

Newsletter no. 8

In focus: Mastering challenges together!



1. / 2. July | conference | Frankfurt am Main
2nd KAAT-dialogue by IG BCE

Already registered? 

Topic

Building bridges together

The agreement in the chemical industry in April showed how important it is to work together in a spirit of social partnership, especially in particularly challenging times. The social partners' "bridge-" solution concerns both employees covered by collective agreements and non-tariff employees. In addition to the pay issue, a topic was also dealt with that is particularly relevant for KAAT employees: mobile work.

All pay-scale employees receive a one-off payment of 1.400 Euros. This is social and solidary, because: The uniform amount will provide greater relief for those who are particularly affected by rising prices. At the same time, the interim collective agreement opens up an exciting perspective for KAAT workers in particular: the practice of mobile work will be scientifically evaluated. On the basis of this study, mobile work can then be concretely designed in the companies and for each employee.



[More about the bridge solution here ...](#)



Foto: frank29052515 / AdobeStock

The social partners' bridge solution proves it: Sustainable results for the employees can only be worked out together. The agreements create short-term security and long-term prospects. At the same time, they show that the bargaining parties are aware of their responsibility: Building bridges can only be done together.

But genuine social partnership means more than regular collective bargaining. Social partners also work together beyond the collective bargaining rounds. Three examples and what the social partnership brings for employees are presented below.

Other topics in this issue

Chemistry³ for sustainable
value creation

Not only on the notice board:
digital access

Popular misconceptions

With creativity and fun

2nd KAAT dialogue

On your mark, get set, KAAT.net!

Wanted: Reviewers



Dr. Andrea Mayer-Figge,
honorary member of the
Trade Union network of
reviewers (GNW)

For all, for tomorrow

Those who decide to study have high expectations. Whether these expectations are met depends not least on the concrete design of the degree programme. In order to help shape this process, I am involved in the trade union network of reviewers. We are a group of academics who stand up for good study conditions and good teaching. As representatives of work practice, we focus not only on the professionalism of degree programmes, but also on their studyability, permeability and the development of social skills. Our network thrives on the high level of expertise of all participants and our collegial exchange. That, too, is trade unionism!

My colleagues and I look forward to welcoming new members at our next plenary session. Interested parties can find further information in the article „Wanted: Reviewers“. And now have fun reading!

Service

Chemistry³ for sustainable value creation

„Thinking economy, environment and social issues together“ is the headline of the sustainability initiative Chemie³. It is an example of the constructive cooperation between the social partners in the IGBCE sectors. Since 2013, the VCI business association, the BAVC employers' association and the IGBCE have been working together to anchor sustainability as a guiding principle in the chemical and pharmaceutical industry. To this end, they develop industry standards for sustainable value creation and provide suggestions on how the UN Sustainable Development Goals can be implemented in companies in concrete terms.

However, the addressees are not only companies: Chemie³ also offers a webinar series on „Sustainability in Corporate Practice“, which is aimed at managers and employees in member companies. Proven experts and practitioners from the companies provide insights into a wide range of sustainability topics.



Bild: Chemie3-Emblem

On 24 May, the 29th event already took place, on the topic of circular economy. We are looking forward to the next topic!



More info on Chemie³ and especially on the webinars ...

Service

Not only on the notice board

What is already self-evident in some workplaces became painfully clear in others during the Corona pandemic: trade unions also need digital access to employees. Legally it is disputed whether changes in the laws are necessary for this. Most recently, a legal opinion by Prof. Wolfgang Däubler for the Hugo Sinzheimer Institute confirmed the IGBCE's position that the current legal situation grants trade unions and works councils a digital right of access.

The social partners in the rubber industry – the Employers' Association of the German Rubber Industry/ Arbeitgeberverband der Deutschen Kautschuk Industrie (ADK) and the IGBCE – have put their money where their mouth is and concluded a social



Bild: Sammby / AdobeStock

partner agreement on digital access rights. That way, everyone knows where they stand.



Read more here ...

Popular misconceptions

Only costs, brings nothing

Trade union is not for managers? **Wrong: good leadership does not come by itself.** Our working world is becoming more and more complex and is changing faster and faster, which is why modern leadership also has to be redesigned again and again. It is good that the social partners agree and provide offers. A framework for modern leadership is provided by the „Leadership 4.0“ mission statement of the „Work@Industry 4.0“ initiative for the chemical working world of the future, jointly developed by the IGBCE and the BAVC.



Bild: www.work-industry40.de



More about it here ...

From the regions With creativity and fun

Trade union commitment also includes actions. Especially in the context of collective bargaining, the IGBCE activists always come up with impressive and creative ideas. In the action week for the 2022 round of collective bargaining in the chemical industry, they showed the employers that they stand behind the collective bargaining demand. Many activists took up the keyword of the „bridge“. For example, members of the regional district of Hesse-Thuringia built a temporary bridge in the negotiation hotel. And in Frankfurt-Höchst, around 600 IGBCE members formed a human chain on the Leuna bridge to strengthen the position of the IGBCE.

The trade union actions are organised by the IGBCE districts in close cooperation with shop stewards and works councils.



Foto: IGBCE

If you want to get involved creatively or stay informed, you can contact your respective district.

Contact us at:



www.igbce.de/igbce/vor-ort

Event 2nd KAAT dialogue

The 2nd KAAT Dialogue is our Germany-wide networking conference for commercial clerks, academics, non-tariff employees and „their“ works councils and shop stewards. On 1 and 2 July in Frankfurt-Höchst, your topics will be discussed, among others with workshops on:

- Constructive handling of conflicts – calmly leading and accompanying conflicts
- Collective agreements for ATs – no contradiction
- Fundamentals of successful communication
- Performance rating
- The new human resources management systems

Please register as soon as possible so that we can adjust the room contingent accordingly!



More informationen and registration

#KAAT On your mark, get set, KAAT.net!

All beginnings are difficult – this also applies to works councils. We offer inspiration and support to works council members who are committed to KAAT workers. In our 2-hour digital event for (first-time) elected works councillors, we will show you what content, speakers, concepts and materials you can access at KAAT.net to make representation of interests for KAAT workers as attractive as possible.

KAAT.net

Für kaufmännische, akademische
und außertariflich Beschäftigte.



Registration:

By e-mail to kontakt@kaat.net with the Subject „On your marks, get set, KAAT.net!“.



Register here ...

Engagement Wanted: Reviewers

The trade union reviewers network (GNW) brings the perspective of practice into the development of study programmes: After a short qualification, interested persons have the opportunity to participate as voluntary experts in (re)accreditation procedures, among other things. The common goal is a future-oriented higher education that takes into account ecological, economic and social criteria as well as high standards in content and methodology. For the pool of experts, the GNW is always looking for graduates, students and doctoral candidates from all disciplines who want to work for good study programmes in a way that is close to the trade unions. Those who participate get to know different universities and expand their personal network.



If you are interested please contact your IGBCE district or send an email to: abt.bildung@igbce.de.



E-Mail to abt.bildung@igbce.de

This is www.kaat.net

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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.

Imprint

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