

# THE BENEFITS OF IGBCE FOR YOU

## ALWAYS HERE FOR YOU

IGBCE is active where its members live and work. Thanks to strong union representation both in the workplace and place of residence, IGBCE is always present. Trusted representatives and local groups form the two strong pillars of our participation-based union work. With a flexible structure and plenty of creative freedom, IGBCE focusses on the various needs of its members, from foreign employees to shift workers.

## YOUR CONTRIBUTION

As an IGBCE member, you'll pay a membership fee. This gives you access to numerous services ranging from legal protection, personal accident insurance to strike support and further training. This fee corresponds to the statutory percentage of your monthly income. Your contribution secures the existence of IGBCE and, as a result, your political power. Your fee can be reduced if you become unemployed, begin a study course or are temporarily without income. Find out in our fee table how much your membership will cost:



## COLLECTIVE AGREEMENTS

Anyone involved in the world of work will know how important it is for matters such as wages, working hours, bonuses and annual leave to be regulated in a binding manner and not to be subject to employer discretion. Each year, we conclude over 2,000 collective agreements with employers in our industry to help secure the livelihood of our members and their families. This includes a number of local collective agreements. In addition, our agreements for safeguarding and promoting employment speak for themselves. The strength and consistent actions of our union - supported by our members - have achieved great results. We and our members are proud of this success and strive to defend it.

**WANT TO FIND OUT MORE ABOUT THE BENEFITS OF IGBCE MEMBERSHIP? THEN TAKE A LOOK AT:**

**IGBCE-MITGLIEDWERDEN.DE**

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## HOW TRADE UNIONS WORK\*: WORKING CONDITIONS WITH AND WITHOUT A COLLECTIVE AGREEMENT

\*example of a collective agreement in the chemical industry.



	COLLECTIVE AGREEMENT	REGULATION
Working hours	37.5 hours, use of a working time corridor of 35 to 40 hours, possible due to company agreement	48 hours
Night, Sunday and bank holiday working	Regulated allowances	No claim
Exemption from work	Paid	No claim
Annual leave	30 working days = 6 weeks, 33 days for employees on rotating shifts	24 working days = 4 weeks, no claim
Additional holiday pay	Regulated	No claim
Hardship allowance	Regulated	No claim
Annual special payment	13th month's salary	No claim
Pension contributions	Regulated Tariff subsidy of € 613,55	No claim (potential Riester subsidy)

**IT'S WORTH BECOMING  
A MEMBER!  
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## OUR SERVICES

IGBCE SERVICES FOR OUR MEMBERS



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Dear colleagues,

IGBCE is working hard to achieve greater social equality and economic balance. Our goals are clearly defined and in the interests of society: sustainable business practices, human values, respectable working conditions and fair wages. This is what we fight for! And that's precisely why we focus on involvement in company profits and their equal distribution. At the same time, we focus on shaping working and living conditions, securing pensions and developing prospects for young colleagues. IGBCE strives for a modern industry with sustainable growth in the literal sense of the word, where responsible practices are a matter of course. It is based on 'good work', whereby the individual sets the standards.

Good work can only be achieved through the cooperation and participation of those involved. With this in mind, IGBCE promotes 'good work' every day, for example through collective further training and education agreements, our activities for combining work and family life and our new 'working life and demography' collective agreement. This shows that our goals are achievable when we work collectively and shape the future together. Support IGBCE. Become a member!

We look forward to meeting you!

Michael Vassiliadis,  
Chairman, IGBCE

Francesco Grioli,  
Member of the Central Board  
of Executive Directors

## WE ARE COMMITTED TO:

### ALL EMPLOYEES

We are the voice of every employee in our businesses and industries. We represent various professions and qualifications, men and women, young and old, people from 99 nations with various religions and worldview, political and sexual orientations.



### SOLIDARITY

Against the backdrop of diversity, we share a common view: we represent solidarity and social justice. These are the values that define our actions. Thanks to a strong trade union with many members, we are able to improve working and living conditions for people.

### GOOD WORK FOR EVERYONE

We focus on good work for all employees in our businesses and industries. We represent fair pay, recognition for services, respectful behaviour, the right to have a say and be involved, health protection and a work-life balance.

# Fairness

### FAIRNESS

We want fair trade instead of a global dumping competition at the expense of employees. We support a social and democratic Europe in which employee interests are at the forefront. In addition to economy and ecology, we focus heavily on social balance to promote the sustainable development of our country. We shape the working and living conditions of people with our own collective agreements and co-determination and take a stand against arbitrariness in the workplace.



## GOOD WORK FOR EVERYONE!



## OUR VALUES AND GOALS



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FOR ANY OTHER QUESTIONS PLEASE  
CONTACT YOUR WORKS COUNCIL OR  
RESPONSIBLE IGBCE DISTRICT.

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