees benefit from other collective bargaining regulations as well: Which employer, for example, grants its AT employees fewer vacation days than its pay scale employees? Here it becomes clear that collective bargaining and AT employees are in the same boat.


[Read more here ...](#)

From the regions „Change it together“ at Biontech

A star in the pharmaceutical industry, Biontech is growing fast and employees are proud to be working on groundbreaking developments. At the same time, however, things are „rumbling“ because the employment conditions are significantly below those of the chemical collective agreement, while workload is at its peak. That is why employees at Biontech also want to be well represented all around! They are working towards this goal together with the IGBCE: Works councils have already been established at three sites, and a fourth was added with the acquisition of the former Novartis site in Marburg. A group works council was established in mid-2021. In addition, the company was persistently requested to start collective bargaining. Unfortunately, the management does not want to hear anything about it so far. That is why Patrick Schall, trade union secretary in the IGBCE Mainz district, is organising the „change it together“



Bild: PMInteractive

series of events. The individual web seminars focus on different approaches: individual (e.g. time management) and collective (e.g. „Our way to a collective agreement“). The great interest in the events shows not only the employer how much employees want change.

Legal Accident in the home office

An employee who falls on the way from bed to home office is protected by the statutory accident insurance, according to the Federal Social Court in Kassel on December 8, 2021. The plaintiff was on his way to work from his bedroom to the home office one floor below. Usually, he starts working there directly without having breakfast beforehand. He slipped on the stairs and fractured a thoracic vertebra. The sued employers' liability insurance association denied benefits on the grounds of the accident. While the Social Court (Sozialgericht) considered the first morning walk from bed to the home office to be an insured commute, the Regional Social Court (Landessozialgericht) judged it to be an uninsured preparatory act.

The Federal Social Court (Bundessozialgericht) now confirmed: The plaintiff suffered an occupational accident when he fell on his way to his home office in the morning. Taking the stairs to the home office was solely for the purpose of starting work



Foto: kras99 / AdobeStock

for the first time and is therefore insured as a commute in the interest of the employer.

By the way: The legal protection of the IGBCE also helps in questions of social law, e.g. in disputes with the employers' liability insurance association, health insurance or pension insurance!

Popular misconceptions

The works council is not responsible for AT

Wrong: The works council also represents non-tariff employees.

The works council represents the interests of all employees. Since collective agreements do not apply to non-tariff employees by definition, works council co-determination actually plays a particularly important role for them. For this reason, works councils can also regulate matters for them that are otherwise reserved for collective agreements, such as the formation of salary groups and their relationship to one another.

Here, works councils have the important task of establishing a fair and transparent remuneration system for non-tariff employees as well, thus ensuring distributive justice.



[Read more here ...](#)

Commitment

Industrial clerks wanted!

The reorganization of the occupational profile of industrial clerks (Industriekaufleute) is imminent. The Federal Institute for Vocational Education and Training (BIBB – Bundesinstitut für Berufsbildung) is coordinating this process on behalf of the ministries involved in consultation with trade unions, employers' associations and vocational schools. For the trade unions, IG Metall and IGBCE will be involved with their experts. We are organizing support for these experts in an online working group. In this way, all interested parties will be informed as well.

If you are an industrial clerk and would like to get involved for your profession, you can apply for this online working group by May 6 to:

thomas.bulang@igbce.de, 0511-7631-158.

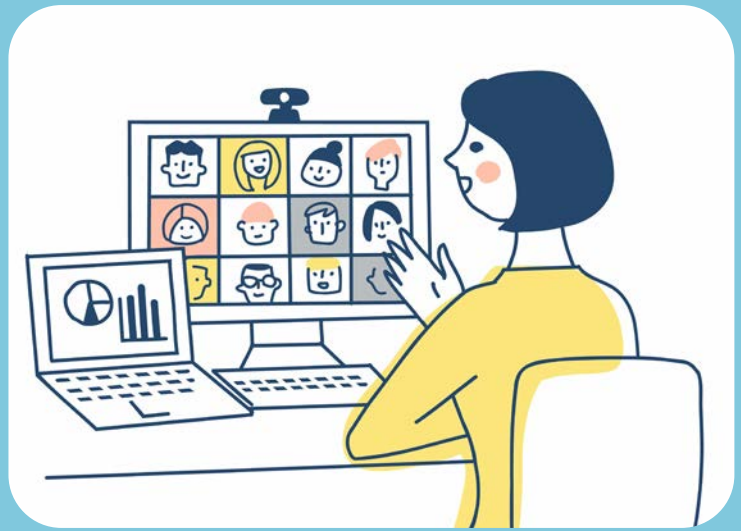


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und außertariflich Beschäftigte. **IG BCE**



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