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The KAAT perspective on the collective agreement

Collective bargaining agreement in the chemical and pharmaceutical industry

Just a few days before the expiry of the compulsory peace period, the parties to the collective agreement in the chemical and pharmaceutical industry have reached a compromise. Among other things, it provides for the following:

- Pay increases totalling 6.85 % in two stages
- One additional day off per year for trade union members
- Modernisation of the federal collective wage agreement (Bundesentgelttarifvertrag, BETV)

More information: **Collective Bargaining Round for Chemical Industry 2024** (German and English)

What does this settlement mean from a KAAT perspective?

Collective agreements are concluded for employees covered by collective agreements. In this bargaining round, the IG BCE for the first time demanded to also negotiate the scope of the collective agreements in order to ensure that more employees benefit from the advantages of the agreements.

If you want to categorise the result of the negotiations, you have to take a close look:

For all **employees covered by the MTV Chemie** it is a really good agreement: the pay increase is close to the demand and there is a special benefit for union members - that is a collective bargaining milestone! In addition, first steps have been taken to revise the federal collective wage agreement (a project that failed a few years ago), and more will follow. These are important decisions for the future.

And what does the collective wage agreement mean for **non-tariff employees**? First of all, the pay increases will also benefit non-tariff employees. This is because when collectively agreed pay rises, the minimum provisions for non-tariff employees also rise.

More information on the AT minimum provisions and how you can enforce them for yourself: **Judgement: AT remuneration must be above the highest collectively agreed salary - kaat.net** (German only)

This collective agreement contains two significant drawbacks for **non-tariff employees and employees covered by the MTV Akademiker**: Firstly, the membership advantage only applies to employees covered by MTV Chemie. There is a lot of catching up to do here! And secondly, we have not yet come any closer to the goal agreed at the last trade union congress of concluding collective agreements for all employees. It was only agreed to deal

with the tariff classification of academic degrees and the distinction rules to the AT area in the next few years - this is only a small step. Of course, this also has to do with the negotiating partner. We will prepare for the next bargaining round in order to dissolve the employers' blockade!

We will carry on!

The wage agreement in the chemical-pharmaceutical industry is a success - for non-tariff employees and employees covered by the MTV Akademiker, we still need to step up a gear.



With KAAT.net, we have already created momentum and want to bring even more movement into the IGBCE and our companies. To achieve this, the IGBCE needs many more KAAT members! KAAT.net must continue to grow so that we can carry more weight in the next rounds of negotiations.

And it doesn't stop at membership: Above all, we need more KAAT members to get involved on a voluntary basis.

What can you do?

We are successful wherever we are persistent. How we deal with setbacks determines our success. Giving up is not an option. We want to continue with even more determination!

You have many opportunities to get involved:

You can

- Talk to your colleagues about union membership
- Become a member **Become a member: build on a strong community** (English and many other languages)

Because as a member you can:

- Co-decide as a representative in the IGBCE
- Co-organise campaigns or events

We would like to take this opportunity to thank all active members for their commitment. It was you who made it possible for the working conditions of academic and non-tariff employees to be part of the collective bargaining process for the first time.

We want to see setbacks as a learning process and grow from them. Let's use the time until the next round of collective bargaining to stand up even more strongly and resolutely for our goals.

Now more than ever! We are counting on you.