



**Workers Council
Election on
19th Oct.
2023**

TEAM IG METALL

List



Congratulations!

You holding the only list legitimized by the IG Metall union for our works council election in your hand. Why this list in particular? All candidates are members of IG Metall, and their placements on the list could be democratically elected by all IGM members in a personal election. Finally, the authorized representatives of IG Metall signed this list.

TEAM IG METALL



**Whoever fights can lose -
those who don't have already lost**

Workers Council Election on 19th Oct. 2023

Once Again. As you may have noticed a procedural irregularity of the previous election board requires a rerun of the 2022 works council election. With your vote, you have the power to decide whether you will continue to benefit from the achievements of the the benefits of collective bargaining, such as one-off payments, the right to vote "T-Zug", "Trafogeld", Semi Retirement. A clear majority of the workforce wanted to be covered by collective bargaining agreement, and together we have finally achieved it!

Many have signed the new employment contracts in order to enjoy the benefits of the collective agreement. Of course, one could now look for the fly in the ointment, but one should not ignore the many benefits. In the meantime, we are benefiting from all the collective bargaining increases.

With our candidates, we are the best possible representation of the employees in the company. That's why this list has the „big picture“ in mind, but we are also knowing aware of the problems in the individual departments. We stand for continuity: The ranking of candidates remains identical to last time.

Our aim with this brochure is to reach ALL employees, which is why we opted for the use of gender-neutral nouns gender-neutral nouns such as „employees“. Have been used. In order to guarantee an optimal reading flow, we have decided against the use of gender decided against the use of gender asterisks*, as these make reading more difficult.

„Works council? That's something for people who can't help themselves.“

You hear that a lot. But let's be honest: Can you really discuss all of the following issues alone with your supervisor?



Salary issues: Grouping, or regrouping, etc.



Promotion of health protection, occupational integration management (BEM)



Monitoring of target times or the scope of the project



Home office for cross-border workers



Requests for further training or retraining requests



Counterstatement in the event of admonition, warning up to and including dismissal

The works council in Germany has in a comprehensive right of co-determination. We are there to discuss these and other issues

with you and to achieve the best results for you and to achieve the best results for you and the workforce.

Event "ERAté" (Guess) what you deserve: WE are questioning for the first time the salary structure at LuK Bühl in comparison to the tariff level.

First Successes:
After we uncovered that employees were earning employees were earning 20% too little, the the management began to gradually the management gradually began to equalise the salaries of the employees.

And Why is it so Important to Elect Candidates from the TEAM IG METALL to the Works Council?

Because only they, as IGM members, can obtain professional receive professional advice from IG Metall and are trained in the many topics that are indispensable for the work in the works council. Anyone who wants to represent the interests of employees needs a high level of knowledge and knowledgeable experts. There is a plenty of regulations, laws, collective bargaining collective agreements and court rulings, a great deal of scientific and occupational psychology that have to be applied. The candidates of **TEAM IG METALL** are also organized in regional networks and thus give each other support. As IG Metall in the company, we represent

your interests in negotiating groups both at collective bargaining level and at company level.



Together, we are strong!

Active lunch break at Kaba-Galenschütz on the introduction of the tariff



A Historic Milestone
Our employer, Schaeffler Bülh joined the employers' association „Südwestmetall“. IG Metall became the collective bargaining partner. Negotiations for collective bargaining were initiated.

2016

Fall 2016

November 2016

November 2016

27th November 2017

TEAM
Schaeffler Bülh
IG METALL



Works council must not be a „one man show“, but a joint effort. Only in this way can the workforce here at the site be optimally represented. We want to represent you, your rights and your needs in the remaining two years on the works in the best possible way. We want to jobs, create a good working atmosphere and take advantage of opportunities for improvement. True to the motto: Better is always possible. Our industry is changing, and we are fighting to make sure that no one of us is left behind. That's why we need **YOUR** vote in the works council election.

But even after the election, the works coun-

cil needs the support of the employees. It depends on your wishes, suggestions, ideas and criticism to represent your interests. As you can see, there are many reasons to vote for the **TEAM IG METALL**. In this brochure we want to go into some of them and show you that **TEAM IG METALL** is the best choice for you, too.



A transparent Works Council, how does it work?

The work of a works council must be transparency, an open ear for the concerns of an open ear for the concerns of colleagues important as dealing constructively with criticism. Decisions made by the works council are not always unanimous. Complex interactions between the different employment groups can lead to differing opinions. We as TEAM IG METALL are always ready to cooperate with other works councils and lists, if it is in the overall good of the employees. Since the last works council election in 2022,

the works meetings have finally been held no longer take place on Sunday mornings, but during regular working hours - in both the early and late shifts. The content is wide-ranging, but without losing any lose any of their depth. After all, you are worth being properly and comprehensively informed! Especially because many more employees stand up during the meetings speak up during meetings and thus actively participate in the meeting, we see the success of our new concept.

If more staff meetings are held, it is possible to reduce the length of the meeting to a reasonable level. the length of the meeting to a reasonable to a reasonable level.

This is how one of our general meetings looks like.

Collective bargaining came into force.

At last all collective agreements were valid for the LuK, except with regard to pay - the employment contracts were adapted in order to maintain the collective agreement, At last there was part-time work for older workers, special payments such as the collectively agreed supplementary benefits.

Support of 24-hour strike at Bosch



Tariff increase 4.3% - for us at LuK unfortunately only 2.8%.

The collective agreement was increased by 4.3%, but at LuK the collective agreement did not yet apply, we only received a 2.8% increase. Only a 2.8% increase. Therefore, an alignment with the to the national collective agreement is so important, so that you can benefit as much as your colleagues in other in other metal companies.

Active lunch break and Rally on the introduction of the ERA



1st January 2018

1st February 2018

April 2018

August 2018

Even if it is about the collective agreement, about amendments or changes, we are the specialists the IG Metall union, we are the specialists in the company.

In companies that are bound by collective agreements, such as Schaeffler Buhl, the negotiating partners are the parties to the collective agreement, IG Metall for the employees and "Südwestmetall" for the employers. Only these parties can negotiate and conclude collective agreements. Company matters may be covered by be regulated in supplementary collective agreements. Details are set out in company agreements. Therefore the works council needs representatives who are also close to the negotiations, so that they can represent your interests and to be able to put forward ideas.

TEAM IG METALL stands for transparency and is also involved in collective bargaining negotiations due to the proximity to our representatives during negotiations informed.

Therefore:

Your vote for the **TEAM IG METALL**

**We have
the contacts,
that it takes to
do a good to do a
good job!**



A Good Working Atmosphere for All of Us

The success of a company stands and falls with the working atmosphere, especially in turbulent times! But what can a works council do to positively influence the working atmosphere? A good working atmosphere is not only a matter of satisfaction with the organisation of working time, but also how trusting and smoothly the cooperation with each other. Are your opinions heard and is it possible to work in a self-determined way? The works council now takes your experiences at the and desks seriously. This is the only way that a works council can make its contribution to to improve the atmosphere in the departments. Unfortunately, too little is happening at the moment. A more consistent committee would have the opportunity to put its finger in the wound and bring about a change and initiate a process of rethinking. In the meantime, we are on the right track, but we still see the potential to eliminate the negligence of the past.

St. Nicholas Day gate action



Introduction of collectively agreed T-ZUG days

It was only because of the collective agreement that you were entitled to T-ZUG days. Days, i.e. 6 or 8 days off, or a payment of 27.5% of your monthly wage and 400€ on top.



Gate action for Women's Day



Rally in Bühl at the "Bürgerhaus Neuer Markt" eMoBÜHLity

6st December 2018

January 2019

8th March 2019

15st June 2019

Of course, where there are people, there is „miscommunication“, but it's the tone that counts, otherwise apart from frustration, there won't be much left. That's why we want to make it our task to support you, so that you are heard and your good work is appreciated. For us 360° feedback (where YOU evaluate your supervisor) a useful tool to give managers a realistic first-hand impression of their work. They should not only have professional competence but also social skills.

We want to make our contribution that you too will **want** to work here in the future.



35-Hour Week: Curse or Blessing?

Due to the collective agreement, we are also subject to the 35-hour week. All employees, but also the employer, can apply for it if he thinks it is economically necessary. The reduction of working time must not lead to an increase in the lead to work intensification. If the working time is reduced at first glance, your pay is also reduced. Your pay, but this is also special payments such as T-ZUG or Trafobaustein. We would have welcomed it if the employer had collectively and ynschronously with the ERA the introduction of the ERA, the working hours steps for all. However, since the employer's organisation of work he has opted for a different, more

radical path, with more potential for conflict. But money is not everything in life. More leisure time also means a better quality of life, many colleagues have since discovered the the 35-hour week for themselves, which does not mean that they are not prepared to work extra hours with corresponding bonuses, if necessary. But the 35-hour week also ensures that jobs are jobs are secured on the basis of solidarity - especially in times of crisis like these. This can save your colleague's job or even your own!

Finding tariff experts in front of the gates

We motivated you to become bargaining experts yourselves and offered you training on the introduction of the ERA to support your and job descriptions to help your staff with ERA grouping and job descriptions. Thank you to the 100 employees from all areas of the company who became pay scale experts!

Payment of the collectively agreed supplementary allowance

A collective agreement achievement became noticeable: Now the the T-ZUG-money was paid out, you got 400€ and had either 6 or 8 days off or 27.5% of your monthly wage.

15th June 2019

6st December 2019

The implementation of ERA system indicates that 80% of employees had been paid below the branch level in the past. Only a relatively small proportion of employees are considered to be minimal exceders. The real problem was the wage policy that has been in place here in Bühl for many years. In the meantime, more pay transparency has been ensured. The implementation of ERA collective bargaining in mid-2022 has brought this fact to light for all - unfortunately also painful - for many. A first important step has done. For mistakes made in the past, IG Metall, or rather the committed IG Metall workers in the company cannot be held responsible. The moderate agreements in the sector during the introduction of the collective agreement 2018 until the introduction of the ERA were

already characterised by the technological transformation and the Corona crisis. Nevertheless, IG Metall has shown its ability to assert itself by fighting for inflation compensation and an energy cost subsidy. At present, subsidies ensure that a not insignificant part of the investment in Eastern Europe and the USA. Here the IG Metall is doing valuable lobbying work and ensures that the political framework conditions develop in our favour and our jobs are preserved here in Germany.

**Short-time work for the first time
at the Location: Collectively agreed
top-up Short-time allowance
(Corona)**

April 2020

**Payment of the collectively
agreed additional pay: 400€
and possibly 27.5% of your
monthly wage**

July 2020

Collectively Agreed Benefits and ERA are now Known. What Happens Next?

After complete introduction, it is now certain that the new pay system will cost 24 million euros more per year for the new than for the old remuneration system.



If You Want More, You Must Also be Able to Enforce it!

The ERA system, i.e. how jobs are is clearly structured and described in the described in the collective agreement. The products and thus our activities, procedures and processes are constantly changing. The new or changed tasks must also be evaluated in the future. Naturally, questions arise. As in previous years, we want to answer your questions and answer your questions and support you in any complaints you may have about job descriptions, performance appraisals or grading. That is precisely why it is so the ERA system and its further development by our development through our **TEAM IG METALL**.

Signature campaign on the E-motor production in Bühl

In the ongoing battle to bring e-mobility to Bühl we collected signatures. And with your help we made it, Bühl will become automotive headquarters!



14th July 2020

Further Training Secures Your Job

The transformation has now also arrived. It will fundamentally, and in some areas this has already happened. Electromobility, digitalisation, automation - the technological change not only challenges employer. So that you too can face this challenge, you need the opportunity for further further training. The collective agreement „TV Qualification“ provides the necessary framework conditions for this:

- ▶ Subsidised part-time education
- ▶ Guarantee of re-employment after a full-time qualification
- ▶ Up to 5 days statutory educational leave (vocational, political or general education e.g. language course, training in collective bargaining knowledge, stress management etc.)

We at TEAM IG METALL are also well versed in these topics and are at your side if you would like to qualify further

Star march in Bühl on the topic of transformation

Together with the employees of Bosch and dormakaba we walked in a marched to the big joint rally on the Europaplatz and demonstrated for and demonstrated for sustainable jobs in Bühl and for a fair jobs in Bühl and for a fair, joint and solidary way out of the crisis.



28th July 2020

Social Affairs and Women at Schaeffler



The subject area is as diverse as life itself: Qualification, flexible transition to retirement through the collective agreement „Flex-Ü“, parental time and support with occupational management (BEM) after a long illness, part-time work for older employees, but also with staff interviews, wrongful disciplines and termination interviews. We are also trained in on the topics of mobbing, addiction prevention, inclusion and are happy to assist with social counselling. In our working lives we go through different phases of life. Here there are helpful tools to know. We establish contacts for the care degree classification of relatives or provide advice on the subject of care leave and „T-ZUG“. We can also help with the use of training time. Currently, we have targeted the ERA groupings of women of women and part-time employees (regardless of gender) in our our focus. The promo-

tion of we see the promotion of the compatibility of family and career as one of our most important tasks. Women deserve equal pay in the workplace. It must also be possible it must also be possible for them to continue their education despite part-time work. Recurrent points of friction with the employer can occur:

- Diversity
- Pregnancy
- Maternity protection
- Equality for women

By the way: female candidates from **TEAM IG METALL** are involved on an honorary basis in the „Women's Committee“ of IG Metall Offenburg, which takes care of various companies in the region.



**Gate Event
for St. Nicholas**

6st December 2020

Donation of the IGM shop stewards for the KIFAZ in Bühl

Solidarity does not stop at the revolving gate! Therefore the core team of shop stewards of IG Metall donated from their own pockets to the Children's and Family Centre in Bühl

10th December 2021

Training and Studying at Schaeffler will be even more fun in the future!

If you are currently doing an apprenticeship and/or studying at Schaeffler in Bühl, then
Congratulations: due to the collective bargaining agreement, which also applies to you:

- ▶ 5.2 % more money since 1.6.2023:
in the 1st AY +54 € / month; in the
4th AY even +65,50 €
- ▶ Performance pay immediately after
your performance is rewarded from
rewarded from day 1
- ▶ Holiday bonus, Christmas bonus,
T-ZUG and T-ZUB as well as trafo
- ▶ Tax-free IAP over 550 € in
January / February 2024
- ▶ Guarantee of employment for at
least one year after training

We are also there for you, whether you have
questions, ideas, suggestions or problems:
our trained colleagues from **TEAM IG
METALL** are at your disposal - no matter
whether it is about your everyday work,
further training questions or anything else.
The support of the JAV support is also on
our agenda. So that we can continue to

work for a good training and good studies
for you and your team members
we need your vote - and unlike than in the
Bndestag elections, **you can vote from
vote in works council elections from the
age of 16.**
Which list? IG METALL TEAM!

Networking with the shop stewards of all German Schaeffler locations

In order to promote the exchange of information between the
Schaeffler plants, we have, together with the other IGM shop
stewards at Schaeffler, set up a nationwide network. Shop ste-
wards at Schaeffler, we have set up a network across network,
in line with the motto „One Schaeffler“.

Corona-related car corso for the collective bargaining round



Occupational Safety? Prevention is the best Protection!

The safety of your workplace is close to our
hearts. That's why our candidates who are
involved in the occupational safety com-
mittee are specially trained. Thanks to your
feedback, they are close to the action. They
ensure that rules and regulations in the
interests of the and regulations are imple-
mented in the interests of the employees
they exist to protect. Within a few months of
the last BR election, we evidenced through
effectiveness checks deficiencies in the
implementation of the remedial measures
derived to date and demanded improve-
ments, for example, the hall air-conditioning
system. First successes have already been
achieved since then. Reducing the muscular
strain to an acceptable level, but also lowe-
ring the psycho mental stress are currently
our biggest tasks.

The occupational safety committee of the
regularly takes part in inspections in the
company and in meetings with the with the
employer. Unlike in the past introduction of
the ERA, measurable such as weight and noi-
se are compensated with load with bonuses.
Alternatively the employer is of course free
to reduce the load in order to reduce the
workload in order to save on allowances. In
the end, we want you to retire in good health!



Newspaper report
Confidence people - BNN:
„Despite job cuts, there are tempora-
ry workers workers / shop stewards
sound the alarm / management
management rejects accusations“.



15st December 2020

4th February 2021

18th February 2021

A Motivated Employee is a Good Employee

Till middle of last year, the high premium incentive should get the maximum out of ourselves - in our opinion this was the wrong way. No longer a mystery: in the past the bonus consisted in the past consisted mainly of withheld of retained holiday pay and Christmas bonus. With the collective agreement we now receive even more special payments, without false performance incentives. There is a difference between voluntary and instructed overtime. The time flexibility that employees always have provided should not only be taken for granted, it should also be rewarded in future - in the in the form of overtime bonuses as in other plants of our company. We have paved the way for this through appropriately negotiated agree-

ments. But money is not everything. Whether in the production hall or in the office, in the canteen or in the workshop: a human approach to your with your co-workers and superiors is the basis for your personal motivation to get out of bed every day, come to the company and give your best. With a little bit more appreciation and respect, you don't have to worry about absenteeism and low performance.



We protested against the site closures and against redundancies.

23rd February 2021

Piece Rate is Dead - Long Live the Target Time?

Employees in production often go beyond the limits of their load capacity. Instead of piecework, there are now target times. We must continue to be vigilant to ensure that false performance incentives are never again created, which impact primarily on health but less on pay. Piecework means stress, stress increases the number of accidents and mental stress. Expectant mothers and young people under 18 years of age are not allowed work. Not without reason have high accident figures been lowering management salaries for some months now. Not all, but some of the candidates of TEAM IG METALL are from the manufacturing sector and know about your special daily challenges!

Away from piecework and towards a system that is good for you and your health, with the same pay.

Do I really have the possibility to set the pace at the machine? According to „Industry 4.0“, it should be possible in the future to produce more complex, highly customized products, even in smaller quantities.



Warning strike with balloon action at Schaeffler Buhl

The IG Metall called for a warning strike for secure jobs, a wage of 4%, improvement of training and dual studies, unlimited apprentices and against redundancies, dismissals. A balloon stood for a threatened job.



10th May 2021

Collective Agreement Coverage and Economic Factors

If you were already with the company in 2018 you had a choice:

Collective agreement coverage or not.

The advantages were as obvious then as they are now finally a transparent pay system, collectively agreed pay increases and special payments, supplementary short-time and sick pay and much more. In the meantime we have benefited from collectively agreed benefits, for example, holiday pay, Christmas bonuses and one-off payments despite the crisis. At the same time technological change does not make it easy for us. If you want to remain successful as an automotive supplier must - like the entire the entire German automotive industry must reposition itself.

The effects of the changing market are now being felt in almost every of our departments. Added to this are uncertainties: Diesel crisis, pandemic, chip shortage, war. If even one international supplier is temporarily unavailable, it endangers the entire supply chain. Only recently we experienced this again painfully with the failure of a gear rim supplier in the damper sector. The economy is becoming noticeably more fragile, entire regions practice protectionism, in order to remain economically viable. We welcome the fact that the management has chosen the plant Bühl as the lead segment for e-motor development and production. This is a remarkable negotiating success that secures our jobs at the site. Weighing up the pros and cons and making compromises is part of the business. Sometimes concessions have to be made - but always with a sense of proportion and without blind actionism.

The current situation shows that collective bargaining is unbeatable, at least when the achievements are looked at more closely. In a large company with more than 5,000 employees, there is a need for strong solidarity-based representation in the works council. A works council, which is concerned with the issue of collective agreements, collective bargaining and the ERA pay system and has the appropriate network. Who, if not us?

**We
won't leave
you behind!**



**Corona special premium of €500:
another tariff achievement**

July 2021

**Payment of the collectively
agreed Additional pay 400€
+ possibly "T-Zug" (27.5%)**

October 2021

**Rally in
Stuttgart
„Fairwandel:
Transformation
only WITH us“**



29th October 2021



**Support of the
Action Day
at Bosch
against the
job cuts**

19th November 2021



Werner Schmitt
Betriebsratsvorsitzender
Standort Bussmatten
Seit 25 Jahren im Betrieb



Jürgen Stolz
Freigestellter Betriebsrat
Standort Bühl
Seit 33 Jahren im Betrieb



Stefan Bühler
freigestellter
Betriebsrat
Seit 13 Jahren im
Betrieb



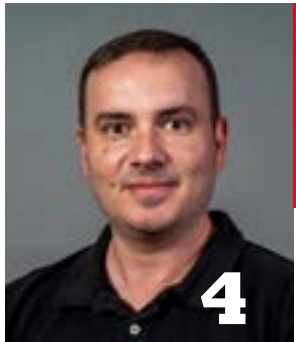
Stefan Habich
Softwareentwickler
Standort Bussmatten
Seit 30 Jahren im
Betrieb



Gebhard Schneider
Arbeitssicherheit
Standort Bussmatten
Seit 21 Jahren im Betrieb



Heike Müßig
Betriebsmittel-Konstruktion
Standort Bühl
Seit 16 Jahren im Betrieb



David Springmann
Versuchsmechaniker
Standort Bühl
Seit 25 Jahren im Betrieb



Ralf Jörger
Testing Emobility
Standort Bussmatten
Seit 31 Jahren im Betrieb



Sandra Sonner-Schunke
Werkerin ZMS6
Standort Bühl
Seit 18 Jahren im Betrieb



Renate Fotiadis
Werkerin
Standort Bussmatten
Seit 11 Jahren im Betrieb

Donation of
the Trusted
for the KIFAZ
in Bühl



10th December 2021

Payment of the "Trafogeld"
(18.6% of your monthly salary)

February 2022



Gate action
on Women's Day

8th March 2022

Payment of the Schaeffler success
share participation - about 1200€
and the old LuK bonus from 2021!

April 2022

**11**

Thorsten Kuck
 Proto-Spezialist AG/
 BHI-P0212
 Standort Bühl
 Seit 16 Jahren im
 Betrieb

**12**

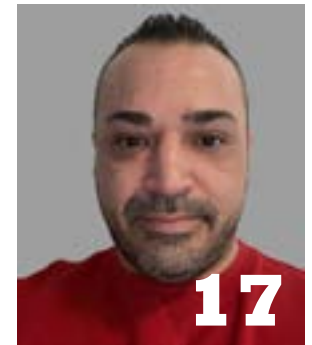
André Urbschat
 Prototyp Planer
 Standort Bühl
 Seit 25 Jahren im Betrieb

Christoph Küpferle
 Software-Entwicklung
 Standort Bussmatten
 Seit 7 Jahren im
 Betrieb

**13****16**

Boro Maric
 Produktion LZMA/DFC
 Standort Bühl
 Seit 25 Jahren im Betrieb

Albert Schmidt
 Zerspanung SA/KPR-
 TMPS2
 Standort Kappelrodeck
 Seit 19 Jahren im Betrieb

**18****17**

Lutfü Koca
 Prod.mitarbeiter
 PH-Härtereie
 Standort Bühl
 Seit 18 Jahren im
 Betrieb

**14**

Thomas Völlinger
 Pressebediener Stanzerei
 Standort Bühl
 Seit 13 Jahren im Betrieb



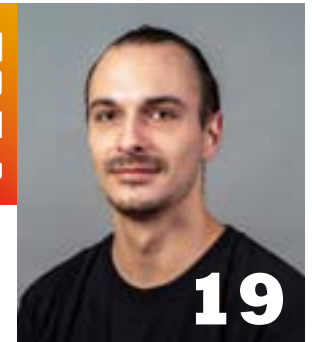
Gilles Willmann
 Ofenbediener P022
 Standort Bühl
 Seit 26 Jahren im Betrieb

**15****20**

Kevin Jung
 Werker P515 LZMD
 Standort Bühl
 Seit 9 Jahren im Betrieb



Vedad Forto
 Anlagenbediener Härtereie
 Standort Bühl
 Seit 23 Jahren im Betrieb

**19**

**Payment of the collectively agreed
 400€ and 27.5% of your monthly
 wage. monthly wage, end of the
 premium age**

June 2022

**From now on ERA applies, instead of premium
 there is now Holiday and Christmas money**
 In 2022, the collective agreement applies from July,
 so there is 50% of holiday money, from 2023 you will
 always receive in May the whole 100% holiday money!
 About 80% of you are underdogs!

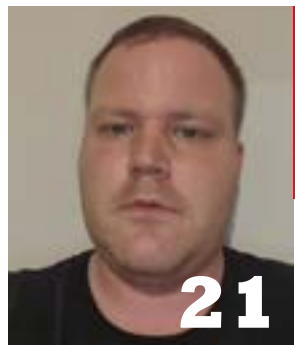
June 2022**October 2022**

**Conclusion of collective
 Agreements after Warning-
 strikes**

Result: 5. 2% and 3. 3%
 more salary + 3000 Euro
 Inflation compensation premium

**50% of
 Christmas bonus,**
 - from 2023 there will
 be 100% of Christmas
 money!

November 2022



Denis Reich
Einrichter
Standort Busmatten 2
10 Jahre im Betrieb

21



Tobias Königer
Werker ZMS Montage
Standort Bühl
29 Jahre im Betrieb

22

Frank Waidelich
Zerspanung WB
Standort Bühl
32 Jahre im Betrieb



23



Martin Braun
Ofenbediener Härterei
Standort Bühl
Seit 9 Jahren im Betrieb

24

Marc Stoetzel
Entwicklungsingenieur
Standort Busmatten
22 Jahre im Betrieb



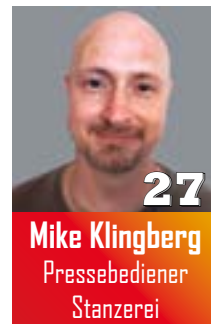
25



Dimitri Kehler
Technologie
Standort Bühl
7 Jahre im Betrieb

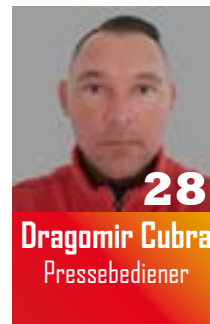
26

UNTERSTÜTZER:



Mike Klingberg
Pressebediener
Stanzerei

27



Dragomir Cubra
Pressebediener

28



Georg Francus
Werker

29



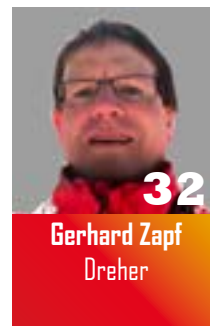
Philippe Oster
Fuhrpark

30



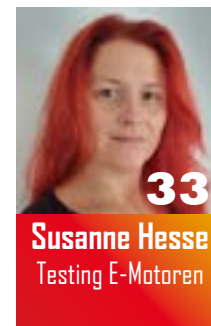
Daniel Griebmayer
Fahrzeugtechniker

31



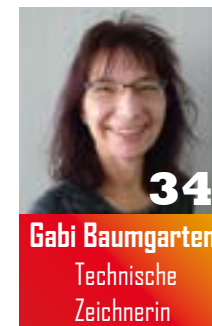
Gerhard Zapf
Dreher

32



Susanne Hesse
Testing E-Motoren

33



Gabi Baumgarten
Technische
Zeichnerin

34



Payout of the transformer block with 18,4% Plus your month's salary!

Another bargaining achievement pays off:
from now on you get the full transformer block paid out!
Payment of the first part of the inflation compensation
premium in the amount of 1500 euros

One-off payment Energy cost lump sum 1500 Euro

5.2% Wage increase according to the collective agreement, also payment of the full holiday allowance

ELECTION OF WORKERS COUNCIL

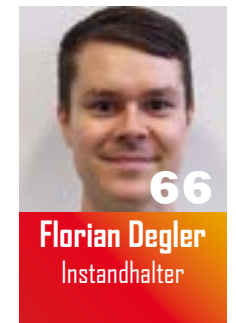
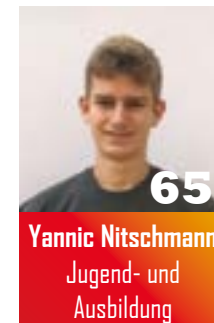
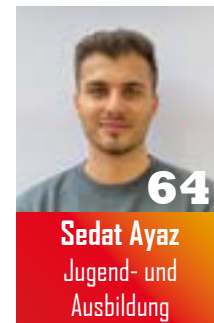
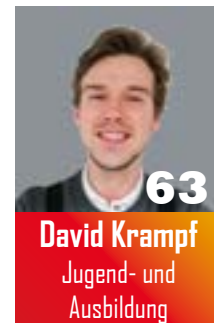
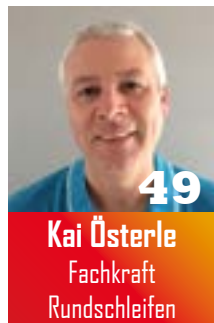
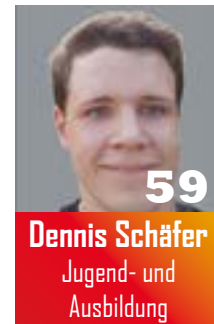
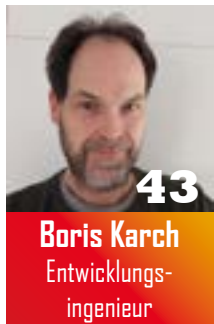
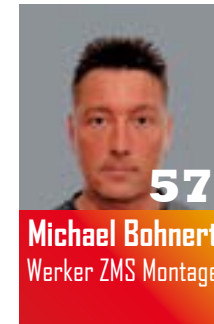
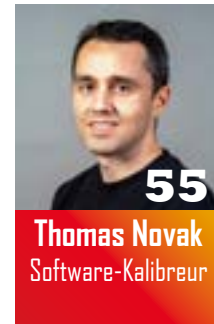
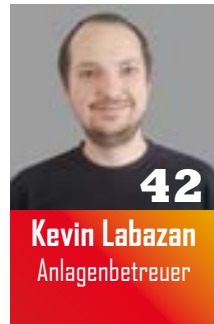
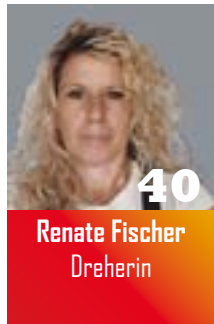
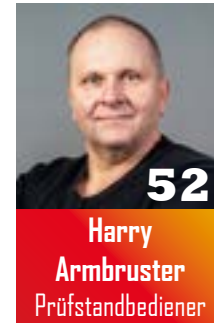
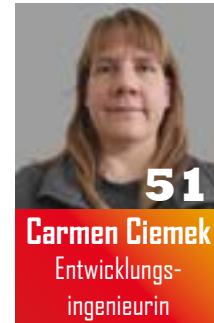
On October 19th is the works council election! Go vote and participate to the internal democracy of the company. Choose the **TEAM IG METALL** for honest, reliable works council work.
We strengthen your back!

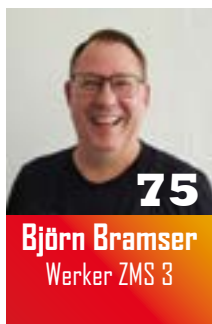
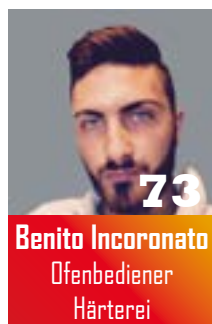
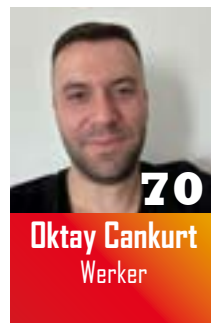
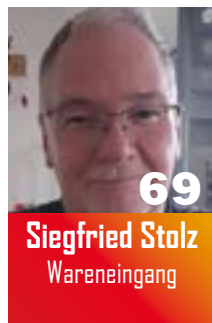
February 2023

February 2023

June 2023

19th October 2023





YOUR DECISION!

These and many other topics we want to in the next two years in the operational rat. Transparent, honest and conscientiously we want to ask your concerns and your ideas, wishes and criticism carry on. We don't just talk – we act, too. Based on the timeline, which pulls down through the booklet, you can see what we have done in recent years. In the past months we were able – despite transformation and crises – already a lot of good in the sense of Employees. In order to continue to operate successfully, however, we need a clear majority. Wailing helps no one – we are makers!

We stand up for your rights! It's about making your workspace and fair pay, and the to accompany transformation, confidence in the Further develop employee representation and ensure a good working climate. If as many of our versatile, competent and motivated candidates can join the works council, we can represent your interests in the best possible way.

For this we need your voice!

We are not afraid of difficult problems.

**VOTE
TEAM IG METALL!
ON 19.10.23
For Yourself!**

V.i.S.d.P.
Maja Reusch
IG Metall Offenburg
Rammersweier Straße 100,
77654 Offenburg

Design & Umsetzung:
Melanie Müßig

**Honesty,
Transparency,
Assertiveness,
and Competence are Votable!
- TEAM IG METALL**





Unser Newsletter:



scannen, kontakt
speichern und ok
an den kontakt
senden



We are Your Team!



@team_igmetall_schaeffler_buehl

