

GEMEINSAM FÜR EIN
GUTES LEBEN



Together. IG Metall.



**Great people –
great benefits.**

Publisher:

IG Metall Vorstand

FB Mitglieder und Erschließungsprojekte

60519 Frankfurt am Main

August 2014



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Many good reasons – a large community

More than two million workers from industry, service and the trades have joined forces within IG Metall. The association comprises the metal, electrical, iron and steel, textile, clothing, woodwork and plastics industries. In addition, IG Metall also represents workers in the fields of information and communication technology. Membership makes sense for everyone – men and women, young and old, unemployed workers and even pensioners.

We are an association that has the ability to get things done. And we all have good reason to get things done when it comes to quality of work and quality of life – by successfully working together. Members of IG Metall have fought for and secured higher incomes, shorter working hours and longer vacation periods. Even in difficult economic times it is important to maintain workers' purchasing power, provide them with support and take a strong stand for our country and its people.

Setting and asserting goals

IT Metall has political clout and exerts influence on social and economic developments. Yesterday, today and tomorrow. We know that the future of our country will depend on how we meet new challenges. We drive forward democratic processes, and demand the right to co-determination and a more just distribution of wealth. In other words: We are doing our part in solving today's social issues.

We take a strong stand in the fight against unemployment and never give up on any business operation. Often, IG Metall and its works councils are able to secure workplaces or save entire businesses with intelligent concepts and competent advice.

We campaign for the preservation and expansion of the welfare state. We ensure qualifications and fight for gender equality. We demand peace and disarmament, the protection of human rights and the preservation of the natural environment. Being a member of IG Metall means becoming involved with shaping living conditions – whilst always remaining aware of the bigger picture.

Here and now – being active

An individual can go a long way but there are no limits to what can be achieved when working together. Time and again, IG Metall proves that it stands behind workers and also stands up for their interests. To us, active union work means representing the interests of our members in the office and on location. We have 150 regional administration offices across Germany, hence we are always close to our members.

We always have an open ear for the questions and individual requirements of our members. Our greatest strength: IG Metall members have access to more than 130,000 contact persons at their workplace: all those members of the works councils, shop stewards and elected representatives of junior workers and apprentices organized in the IGM.

This guarantees access to assistance without red tape and legal aid when it comes to defending workers' valid rights. Each year, we provide legal protection assistance in approximately 50,000 proceedings at labour and social courts:

On average, this results in EUR 3500 per dispute for each member.

The only requirement for asserting your interests at your workplace and in society?

Become a member!

Become a member – for added strength

Fact is: With collective bargaining, we get more than the legally required minimum benefits for our members. We are consistent in our negotiations, and thus contribute towards making workplaces more oriented to human needs. Our strength: We can achieve more when we work together.

Each individual voice counts and gives us the power to assert ourselves. In turn, our members benefit from the services and successes that we have obtained for them. Please turn the page, it is worth it!

Standard rate	Legislation
Annual vacation period: 30 working days	24 working days
Additional vacation benefit	No provision
Christmas benefit	No provision
Working hours: 35-hour week (Metal and electronics industry West)	Up to 60 working hours per week
Employment of apprentices for an indefinite period	No provision
Wages, salary, apprenticeship wages: mostly with annual increases	No provision
Allowances for occupational pension schemes	No provision
Paid leave for special events, such as nuptials, relocations	No provision



“All-inclusive” – benefits at a glance

The benefits offered by IG Metall are anchored in its statutes, and are guaranteed for all members. The required contribution: Only one percent of gross income.

In turn, IG Metall offers its members a broad range of services. The entire range is tailored to the interests of our colleagues – and only benefits IG Metall members. Welcome to our community!

1. Legal advice and legal protection:

Members receive free and competent legal protection for disputes under labour and social law. This also includes lawsuits against pension approval certificates and tax/residence law (paragraph 27 of IG Metall statutes). More information about this important benefit can be found on page 18.

2. Support during strikes:

IG Metall’s ability to assert its position stands or falls with its ability to strike. Without it, IG Metall would be virtually powerless as a negotiation partner, and would not be taken seriously. Support benefits for one strike week are as follows:

- ▶ with payment of dues for three to 12 months: 12 times the average amount of dues of the last three months,
- ▶ with payment of dues between 12 to 60 months: 13 times the average amount of dues of the last three months,
- ▶ with payment of dues for more than 60 months: 14 times the average amount of dues of the last three months.

Example: A person who has been a member for more than five years, and who has paid average dues of EUR 20 per month will receive EUR 280 in strike support during the week (details set out in paragraph 23 of the IG Metall statutes).

3. Support with reprimands:

You can be sure: We always look out for members who have been threatened or disadvantaged by their employer in connection with a strike measure approved by IG Metall or as a result of their union activities. IG Metall shows absolute solidarity and fully supports its members. For a list of services you can expect to receive, please see paragraph 24 of the IG Metall statutes.

4. Off-work accident insurance:

Loyalty has its rewards: IG Metall adds off-work accident insurance to its range of benefits for those who have been members for more than 12 months. If you are involved in an accident during off-work hours, you will be automatically insured based on your dues (paragraph 26 of IG Metall statutes). More information about this important benefit can be found on page 19.

5. Support with emergencies:

IG Metall members who find themselves in a dire emergency situation, which can include any of life's vicissitudes, can expect to receive emergency support. Support is provided without red tape, as long as certain conditions are met (paragraph 28 of IG Metall statutes).

6. Support in the case of death:

Health insurance plans have removed the death benefit from their list of benefits. We continue to support survivors with the payment of a death

benefit. It is calculated based on the duration of the membership and the amount of dues. For example, with monthly dues of EUR 20 and a membership of more than 20 years, you can expect to receive EUR 630 in support (paragraph 30 of IG Metall statutes).

Important: Members are entitled to IG Metall benefits if they pay the **statutory dues. More information on page 15.**

7. Qualification, information, communication:

metallmagazine

Members receive the monthly magazine free of charge. Exciting reports on industries and businesses, societal issues and lots of services and tips related to work issues.



Information brochures and guidebooks

IG Metall publishes useful information brochures and guidebooks on a variety of current socio-political issues and work-related questions and concerns, with topics ranging from employment contracts to reference letters. Many of these guidebooks can be downloaded exclusively by our members free of charge in the Members area at www.igmetall.de

Getting involved

Many administration offices offer opportunities to those who wish to get involved in IG Metall outside of their company – working groups, project groups and discussion events invite you to take an active role. The administration office in charge: www.igmetall.de → Service Area → IG Metall Local

Online discussion forums:

facebook.com/igmetallvorstand

twitter.com/igmetall

studivz.net/igmetall

mein.vz.net/igmetall

flickr.com/photos/igmetall

youtube.com/igmetall

 **Additional benefits for members****Vacation offerings**

GEW – das Gemeinnützige Erholungswerk e.V. offers members of DGB unions special conditions for attractive holiday destinations.

www.gew-ferien.de

ACE Automobilclub Europa

Offers breakdown and accident assistance across Europe. Members of DGB unions can take advantage of special offers for competitively priced Club memberships.

www.ace-online.de

IGM-Service GmbH offers IG Metall members fair offerings and services related to work and lifestyle, with impressive benefits. It pays to check it out:

www.igmservice.de



9. Membership dues

All of the services that IG Metall provides to its members are paid for from the membership dues of its members. This represents a solidarity association of more than two million people, which makes IG Metall a strong and independent force. The various support services and competent advisory services that are offered at the workplace and in the administration offices can only benefit members if they pay the fair amount that

Contribution groups	
1 percent of gross income brutos	Full-time and part-time employees and apprentices as well as students in vocational courses of study
at least 80% or 70% of previous amount if working full-time	Employees in part-time retirement under statutory or negotiated part-time retirement
0.5 percent of gross income	Pensioners, recipients of sick pay, retrainees and other recipients of social insurance benefits
EUR 2.05 fixed amount	Post-secondary students
No dues	Federal volunteer service and voluntary military service
EUR 1.53 fixed amount	Unemployed workers, sick persons without sick pay, members on parental leave, members in private insolvency.

is set out in our statutes. Therefore membership dues can change depending on your work and life situation. Very important: Each change in dues must be initiated immediately at the administration office in charge. Either through the IG Metall works councils or shop stewards, or directly by phone, mail or e-mail.

The correct provision of services and information by the administration offices depends on the availability of correct membership data. Please ensure that you promptly notify us of all changes to your address, company or bank account.



More about legal advisory services and legal protection

Everybody encounters legal problems at some point in their life:

Every day, more than 2,000 lawsuits are filed at German labour and social courts. Disputes following work accidents, termination or illness, disputes about pension approval certificates, parental benefits or payroll. Legal proceedings are expensive.

IG Metall members have it better:

Members enjoy the additional insurance of legal protection provided by their union. They receive expert advice, which often allows them to avoid nerve-racking legal proceedings. In addition, their legal defence costs are also covered. If necessary, through all instances. Because if you are in the right, you are entitled to justice. Application for legal protection must be filed with the IG Metall administration office in charge..

Legal protection provides cash and social justice:

IG Metall wins more than EUR 200 million for its members every year. And each case of legal protection involves much more than just money.

Fair job classifications, subsequently paid wages, terminations withdrawn and higher pension entitlements – all of these also contribute to social justice.

More about off-work accident insurance

IG Metall fights for improved working conditions . . .

. . . and for more individual free time. Employees are already protected against work accidents, but also require protection during off-work periods! Therefore off-work accident insurance is a very special benefit that is offered by IG Metall to its members. It is included in the membership dues!

Insurance cover is extended to accidents that occur outside of the workplace, and includes worldwide coverage.

It means that you are insured whether you are doing sports, cleaning your windows at home or riding your bike in the city park. The use of all types of transportation methods – from car to plane – is also insured. While it cannot do away with the pain of an accident, it can help to mitigate the financial fall-out.

Loyalty is rewarded: After a membership period of just 12 months, IG Metall will add off-work accident insurance to its range of benefits for its members. It is comprised of the following:

- ▶ In the case of hospital stays of at least 48 hours due to an off-work accident, a one-time compensation payment of up to 30 times the average monthly membership dues of the last 12 months will be paid; for a maximum of EUR 51.13 per day of in-patient

treatment. For example, a member with a monthly dues of EUR 20, who breaks a leg while riding her bike and then has to spend 12 days in the hospital, would receive EUR 600.

- ▶ In the case of full disability, a one-time compensation payment of 500 times the monthly dues is paid. This would be EUR 10,000 based on an average monthly amount of EUR 20. Corresponding partial amounts are paid in the case of partial disability.
- ▶ In the case of death, survivors will receive compensation in the amount of 200 times the member's average monthly membership dues.

Honesty with regard to dues also pays off in this case: Benefits can only be approved for those who pay their statutory dues.



Seniors: All services and more

Even people who are no longer working are still entitled to all of the advantages offered by IG Metall membership. At IG Metall, no one is cast aside just because they have retired from active working life. There are many ways of getting involved, such as the seniors working groups at the IG Metall administration offices. Continuing to work together and for each other! **Seniors who are members of IG Metall are entitled to all of the benefits pursuant to the statutes – for only 0.5 percent of their pension income. The following also applies:**

- ▶ Free legal protection for legal proceedings against social insurance agencies (German pension insurance scheme, health insurance, employment office, workers' compensation board and pension offices) and for proceedings at financial courts, if it concerns the taxation of IG Metall member pensions.
- ▶ You benefit when pension are increased: Higher incomes fought for by unions form the basis of future pensions.
- ▶ In the case of off-work accident insurance, the respective benefit for pensioners is based at minimum on monthly membership dues of EUR 5.11.
- ▶ Legal protection is also available for disputes arising from long-term care insurance, insofar as the

disputes are directed against statutory health insurance schemes.

- ▶ In the case of a member's death, between 15 to 31.5 times the relevant dues will be paid to the survivors. The dues that were paid during the active working life will be used as a calculation basis. In the case of the death of a life partner, the death benefit will be half of the aforementioned rates.
- ▶ Of course, pensioners will continue to receive the "metallmagazine", which is delivered to their homes free of charge.

Protection and solidarity: Benefits for unemployed members

IG Metall, also looks after members who are unemployed or are facing unemployment. With a small monthly contribution of EUR 1.53, unemployed members are entitled to all of the benefits offered by the union:

- ▶ Advisory services for all issues related to collective bargaining, contract and labour management law.
- ▶ Actions for wrongful dismissal and negotiations with current or new employers – also in the case of imminent terminations, mass lay-offs and company closures, the negotiation of severances or issues of unemployment insurance.
- ▶ Free representation under labour and social law in the case of actions for wrongful dismissal or lawsuits against employment offices, social agencies and health or pension insurers.
- ▶ In addition, unemployed members also receive all material benefits from off-work accident insurance.
- ▶ Of course, unemployed members can also attend IG Metall seminars.

- ▶ And last but not least, IG Metall also advises its members when starting a new job, issues related to employment contracts and collective bargaining law, or transfer into retirement.

Solidarity and information:

Many IG Metall administration offices have established working groups for unemployed members, or work together with other organisations (such as DGB, churches or local authorities). They answer questions, solve problems and develop future perspectives. The “**metall**magazine” acts as an information tool and a link to the union and events at the workplace.



A brief history of great collective bargaining successes

A consistent course of action is behind each successful outcome achieved by IG Metall in the past. Sometimes strikes were needed to reach our goals. Once gained, improvements go into effect for a long term. Because IG Metall is a strong force. Here are just some excerpts from a great history of successes, using the example of the metal industry:

The 1950s: Working hours – continued payment of wages in case of illness

Gradual reduction in working hours from 48 to 44 hours – with full wage adjustment. Following the longest strike in German history, the continued payment of wages in the case of illness was introduced for workers. It still applies to all workers.

The 1960s: Working hours and vacation

Gradual introduction of the 40-hour week with wage adjustment. Vacation periods extended by three to six days. Additional vacation benefit of 30 percent is agreed. Rationalisation protection agreement.

The 1970s: 13th monthly income – asset-creating benefits – protection of older employees – standard wage maintenance – vacation

Portions of a 13th monthly income are protected. Labour agreement regarding asset-creating benefits of initially 26 German Marks, then 39 German Marks a month. Graduated scheme for more holidays and increase in statutory vacation pay to 50 percent. Standard wage maintenance and termination protection for older employees. Protection against downgrading

The 1980s: On the way to a 35-hour work week

Gradual extension of vacation period to 30 working days (6 weeks). Strike for 35-hour week. Gradual introduction of the 37-hour week with full wage adjustment. Labour agreement for early retirement. Asset-creating benefits increase to 52 German Marks (26 German Marks for apprentices).

The 1990s: Pay scale structures for the new Federal states – shorter weekly working hours – 13th monthly income – employment protection – continued payment of wages during illness

In line with the economic and currency union and subsequent reunification, establishment of IG Metall and transfer of pay scale structures to new Federal states. Graduated scheme for adapting West German pay

scale levels. The 35-hour week is now reality (38-hour week in new Federal states). Better protection for 13th monthly income. Labour agreement for employment protection. Transfer of persons who have completed their apprenticeships. Protection of 100 percent continued payment of wages during illness against attempts to reduce it through legislation.

The 2000s: Future. Bridge employment – qualification – MetallRente – joint remuneration category labour agreements

Labour agreement for bridge employment – part-time retirement. Apprentices transfer into employed positions for 12 months. Labour agreement regarding qualifications in Baden-Württemberg. Labour agreement regarding MetallRente (Metall Pension). The remuneration category labour agreement (ERA) fairly regulates group classifications for all employees. In the future, equal pay is provided for work of equal value. Reform of compensation structures as well as appeal and co-determination rights.

One union – many industries

It is not just employees in the metal industry who benefit from successful labour agreements. As an industry union, IG Metall also concludes labour agreements for employees in the production and services segments of the wood, plastics, textile and clothing industries. Most labour policy milestones have also been enforced for these industries. Added to these are specific regulations, such as regulations for the organisation of working time. Employees in metal-related trades also enjoy the advantages of an active IG Metall labour policy.

Membership Number

For further information, please see www.igmetall.de/beitretren

(to be completed by IG Metall)



Membership Application

Surname *

Sex*

 M=male
 W=female

First name*

Date of birth*

Country *

Postcode/ZIP*

City of residence* Day Month Year

Street *

House no.*

Phone work private

E-Mail work private

Nationality*

Employed with / post code / place

- Full-time Occupation/professional
- Part-time activity/degree/training
- Temporary employment Training from _____ to _____
- Agency work/ Name of hirer/company _____
Contract for work or services University studies
- Dual course of study Name of university _____

Addressed by (surname, first name)

Membership number of IGM member

*Required field, please complete
**will be completed by IG Metall

Membership Application:

I hereby confirm that the personal information I have provided to IG Metall for the purpose of data collection in connection with my membership is correct. I agree that for the purpose of fulfilling its tasks as set forth in its statutes, and in accordance with data protection legislation, personal information may be collected, processed and used by IG Metall and its union representatives. The membership fee will be adjusted in line with changes in income by trade union representatives in the company, and other persons. Data that are freely available within the company, such as the type of work and the associated pay scale classification, will be used to determine the collectively agreed rates of pay and the membership fee. The data will not be passed on to third parties for marketing purposes.

X _____
Place / date / signature for membership*

Bank Details

Bank/Branch

IBAN

BIC

Fee**

Gross income*

If you do not have your IBAN and BIC at hand, please indicate your account number and sort code:

Account no.

Sort code

Account holder

SEPA direct debit mandate (recurring direct debits)

IG Metall creditor identifier: **DE71ZZZ0000053593**

Mandate reference: *membership numbers*

I herewith authorize IG Metall to debit my account on the agreed due dates with the membership fee equal to 1% of my gross monthly income to be paid by me according to Section 5 of the statute. At the same time I herewith instruct my bank to honour the direct debits of IG Metall to my account.

Note: I am entitled to request the refund of the debited amount within 8 weeks from the date of debit. In this respect, the terms and conditions agreed with my bank shall apply. I agree to inform IG Metall without delay of any changes to my data.

X _____
Place / date / signature for direct debit authorisation

Please submit this form to an IG Metall member of the works council/union representative, your local IG Metall office or send it to: IG Metall Vorstand, FB Mitglieder und Erschließungsprojekte, 60519 Frankfurt am Main



Declaration of Accession

IG Metall Vorstand
FB Mitglieder
und Erschließungsprojekte
60519 Frankfurt/Main

**Standing up for improved working
conditions and fair wages**

Fill out the Declaration of Accession today!

**Together. IG Metall –
Find out more about our union!**

Want to know more about IG Metall? Our free information package „Together. IG Metall“ offers additional information about what we stand for, what we offer and the benefits that our members are entitled to.

Order your free copy at:

www.igmetall.de/wir-die-igmetall

Become a member on-line at:

www.igmetall.de/beitreten