



To the trade union shop stewards

RECOMMENDATION OF THE MAIN EXECUTIVE BOARD FOR THE COLLECTIVE BARGAINING ROUND 2024

Dear colleagues,

"Attractive development and security for our members, even in turbulent times" is the motto under which the Main Executive Board (*Hauptvorstand*) is putting forward its recommendations for the 2024 round of collective bargaining. The board has decided on the following points for the discussion of demands:

1. Increase in income and training allowances for our members, focussing on sustainable real wage development while taking into account the continuing high level of inflation. The main executive board sees the framework for the demand at 6%-7%.
2. Collective agreements for better protection and job security for our members.
3. Modernisation of the federal collective wage agreement (*Bundesentgelttarifvertrag*) to create attractive development opportunities for our members.

Attractive development and security even in stormy times!

According to initial estimates by the Federal Statistical Office (*Statistisches Bundesamt*), the German economy shrank by 0.3 per cent in 2023 as a whole compared to the previous year. The fourth quarter of 2023 is also likely to have seen a decline of 0.3 per cent compared to the previous quarter. Although the German economy is therefore in a slight recession, there is no sign of a general economic slump comparable to the 2008/09 financial and economic crisis or the 2020 coronavirus pandemic.

Although the geopolitical situation remains very unstable and there is no tangible easing in sight, the energy price crisis has eased somewhat. Prices both for electricity and natural gas have come down from their respective highs. Nevertheless, the burden of energy price increases remains considerable compared to 2019, particularly for energy-intensive industries.

The German economy should bottom out at the beginning of the current year 2024. For the year as a whole, a slight growth in gross domestic product of between 0.5 and one per cent is expected. The economy in the eurozone continues to stabilise.

TARIFRUNDE
CHEMIE
2024

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Private consumer behaviour is also showing signs of stabilisation. Slowly falling inflation rates and rising employee incomes are contributing to this. However, the discontinuation of inflation compensation premiums threatens to cause private consumption to plummet again if real wages do not continue to rise. With an increase in real wages, the German economy should be able to return to moderate growth in 2024.

For employees the last two years have led to a real wage loss due to high inflation. The inflation compensation premium has initially compensated for this, but is not sustainable, meaning that real income growth for our members is a priority for the 2024 round of collective bargaining.

Transformation, digitalisation, the energy transition and global crises are rapidly changing our economy and our working world. This is leading to increasing uncertainty among employees. The promise of security in our collective agreements is under pressure and must be renewed and strengthened. We will not succeed without strong collective bargaining parties.

With the 2022 collective agreement, the parties to the collective agreement have agreed to develop collective regulations to strengthen collective bargaining coverage. Employers must now deliver on this. A differentiation regulation between members and non-members is overdue. A collective agreement must therefore ensure that our members are better off.

The changes in the world of work are also leading to the creation of new jobs, some of which are more demanding. The federal collective wage agreement (*Bundesentgelttarifvertrag*) and the supplementary collective wage agreements must be made fit for the new era. This includes a uniform, attractive regrouping regulation, the harmonisation of the KTM tables (kaufmännisch/technisch/Meister), attractive development opportunities for the lower and middle pay groups, up-to-date pay group descriptions and the expansion of the personal scope of application.

Dear colleagues,

In the coming weeks, we ask you to discuss the demands in the shop stewards' committees (*Vertrauenskörper-Gremien*) and in the company and to decide on your recommendations for the bargaining committees (*Tarifkommissionen*). The starting position for a successful bargaining round has never been as difficult as it is this year. Only with your active participation and support will we be able to organise a successful collective bargaining round. All information also in your IGBCE app:

Yours sincerely

Oliver Heinrich, Member of the Executive Board

