

Newsletter no. 10

In focus: Strengthened into the new year

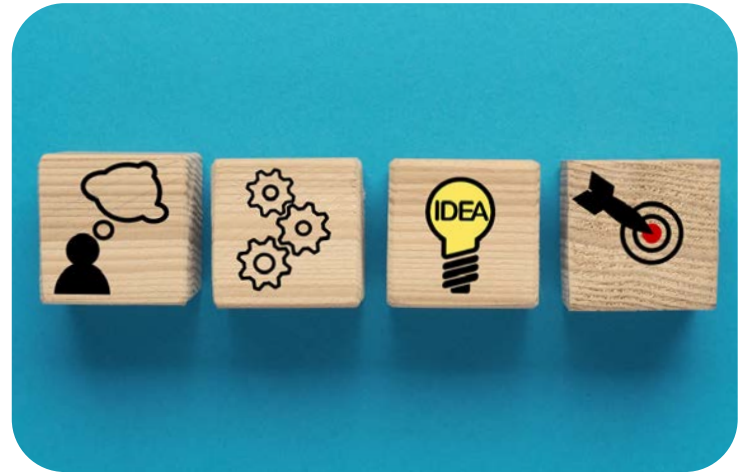
Topic

Well begun is half done!

By November at the latest, everyone sees the year slowly coming to an end and the to-do list still not finished. As the year draws to a close, so many appointments and deadlines suddenly come up, that some people are almost longing for the end of the year. And when they are reminded to take their remaining paid leave, things get tight.

It has been scientifically proven: regular holidays as well as small weekly and daily time-outs are important for recovery and long-term health. Because we often tend to take on more and more tasks, coaches recommend setting time off as calendar entries. From our point of view, there is another dimension to this: progress, knowledge and technologies are developing faster and faster, making lifelong learning more important than ever. Therefore, one should also regularly ask him*herself: What do I need to advance in my job or beyond?

In Germany, the opportunities to pursue lifelong learning beyond the scope of internal training are unique, thanks to educational leave, called Bildungsurlaub, Bildungsfreistellung or Bildungszeit, depending on the region.



Picture: Andreas Berheide / AdobeStock

Albeit „leave“ is not quite the right word, because it is not about relaxing, rather about active learning. In almost all federal states, employees have the right to take up to five days of paid leave each year for further education – for getting a taste of completely new areas, brushing up on their language skills, practising their presentation skills (without their colleagues watching), and much more. So while planning your year, think bigger than just your holidays, plan your work-life-learn-balance! Some tips for this you can find in this newsletter.



[More about the educational leave here ...](#)

Other topics in this issue

Your way to educational leave

Events

Info for expats

Back to the time clock?

Popular misconceptions

IGBCE demands inflation compensation also for AT employees

More likely with collective agreements



Tabea Bromberg
IGBCE, Abteilung
Gute Arbeit und
Betriebspolitik



Lyudmyla Volynets
IGBCE, Abteilung
Gute Arbeit und
Betriebspolitik

Unstressed into the new year

A challenging year in many respects is coming to an end. Politicians, businesses and each and every one of us have mastered new kinds of challenges. We truly deserve a nice and contemplative holiday season. And certainly something to look forward to, such as an (educational) holiday in the new year. In this issue of our newsletter we have put together a few offers for you, as well as many other exciting topics from our working world.

We also take a look at IGBCE's activities. Appreciation and relief for employees in the face of inflation is shown, for example, by the collective agreement in the chemical-pharmaceutical industry, the IGBCE negotiated in October. The IGBCE believes: non-tarif (AT) employees deserve both too. You can find more on our demand below.

Enjoy reading the 10th KAAT Newsletter!

Service

Your way to educational leave

The most important thing first: educational leave is granted **in addition to** the regular paid leave – the latter cannot be shortened or reduced. And you choose the content of the training: If you are entitled to educational leave and the specific training measure is legally recognised, you alone decide on the subject and content – and not your employer.



So, first, find out whether you are entitled to educational leave, by checking, second, the law on educational leave in your federal state and thirdly, which seminar offers are available. When choosing the seminar of interest for you, pay attention that it is registered by a certified educational leave provider and register for participation. In the next step, the organiser will usually send you further information as well as documents for applying for educational leave. With this at hand, you can apply for educational leave with your employer.

Notice: apply for your educational leave as early as possible. Depending on the federal state, there are different deadlines to comply with. As a rule, the application must be submitted to the employer four to nine weeks before the leave.

In addition to the information from KAAT.net and the IGBCE on the topic, you can also find helpful the page of the German Confederation of Trade Unions (DGB), especially the links to the specific regulations of your federal state.



[Read more here ...](#)

Events (IGBCE-KAAT.net educational leave offers)

Professional success and self-determined life – an irresolvable contradiction?

This seminar accompanies you on your personal path to work-life balance. What are your factors for a balanced life? What challenges do you have to face on your way there – and how do you deal with them? This further education offer aims to strengthen each individual on his or her path!

Seminar,
from 18 to 20 June 2023 at the IGBCE
Training Centre Kagel-Möllenhorst
(Seminar-Number HV-003-570601-23)



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

Working in international companies

Intercultural communication and presenting in English can be a challenge even in the „global village“. There are opportunities to put your foot in your mouth here and there, and different expectations and taboos can lead to a conflict. Our seminar not only sensitises you to possible problems, but also helps you to consolidate your personal presentation style. And all that in English!

Seminar,
from 10 to 15 December 2023 at the
IGBCE Training Centre Kagel-Möllenhorst
(Seminar-Number HV-003-570401-23)



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

Find the offer that suits you

The IGBCE offers many other seminars that are registered as educational leave events. And the best: attending our seminars is **free** for IGBCE members! Educational leave can take place in your home city or elsewhere, even at the seaside or abroad. There are several homepages where you can search for your ideal educational leave according to different criteria.

More IGBCE training offers you can find
in our own seminar database:



[More here ...](#)

From the regions Info for expats

Let's be honest: Who does really understand all the provisions of her*his own employment contract or sees through the jungle of the German social security system? Especially, when coming from other countries? Our web seminar series „Your labour rights – what you need to know in Germany“ sheds some light on these issues. During the past seminars we got to know nice colleagues and answered many questions. We are therefore looking forward to offering the events again in autumn 2023. More information will follow in the newsletter and on www.kaat.net. Non-members can participate as well. Please make your international colleagues aware of it!



Your Labour Rights

– what you need to know in Germany

Free workshop for English-speaking employees



Legal Back to the time clock?

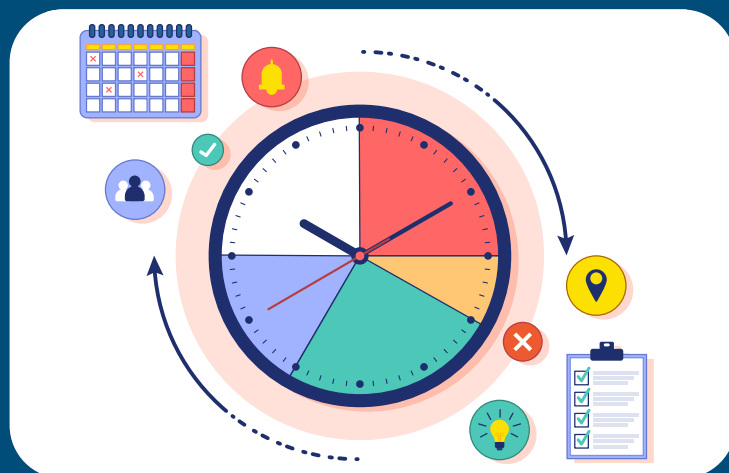
Hardly any labour law ruling in recent years is likely to be as relevant for as many (KAAT-) employees as this one: in a landmark decision in September 2022, the Federal Labour

Court (Bundesarbeitsgericht, BAG) ruled that all employers are obliged to systematically record the working hours of their employees. The BAG based its decision on the employer's duty to take care of the occupational safety and health of workers (section 3 of the Labour Protection Act).

However, this does not mean that companies have to return to time clocks, nor does it make home office and trust-based working time impossible. It is legally okay for employees to record their own working time – but employers are obliged to check this documentation. They must also take action if maximum working hours are exceeded. More information about possible consequences and an assessment by the IGBCE can be found here:



[Read more here ...](#)



Popular misconceptions Educational leave doesn't help.

Right or wrong? Educational leave has no use. Neither for me nor for my boss. **Wrong! Depending on which seminar you choose, you pay directly into your job performance.** This applies, for example, to seminars on project management, agile methods or business English. But also if you choose a more cultural, political or historical topic: Whenever you learn something new, new connections are made in your brain. This makes you see things in a new light and your creativity bubbles over. And it's not just you who benefits, but also your boss.



Picture: VectorMine / AdobeStock

#KAAT

Non-tariff (AT) employees deserve inflation compensation as well!

In view of the high inflation rates, all employees need relief, regardless of their tariff-based or AT status. The IGBCE is campaigning for this in politics as well as at the workplace.

Click here for more information



More information ...



KAAT.net
Für kaufmännische, akademische
und außertariflich Beschäftigte.

IGBCE

CHEMIE UND PHARMA: IGBCE FORDERT ENTLASTUNGEN AUCH FÜR AT-BESCHÄFTIGTE

Die hohe Inflation trifft alle, unabhängig vom Tarif- oder AT-Status. Gerade jetzt brauchen wir spürbare Entlastungen. Dafür setzt sich die IGBCE in der Politik und im Betrieb ein.

Was wir bereits durchgesetzt haben:

- > Gaspreisdeckel für Privathaushalte und Industrie
- > Möglichkeit, dass Unternehmen ein steuer- und abgabenfreies Inflationsgeld bis zu 3.000 € zahlen
- > Für Chemie und Pharma: Tarifliches Inflationsgeld von 3.000 € netto für Tarifbeschäftigte – hart verhandelt!

Als Ihre IGBCE-Betriebsräte fordern wir:

**ZAHLUNG DES TARIFLICHEN
INFLATIONSGELDES VON
3.000 € NETTO AUCH
FÜR AT-BESCHÄFTIGTE IN
UNSEREM BETRIEB!**

Der Tarifabschluss zeigt, wie wichtig eine starke Gemeinschaft gerade unter schwierigen Bedingungen ist. Auch für AT-Beschäftigte. Unterstützen Sie unsere Forderung – Seien Sie dabei!



Informationen zur Mitgliedschaft bekommen Sie von Ihren IGBCE-Ansprechpartner*innen im Betrieb oder auf www.kaat.net/Mehrwert.

MITGLIED WERDEN!



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MITGLIED WERDEN!

#KAAT

More likely with collective agreement!

The financial year-end shows once again the benefits of collective agreements. In view of the rising cost of living, this is particularly valuable this year. With Christmas bonuses, we enter the new year more securely. The probability to receive a Christmas bonus is highest in companies covered by collective agreements, as the evaluation of Lohnspiegel.de (a website of the Economic and Social Research Institute of the Hans Böckler Foundation) shows. In companies covered by a collective agreement, 79% of employees receive a Christmas bonus, compared to 42% in companies without a collective agreement. Overall, only 54% of all employees in Germany receive Christmas bonuses.



Read more here ...

Merry Christmas and a Happy New Year!



Foto: Jan_cz / AdobeStock

We hereby say goodbye to 2022
and wish all KAAT newsletter readers
happy holidays and a happy new year!

Imprint

Industriegewerkschaft Bergbau, Chemie, Energie
Legally responsible: Stefan Soltmann, Leiter Abt. Gute Arbeit / Betriebspolitik
Königsworther Platz 6, 30167 Hannover

Contact:
+49 511 7631-0
gutearbeit.betriebspolitik@igbce.de

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