

Newsletter no. 17

In focus: Co-Shaping the Future

Topic

Co-Shaping the Future of IGBCE

An eventful year is drawing to a close. The best thing for you: KAAT.net has become even better anchored and established in the IGBCE in 2024. This means that your topics will be given even greater consideration - now and in the future. The turn of the year is always an opportunity to look back, but also to look ahead. And there is a lot going on in the IGBCE in 2025 (not only) from a KAAT perspective: IGBCE's 8th Ordinary Trade Union Congress (Ordentlicher Gewerkschaftskongress, OGK) will take place in Hanover in October.

The OGK is the highest body of our organization. Every four years, over 400 delegates from all districts vote on proposals from all over Germany and all sectors. Decisions are also made on appointments to numerous functions, including the Executive Board. This means: The OGK makes forward-looking decisions for the union. IGBCE is organized democratically from the bottom up: All members can contribute their ideas and propositions at any time in the shop stewards' committees (Vertrauensleutegremien) and general meetings (Mitgliederversammlungen) of the companies. Many of these ideas are then presented at district and regional conferences and formulated into motions. The delegates then discuss and vote on these motions at the congress.



The Executive Board team consisting of Michael Vassiliadis (Chairman, centre), Birgit Biermann (Deputy Chairwoman), Alexander Bercht, Francesco Grioli and Oliver Heinrich is running for another term of office.

Photo: Stefan Koch / IGBCE

Right now you have the opportunity to bring your ideas and wishes off the ground. In this way, you can help set the course for the future of the IGBCE.

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Tabea Bromberg
IGBCE, Abteilung
Betriebspolitik



Sebastian Gödecke
IGBCE, Abteilung
Betriebspolitik

A Clear Start into the New Year

Participation is a top priority for IGBCE. The union has launched the "KLAR - Clear for the Future" strategy process so that not only the delegates at the union congress can have their say. It deals with the positioning of the union in the five central strategic action fields of industrial, transformation, social, collective bargaining, labor and company policy. Members are involved in various ways, e.g. via an app survey - with record participation, by the way! -, via industrial policy symposia in the regional districts and via the digital future workshop. Around 35,000 members (all those who are active in at least one committee) were invited to contribute their perceptions and ideas on 20 November. The results of this dialogue are incorporated into the district delegates' conferences as a basis for discussion. In this way, the delegates' decisions are based on the perspectives of many.

And now: Have fun with the 17th KAAT newsletter!

Service

Co-determination at IGBCE level

“Bringing ideas and proposals to the congress” – What does that mean in concrete terms? As an IGBCE member you have the opportunity to bring your issues to the shop stewards’ or members’ meetings of your company. The elected representatives from our companies then take the motions to the respective district delegates’ conference. These conferences will take place from the end of January 2025. There the motions are discussed and, if passed, forwarded to the respective regional delegates’ conference (from the beginning of May), and from there to the trade union congress in October.

The district of Ludwigshafen is breaking new ground: on St. Nicholas Day (December 6), a KAAT target group conference was held there for the first time. All KAAT members from Ludwigshafen had the opportunity to take part and discuss their issues. Some controversial discussions took place and the participants voted several times. The members decided to initiate several motions. One demands that the collective agreements of a sector should apply to all members in this sector. Another calls for a clear positioning towards the collective agreement for academics in the chemical industry (MTV Akademiker Chemie).



Picture: Konstantin Yuganov / AdobeStock

Support for the preparation of motions

To support shop stewards, IGBCE offers the online seminar “Preparing motions for IGBCE conferences”. Because well-structured motions with clear language and convincing wording have a higher chance of being accepted at the conferences.

Online seminar, on 9 January 2025, from 18:30 to 20:00
(a seminar as part of the ‘VL 100 Tage’ project)



More info and registration ...

Events

Private provision on the capital market

Get active yourself – capital market for beginners

Whether for retirement provision or for a different reason: shares and other investments make possible returns that by far exceed the interest income from traditional savings accounts. However, in view of the potential risks, many of us hesitate. Sound decisions require reliable information. That’s why we asked the author Christian Thiel (e.g. “Darling, I bought shares”) to give us some insights into the topic. Our speaker conveys the basics in an entertaining way and encourages you to think for yourself. Very important: he is independent and does not sell any financial products!

Online seminar, on 13 January 2025
from 18:00 to 20:00 (Seminar number:
HV-003-570901-25)



More info and registration ...



Picture: Vitalii Vodolazskiy / AdobeStock

Become a KAAT ambassador

You think about becoming active from time to time, but are unsure when it comes to talking to colleagues, for example? Our event will give you tips and tools for conveying your idea to your counterpart in a convincing way. If you use our tools, you will quickly realize: Talking to people is really fun!

Online seminar, on 12 February 2025 from 17:30 bis 19:00
(Seminar number: HV-003-571101-25)



More info and registration ...



Photo: PicturePeople Wiesbaden

From the regions KAAT Hub Rhine–Main–Neckar takes off

With work at the Rhine–Ruhr hub already in full swing, the KAAT Hub Rhine–Main–Neckar is now in the starting blocks. It comprises the IGBCE districts of Mainz, Darmstadt, Rhein–Main, Mannheim and Ludwigshafen. The metropolitan region is home to numerous large and small chemical and pharmaceutical companies with many KAAT employees. Andrea Fehn will support KAAT’s work in these districts. Her background is ideally suited to KAAT: she has a degree in business administration and a master’s degree in business law. After holding various positions in the Adidas Group Andrea joined IGBCE in 2019, with positions in the Darmstadt and Rhine–Main districts, among others. She is therefore already well connected in the region and can now be contacted for all KAAT matters. Welcome to the team, Andrea!

KAAT trade fair in Leverkusen

A full agenda, stimulating discussions and top–level networking: the Leverkusen Forum, known as the city’s cultural and conference center, on 10 October opened its doors for the first KAAT trade fair. Organized by the KAAT working group of IGBCE’s district of Leverkusen, it provided a platform for co–determination for KAAT employees. The trade fair provided information on many topics that are of particular interest for the target group, including the current legal state of affairs regarding working time recording.

In addition to several presentations and discussions, the visitors had the opportunity to talk to IGBCE experts, shop stewards and works council members.

“This trade fair was an important step for us to strengthen the network of KAAT employees in the Leverkusen region,” said Nina Melches, District Manager of IGBCE Leverkusen.



Photo: Andreas Döring

Due to the positive response, one thing is already certain: there will be another KAAT trade fair in 2025.



5th KAAT-Dialogue

If you always wanted to get to know the IGBCE headquarters you have a good opportunity to do so in July 2025. Our networking event exclusively for KAAT employees and their shop stewards and works councils will take place in Hanover in 2025. We cordially invite IGBCE members to network, exchange, discussions, workshops and much more.

More information on the programme and registration will follow.



Legal

Going on vacation despite illness?

Gray, foggy, cold and wet. Germany can be pretty uncomfortable in winter. That's why many people like to fly south for a week or two - in the middle of the flu season. Some people ask themselves: What happens if I fall ill before I start my trip? Can I still travel anyway?

The good news is that employees are generally allowed to take a planned vacation despite being on sick leave. However, they must make sure that the vacation serves its true purpose: recovery. Anyone thinking he*she has to climb high Alpine peaks with a feverish respiratory illness is, in case of doubt, in breach of their duty of care towards themselves.

The rule of thumb is: if a trip could jeopardize your recovery, it should not be undertaken. Because this leaves room for interpretation, it is advisable to involve the attending physician in the decision. He or she can document the trip as medically justifiable. So that nothing remains of the long-awaited vacation but fond memories.



Photo: galitskaya / AdobeStock

Merry Christmas and a Happy New Year!

We hereby say farewell to 2024
and wish all KAAT newsletter readers
happy holidays and a happy new year!



Hintergrund: Laura Pashkevich / AdobeStock

Imprint

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