

NR.23

In focus: KAAT-Workshops

Topic

After the Election Is Before the Election

From March to May, you elected your works councils across the country. In many companies, voter turnout increased significantly – a strong signal that employee participation really matters to you. Thank you for that!

Especially in times of restructuring, digital transformation and ongoing political change, strong works councils are essential. They represent your interests, make sure legal regulations and collective bargaining agreements are upheld, and are your first point of contact when things don't run smoothly at work.

But participation doesn't stop at election day. Stay in touch and speak up openly about where the pain points are. Because change can only happen when issues are voiced. And one more thing: actively support your works council! Simply by e.g. attending staff meetings (Betriebsversammlungen), showing up, and getting involved. This isn't just symbolic – your backing gives the works council real strength. And there's more to come: in the second half of the year,



shop stewards or members' assemblies will elect the new collective bargaining committees. These committees will shape demands, strategies and agreements in the upcoming bargaining rounds and thus set the course for collective bargaining work. And in 2028, shop stewards themselves – the union's grassroots in the workplace – will be elected again. Our call to you: get involved. Have your say. A healthy democracy thrives on engagement – there's no room for voter fatigue.



Tabea Bromberg
IGBCE, Department
KAAT/ Target groups

Editorial: Engagement – with Kids?!

Balancing work, union involvement and children isn't easy. That's why we want to make it a little easier for parents to take part in the KAAT dialogue.

While we unfortunately can't offer childcare (yet), there are several family rooms and double rooms available in Haltern. If you like, feel free to bring a companion who can look after your child(ren). We will cover the costs for accommodation and meals.



Sebastian Gödecke
IGBCE, Department
KAAT/ Target groups

Just let us know by emailing kaat@igbce.de

Veranstaltung

The 6th KAAT Dialogue

The 6th KAAT Dialogue brings together commercial, academic, and non-tariff employees, as well as works council members and employee representatives who are committed to advancing the interests of KAAT employees. The focus is on exchange, current practical challenges, and discussion of new perspectives. The event will take place at the Adolf Schmidt Conference Center in Haltern am See. It starts on 26 June at 11:30 a.m. with a shared light meal and ends on 27 June at around 1:00 p.m.—also with food, so no one has to head into the weekend hungry!



For members, participation, accommodation, and meals are free of charge. In addition, travel expenses are reimbursed in accordance with our travel expense policy.

Of special interest to works council members: The KAAT Dialogue can be directly combined with the seminar “Representing the Interests of Non-Tariff Employees.” The seminar takes place from 24 June, 12:00 p.m., to 26 June, 12:00 p.m., at Hotel Seehof, located right next to the conference center. This creates a compact and varied training package with short distances and plenty of opportunities for professional exchange. The 6th KAAT Dialogue is also officially recognized as a suitable training and education event under Section 37(7) of the Works Constitution Act (BetrVG).

Please register as soon as possible so we can plan room allocations accordingly!

Register for the
KAAT Dialogue

Register for the seminar
for works council

The 6th KAAT Dialogue

Planning Your Exit – Options, Risks, Opportunities

Downsizing on the one hand, new opportunities driven by (partial) skills shortages on the other: today's labor market is complex. Employees are increasingly facing the question of how an employment relationship may end – and what options exist beyond a traditional termination.

In the workshop **“Termination Agreement, Settlement Agreement, Severance Pay – and Then What?”** („Aufhebungsvereinbarung, Abwicklungsvertrag, Abfindung – und dann?“), we provide an overview of the most common instruments and explain what those affected should pay close attention to. One key focus: the implications under social security law. For example, when do benefit sanctions apply – and how can they be avoided? We share practical guidance to support informed decision-making.

Positive Psychology in Everyday Working Life

What helps healthy people unlock their full potential? This is the guiding question of positive psychology. Rather than focusing on illness, it looks at what works well. At the center are resources: What skills and experiences do I bring with me? And how can I use or develop them intentionally – for example by learning something new or bringing experts into the project team?

In the workshop **“When You're Running Out of Steam: Strengthening Resources in Yourself and Others”**, we explore how to activate personal and shared resources in challenging situations in order to stay capable of action. A varied mix of short inputs and tried-and-tested tools supports you in transferring concrete ideas directly into your (working) daily life.

Greater Pay Transparency

The EU Pay Transparency Directive introduces new tools to uncover pay discrimination and take action against it. In the future, anyone applying for a new job must be informed of the starting salary or a pay range before the first interview. Employers, in turn, will no longer be allowed to ask applicants about their salary expectations. The directive also brings changes for employees: they will gain information rights on comparable pay and on the criteria used to determine pay levels and career progression.

Member states must transpose the directive into national law by 7 June 2026. In Germany, however, implementation is not yet in sight. This is why the workshop **“EU Pay Transparency Directive”** at the 6th KAAT Dialogue will focus not only on the content of the directive, but also on the current state of implementation and the key question of what applies until German legislation is adopted.

Your Topic, Your Stage: How to Win Support in the Workplace

Many of us are technical or subject-matter experts and can present our work clearly and professionally. But when it comes to becoming active in (workplace) politics, many people feel uncertain. The good news: this, too, is no rocket science.

In the KAAT dialogue workshop **“Winning Visibility and Support in the Workplace”** you'll learn effective methods to raise visibility for your issue, win allies, and shape the narrative. The tools presented help you succeed – independently of formal co-determination rights, or as a complement to them. So you can position your topic in a way that truly makes an impact.

AI in the Office – Work in Transition

Artificial intelligence is transforming the way we work. AI is already being used in more and more areas, making many tasks easier and faster. Especially in commercial and administrative roles, routine activities are increasingly being automated – and this trend will continue.

However, this development brings not only risks for employees, but also opportunities: new skill requirements and career development options are emerging. That's why it's important to act early – identify risks, seize opportunities, and actively help shape the change. We will discuss what supports this process in our KAAT dialogue workshop **“AI – Opportunities and Challenges in Commercial and Administrative Work.”**

Event

Invention, Design, Patent – Your Rights at Work

Regardless of your job title, employees are often inventors, designers, or creators as well. In this webinar, you will learn about the key aspects of employee inventions (Arbeitnehmererfindung), design and copyright law (Design- und Urheberrecht), and patents. You'll gain a clear overview of the rights and potential claims that may arise for you and your employer.

[Hier anmelden](#)

Legal Matters

Cheering Along at Work?

Whether it's the Football World Cup, the Olympic Games, or a carnival parade: major events don't stop at the workplace. But what is actually allowed? Listening to the radio at work is generally permitted – at least as long as the work is still carried out with focus, efficiency, and without errors. This was confirmed by the German Federal Labour Court (Bundesarbeitsgericht, ruling of 14 January 1986 – 1 ABR 75/83).

However, limits apply if colleagues feel disturbed, if the employer prohibits listening to the radio, or if the job requires particular attention to acoustic signals.



Foto: Adobestock - pressmaster

The situation is different when it comes to television or live streams: anyone actively watching a screen is usually unable to work continuously with full concentration. Therefore, the general rule is that employees may only follow games, parades, or other events via live stream only with the employer's consent.



WIR SIND KAAT.net - MACH MIT!

Impressum

IGBCE

Responsible: Sebastian Gödecke, Head of the
KAAT / Target Groups Department,
Königsworther Platz 6, 30167 Hanover, Germany

Contact information:

+49 511 7631-0

kaat@igbce.de

© 2026 - IGBCE