

Newsletter no. 22

In focus: What makes us stronger

Topic

Co-determination that fits who we are

The world of work is changing fast, and KAAT employees carry a lot of responsibility in it: for projects and processes, for innovation, and for their teams. In some works council committees, this reality still isn't reflected enough. That's why your vote matters now.

The works council elections are the best opportunity we as KAAT employees have to actively shape our working conditions. Modern working-time models, work-life balance, development opportunities, transparency regarding non-tariff (außertariflich, AT) salary structures, digital collaboration — these are all topics where works councils have a say every single day. As genuine partners in shaping the workplace, backed by legally anchored rights.

The IGBCE lists and candidates stand for co-determination that keeps **all** employees in view — not just select groups. Their goal: strong representation, lived values, broad expertise, a reliable network, and deep roots in the workplace. That's what



Picture: IGBCE

ensures that co-determination isn't just something written on paper but something that makes a real impact every single day.

Whether you're a first-time voter, someone who's actively involved, or a quiet supporter: your vote makes a difference — and helps strengthen the KAAT-perspective in places where it's still underrepresented. And of course towards the employer ;-).

Because only when all employees stand together they do have a strong voice — in the company and beyond.



[More information here ...](#)

Other topics in this issue

Offers for experts in vocational training and examination

Events

With advice and support for KAAT

Podcast: Bite sized knowledge from "Systemrelevant"

Union membership fees: now far more attractive for tax purposes

Register now: KAAT House-Party on 26 and 27 June

KAAT Seminars 2026



Tabea Bromberg
IGBCE, Abteilung
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Location factor, not "lifestyle"

The recent debate about so called "lifestyle-part time" completely misses the reality of modern working life. For most KAAT employees, flexible working hours and work locations have long been standard. A heavy workload, stress, and conflicts don't magically disappear because of that. Anyone managing project responsibilities, client relationships, or complex specialist tasks needs reliable framework conditions — not political pseudo-debates.

People who work part time because they take care of children or relatives still end up on the career sidelines far too often. Instead of stigmatizing part time work and putting employees under pressure to justify themselves, we need modern solutions: equal pay for work of equal value, fair career opportunities, and working hours that enable performance rather than block it. Employees contribute to their companies' success every single day. They deserve respect — and politicians and policies that reflect their work realities.

This is what the IGBCE is committed to, and the new department "KAAT/Zielgruppen" supports this purposefully. Together, we strengthen your interests.

But now: enjoy the 22nd KAAT Newsletter!

Service

Offers for experts in vocational training and examination

Are you helping to equip the next generation of (industrial) clerks (Industriekaufleute) with both theoretical knowledge and practical experience? Or do you serve on an examination board, ensuring that professional standards are met? In both cases, you need more than subject-matter expertise – you also need didactic and methodological skills.

The IGBCE offers support here as well — for example, the on-line workshop “Strengthening a feedback culture in vocational training” or the national specialist conference for training and examination personnel (27–28 November in Bad Münden).

You can find more details and registration links in the “Prüf mit” newsletter from IGBCE’s department Gute Arbeit/Fachkräfte.



[Read more here ...](#)



Picture: newsletter „Prüf mit“, IGBCE

Events

Is my non-tariff (AT) salary high enough?

Now also available in English!

Which rights and entitlements apply to employees with an exempt (“AT”) contract in the chemical pharmaceutical industry? What can you do if something about your AT working conditions isn’t right? Our seminar provides a full overview.

NEW: This seminar is now also open to non members! Members will have access to exclusive online consultation sessions afterwards. We also offer one seminar in English.

Online seminar, two appointments in German (March 19 and April 17) and one appointment in English (March 18)



[More infos und registration ...](#)

Collaboration in virtual and hybrid teams

Developing productive teamwork

Virtual teamwork and hybrid working models — with some team members on-site and others remote — have become the new norm. This shift can have a significant impact on how teams work together. We ask: How can we develop productive teamwork that reduces stress rather than increases it? And which measures promote efficient yet appreciative communication within the team?

Online seminar, on March 26, 2026 from 16:30 to 18:00 (seminar number: HV-044-571001-26)



[More infos und registration ...](#)

Handling employee inventions

What rights and entitlements apply?

Employees are often inventors or designers as well. But who owns the results of dedicated and creative work? After this seminar, you will know the key aspects of employee inventions, design and copyright law, and patents — including what claims you have towards your employer and which personal rights arise for you.

Online seminar, on Juni 8, 2026 from 16:00 to 18:00 (seminar number: HV-044-5710501-26)



[More infos und registration ...](#)

From the Regions

„Mit Rat und Tat für KAAT“

How can we achieve more for KAAT employees? And how can active members learn from one another's experiences? Works council members and union representatives from the KAAT Hub Rhein-Ruhr met on 26 February to discuss exactly these questions. Under the title "With advice and support for KAAT" („Mit Rat und Tat für KAAT"), colleagues from Evonik, INEOS and Bayer shared their successes and talked about their lessons learned. The agenda included a company-specific collective agreement for non-tariff (AT) employees, a works agreement establishing a transparent and "clean" AT-pay system including working-time recording, and rules on short-term incentives — all of which sparked lively debate. Going forward, the exchange will take place four times a year — and not only around the Rhine and Ruhr region, but throughout Germany. The goal: sharing good-practice examples, strengthening peer-to-peer consulting, and learning from each other.



Photo: DC Studio / AdobeStock

Works council members and union representatives (Vertrauensleute) who'd like to join can send us a message to kaat@igbce.de.



Photo: HBS

Digital

Bite sized knowledge from "Systemrelevant"

In their podcast "Systemrelevant" (systemically relevant) leading researchers from the Hans Böckler Stiftung take a closer look at what drives politics and the economy: macroeconomic dynamics, social and environmental issues — always in clear language and always at the forefront of political debates. The hosts explore questions such as "Less Easter – more growth? Do public holidays really harm the economy?" or "Are climate investments worth it?" An impressive 284 episodes are already available. You can listen to "Systemrelevant" on your preferred podcast platform or directly via the HBS website.



[Read more here ...](#)

Service

Union membership fees: now far more attractive for tax purposes

Good news for members: Starting with the 2026 tax year, you'll be able to deduct your union membership fees much more effectively. Until now, these fees counted as work related expenses and were usually swallowed up by the standard allowance (Werbungskostenpauschale) of currently €1,230 — meaning hardly any real financial benefit. That is now changing. In the future, union membership fees can be claimed **in addition** to the regular employee lump sum. For members, this means significant tax savings — typically between 25% and 35% of the annual membership fee. The exact amount depends on factors such as income, marital status, and other personal circumstances.

This new rule applies from the 2026 tax year and can therefore be used for the first time in 2027. We'll be happy to remind you next spring!

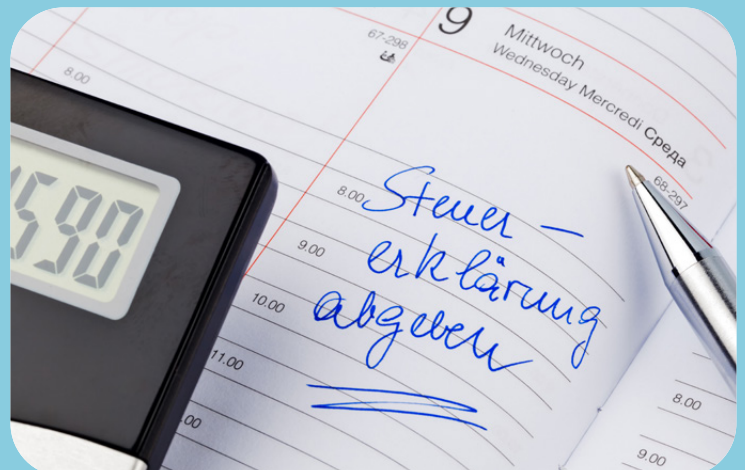


Photo: Gina Sanders / AdobeStock

#KAAT

KAAT House-Party on 26 and 27 June

IGBCE's 6th KAAT-Dialogue will take place at the Adolf Schmidt Conference Centre in Haltern am See – and we're making full use of the advantages of our own venue. You can look forward to a vibrant mix of expert input, exchange, and real "house-party" atmosphere. In the evening, relaxed barbecue, live music, and cocktails invite you to network and enjoy good conversations.

We're also kicking off the content side: first agenda items are set. Planned workshops include: "AI in Commercial and Administrative Work", "Severance Packages and Termination Agreements", "Taking Your Message Public in the Workplace", "Positive Psychology" and "EU Pay Transparency Directive".



Picture: KAAT.net / IGBCA

Registration is now open at:



6th KAAT-Dialogue – [kaat.net](https://www.kaat.net)



Photo: Media Srock / AdobeStock

#KAAT

Seminars 2026

You'd like an overview of all our KAAT-seminars for members in 2026? Here you can find every event at a glance — and you can take your time choosing what interests you most.



[Download here ...](#)



Imprint

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