



Works council
election
March 30th
2022

TEAM IG Metall List 1



Congratulations:

You are currently holding the only list that has been legitimized by IG Metall for our works council election. Why this list in particular? All candidates are members of IG Metall, the placements on the list have been chosen democratically by all IGM members in a personal election and the authorized representatives of IG Metall have therefore signed this list: **TEAM IGMETALL**



Works council elections on 30.03.2022

With your vote, you can decide whether you want to continue to benefit from the achievements of collective bargaining, such as the T-ZUG, transformation allowance, short-time allowance, Corona bonus, The collective bargaining agreement has been desired by a clear majority of the workforce for a very long time, and together we have finally achieved it!

Many employees signed new employment contracts only to benefit from the collective bargaining agreement. Of course, we can now look for the fly in the ointment, but we must not forget the many advantages.

And in the future there will also be the tariff increases, just like at our neighboring company.

The list of **TEAM IG METALL** with its composition of candidates represents an optimal image of the workforce working in the company. Therefore, this list has both the „big picture“ in focus, but also knows the issues in the individual areas and departments.

Who fights can lose, who does not
fight has already lost

„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 resolve all of the following issues with your supervisor alone?



Wage or salary issues: grouping, or regrouping, etc.



Promotion of health protection, company integration management (BEM)



Determining piece rates or project scopes



Home office for cross-border commuters



Requests for further training or retraining



Counterstatement in the event of an admonition, warning or even dismissal

The works council has a comprehensive right of co-determination in all these matters. We are here to

discuss these and other issues with you in order to achieve the best results for you or the workforce.

Delicious ice cream and active lunch break at the main plant



Increase in employee salaries by 8.5%.

After we uncovered that employees were earning 20% too little, management gradually began to equalize employee salaries as a result of pressure.

2016

Oktober 2016

November 2016

Active lunch break at Kaba-Gallenschütz for tariff introduction



November 2016

A historic milestone

Our employer joined the „Südwestmetall“ employers' association and IG Metall was recognized in the company and became a collective bargaining partner. The collective bargaining agreement was assured.

27. November 2017

And why is it so important to elect candidates from TEAM IG METALL to the works council?

Because only they, as members of IG Metall, receive professional advice from IG Metall and can continue their education through training in the many topics that are essential for work on the works council. Anyone who wants to represent the interests of employees needs a high level of knowledge and skilled experts. There are a large number of ordinances, laws, collective bargaining agreements and rulings, as well as a great deal of ergonomic and occupational psychology knowledge that needs to be applied.

The candidates from the **TEAM IG METALL** are also organized in regional networks and thus provide each other with mutual support. As IG Metall in the company, we represent your interests both in negotiating groups at the collective bargaining level and at the company level.





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 represented in the best possible way. We want to represent you, your rights and your needs in the works council in the best possible way over the next four years. We want to preserve jobs, create a good working atmosphere and take advantage of opportunities for improvement. According to the principle: there is always room for improvement. Our industry is changing, we are fighting to make sure that we go through this change together and

that no one is left behind. For this, we need YOUR vote in the works council election. But even after the election, the works council 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 **TEAM IG METALL**. In this brochure, we would like to discuss some of them and show you that **TEAM IG METALL** is the best choice for you, too.

We are there for you.

A transparent Works council, how does it work?

The work of a works council must be characterized by transparency; an open ear for the concerns of colleagues is just as important as dealing constructively with criticism. Decisions by the works council body are not always made in unison; complex interactions among the various employment groups can lead to differing opinions. The reasons that ultimately contributed to the decision-making process are worth communicating to the workforce. Publications by the works council are useful, but communication should not be one-sided. Comments

must be allowed, if not even desired, in order to receive appropriate feedback from the readership. This is the only way for a works council to know whether its decisions are supported by the majority of the workforce.



This is what one of our general meetings looks like.

The collective bargaining agreement came into effect

Finally, all collective agreements were valid for the LuK, except for payment - the employment contracts were adjusted to maintain the collective agreement coverage, finally there was partial retirement for you, special payments such as the collective agreement supplementary allowance and other collective agreement benefits.

Support for the 24-hour strike at Bosch



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

The collective wage agreement was increased by 4.3%, but since LuK was not yet covered by the collective wage agreement, we only received a 2.8% increase. That's why it's so important for us to be brought into line with the collective wage agreement, so that you can continue to benefit in the same way as your colleagues in other metalworking companies.

active lunch break and rally for the ERA introduction



1. Januar 2018

1. Februar 2018

April 2018

August 2018

Even when it comes to the collective agreement, additions or changes, we are the specialists in the company due to our proximity to IG Metall. In companies that are bound by collective agreements, such as Schaeffler Buhl, the negotiating partners are the collective bargaining parties, IG Metall for the employee side and „Südwestmetall“ for the employer side. Only these parties can negotiate and conclude collective agreements. That's why the works council needs representatives who are also close to the collective bargaining negotiations so that they can represent your interests and contribute ideas there as well. And the results must be

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

Therefore: Your vote for the
TEAM IG METALL

**We have
the contacts
it takes 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 includes not only satisfaction with working hours, but also how trusting and smooth the cooperation is with each other. Is your opinion heard and is self-determined work made possible?

The works council should take your experiences on the production lines and at the desks seriously. Only then a works council can make its contribution to improving the atmosphere in the departments. Unfortunately, too little is currently happening in this regard. A more consistent committee has the opportunity to bring up the painful subject and initiate a process of rethinking.

St. Nicholas Day gate action



Introduction of collectively agreed T-ZUG days

Only because of the collective agreement you were entitled to the T-ZUG 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 Buhl
at the New
Market
„Emobühli“**

6. Dezember 2018

Januar 2019

8. März 2019

15. Juni 2019

Of course, where there are people, there is „humanity“, but it's not what you say, but how you say it, otherwise there won't be much left but frustration for all involved. That's why we want to take the task to support you so that you are heard and your good work is appreciated.

For us, 360° feedback (where YOU evaluate your superior) is a useful tool to give managers a realistic first-hand impression of the way you feel about their work. Not only professional but also social competence should be present among supervisors.

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



35-hour week: Curse or blessing?

Due to the collective agreement, the 35-hour week also applies to us. Every employee, but also the employer, can apply for it if he thinks it is economically necessary. If your working hours are reduced as a result, your pay is also reduced at first glance, but this is topped up again by special payments under the collective agreement, such as T-ZUG or transformation allowance. But money is not everything in life. More free time also means a better work-life-balance. Not a few

colleagues have discovered the 35-hour week for themselves. And the 35-hour week ensures that jobs are secured in a spirit of solidarity - especially in times of crisis like this! This can be your colleague's job, or even your own! Working overtime is counterproductive in this context.

Finding pay scale experts in front of the revolving doors

We motivated you to become pay scale experts and offered you trainings for the ERA introduction to support your colleagues with the ERA grouping and the job description. Thank you to the 100 colleagues from all areas of the company who became pay scale experts!

15. Juni 2019

St. Nicholas Day gate action



Juni 2019

Payment of the tariff additional money

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

6. Dezember 2019

Gate action for women's day



8. März 2020

We do not want to gloss over the fact that the introduction by the employers was unfortunate.

But we want to emphasize: The fact that you have more free time as a result, more time for family, hobbies or further education, for a more self-determined life, is a nice side effect that is often concealed. It is not the style of **TEAM IG METALL** to focus on the downside.

On the contrary: together with you we want to work out solutions and get the best for you and your colleagues.

We want to and can successfully master the challenges of collective bargaining with our qualified candidates, because our focus is on **your secured job**.

What does the Pay Framework Collective Agreement (ERA-TV)?

As a result of the collective agreement, the ERA pay system will now also be introduced. This will require employers to provide up to 35 million euros more for employee pay. Although the new pay system is more complex, it is ultimately more transparent than the previous one. The ERA system, i.e., how jobs are evaluated, is clearly structured and described in the collective agree-

ment. The products and thus our activities, workflows and processes are constantly changing. The new or changed tasks have to be re-evaluated.

Of course, questions arise, be it the



need for explanations about contents, about evaluations, or even about activities that are not listed, and which may also be relevant to pay, depending on the situation. We want to answer your questions and support and accompany you in the event of any complaints about task descriptions, performance appraisals or grouping in order to get the best for you.

That is why it is this important to continue to support the ERA system and its implementation through **TEAM IG METALL**.

First short-time working at the Location: Collectively agreed top-up
Short-time allowance

Payment of the additional salary according to the collective agreement: 400€ and possibly 27.5% of your monthly salary

April 2020

Juli 2020

Signature campaign for E-motor production in Bühl

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



14. Juli 2020

Continuing education secures your job

The transformation has now also reached us. It will fundamentally change the world of work, and in some areas this has already happened. Electromobility, digitalization, automation - the technological change is not only a challenge for employers. So that you too can rise to this challenge, you need the opportunity for further vocational training.

The collective agreement „TV Qualifizierung“ provides the necessary framework for this:

- ▶ Subsidized part-time training
- ▶ Guarantee of re-employment after full-time qualification
- ▶ Up to 5 days of statutory educational leave
- ▶ Professional, political or general education, e.g. language course, further training in collective bargaining knowledge, etc.

We at **TEAM IG METALL** also know our way around this area and we are at your side if you would like to gain further qualifications!

Star march in Bühl on the topic of transformation

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



28. Juli 2020

Women at Schaeffler Bühl



Our company currently employs around 800 female colleagues, whose interests must be given greater consideration in a company dominated by men. After all, well-trained, motivated female employees are a valuable resource for economic success.

A first step in this direction is to establish a women's committee within the works council. There are enough topics:

For example, equality, qualification, work-life balance, mobbing, pregnancy and the availability of hygiene articles.

The goal must be to establish equality in the company and to provide a trustworthy point of contact specifically for women and their problems.

By the way: female candidates from the **TEAM IG METALL** are involved on a voluntary basis in the „Women's Working Group“ of IGM Offenburg, which looks after the interests of women across companies and locations. As you can see, we are also committed to this issue outside of working hours.



St. Nicholas
Day gate action

6. Dezember 2020

Donation of the IGM shop stewards for the KIFAZ in Bühl

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

10. Dezember 2021



Training at Schaeffler

- will be even more fun in the future!

If you are currently undergoing training at Schaeffler in Bühl, then hold on tight: Due to the collective bargaining agreement, which also applies to you, you will be profited:

- Higher pay from July 01, 2022
- 35-hour week
- Vacation pay, Christmas bonus and all other special payments under the collective agreement
- Guaranteed employment for at least one year after completion of training

Networking with the shop stewards of all German Schaeffler locations

In order to promote the exchange of information between Schaeffler plants, we have established a Germany-wide network together with the other IG Metall shop stewards at Schaeffler, in line with the motto „One Schaeffler“.

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, whether it is everyday work, further training questions or something else entirely. The support of the JAV is also on our agenda.

We need your vote so that we can work towards good training for you and your colleagues in the future - and unlike the elections to the Bundestag, **you can vote in the works council elections from the age of 16!**

Which list? TEAM IG METALL!



Corona Concorde to the tariff round instead of Rally

15. Dezember 2020

4. Februar 2021

Occupational safety?

Prevention is the best protection!

Safety at your workplace is close to our hearts. That's why our candidates who serve on the Occupational Safety Committee are specially trained and, thanks to your feedback, are close to the action. They ensure that the applicable rules and regulations are implemented in the interests of the employees they exist to protect.

With the help of the risk assessment, we identify hazards and establish measures to remedy them **BEFORE** anything happens. We use the workplace cadastre, a catalog of the stresses and strains at individual workplaces, to avoid over-stressing and misstressing indivi-

dual colleagues, especially if they have health restrictions. While we naturally want to play a greater role ourselves, we also see responsible managers in duty.

In addition, the Health and Safety Committee regularly takes part in inspections at the plant and in focus meetings (ASA) with the employer. As part of the introduction of the ERA, measurable stresses such as weight and noise will be compensated with stress bonuses in the future. Alternatively, the employer is of course free to reduce the load in order to save on load allowances; in the end, we want you to retire healthy!

Newspaper report shop stewards BNN:

„Despite job cuts, there are temporary workers Shop stewards sound the alarm / Management rejects accusations“.



18. Februar 2021

Piecework system at Schaeffler

Colleagues in production who work on a piecework basis often push the limits of their performance. The high bonus component of the pay has been a further incentive to get the last out of themselves. This is one of the reasons why piecework is generally associated with particular health hazards, which is why expectant mothers and young people under the age of 18 are not allowed to do piecework.

Piecework, which is paid according to the amount of work performed, is remunerated on average with a 15% piecework surcharge.

But this form of work fits - the more parts I produce, the more I earn - still fits into today's world? Do I really have the opportunity to set the pace on the machine, when production should be as flexible as possible and run according to the customer's schedule?



The performance bonus at ERA is between 0% and 30%; however, an average performance of 15% must be possible at each workstation, according to the collective agreement. Consequently, everyone at Schaeffler should receive this performance bonus, so why still have piecework?

We are very critical of the pressure that piecework puts on our colleagues in production. There are other work models in manufacturing, also in terms of health - without any loss of pay, of course!

Not all, but some candidates of **TEAM IG METALL** come from production and know your special daily challenges!



Away from piecework and towards a system that is beneficial to you and your health with the same pay. It's up to you: TEAM IG METALL



Gate action for women's day



We protested against the site closures and against redundancies.

23. Februar 2021



8. März 2021

Warning strike with balloon action at Schaeffler Bühl.

IG Metall called for a warning strike for securing jobs, a pay increase of 4%, improvement of apprenticeships and dual studies, permanent employment of apprentices, and against layoffs. A balloon stood for a threatened job



10. März 2021

YES to collective bargaining

If you were already with the company in 2018, you had a choice: collective bargaining or not.

The advantages were as obvious then as they are now; finally a transparent pay system, collectively agreed pay increases and special payments, additional payments for short-time workers and sickness allowance, and much more. Introductory agreements on collective bargaining were drawn up, whereby the employer rarely wanted to accept

compromises.

Why should he, the workforce was not in solidarity and he therefore had no unrest to fear. In the meantime, however, the mood is being set against collective bargaining against the will of the employees. Not with us! Collective bargaining is unbeatable, at least if you take a closer look at the achievements.

In a large company with more than 5,000 employees, there is a need for strong, solidarity-based representation of interests in the works council that is familiar with the subject of collective bargaining, collective bargaining coverage and

the ERA pay system. To shape the future as well as possible, to get the best out of it for everyone. For securing your job. For the future of the site. So that the young also have a perspective.

TEAM IG METALL is committed to collective bargaining. If you are of the same opinion, then there's only one thing to do: Go and vote for **TEAM IG METALL**.

**The
Advantages
are obvious**

WE HOLD

TOGETHER



**Corona special bonus of 500€
- another tariff achievement pays off**

**Payment of the additional
pay 400€ according to the
collective agreement +
possibly T-ZUG (27,5%)**

Juli 2021

Oktober 2021

29. Oktober 2021



**Rally in Stuttgart
„Fair change: Transformation
only WITH us“**



Werner Schmitt
Software development
Location Bussmatten
Seit 24 Jahren im Betrieb



Jürgen Stolz
works Council
Location Bühl
Seit 32 Jahren im Betrieb



David Springmann
Test mechanic
Location Bühl
Seit 24 Jahren im Betrieb

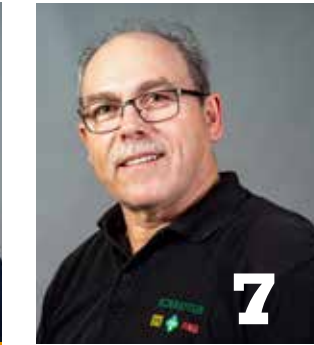
Ralf Jörger
Testing Emobility
Location Bussmatten
Seit 30 Jahren im Betrieb



Stefan Bühler
works Council
Location Sasbach
Seit 12 Jahren im Betrieb



Stefan Habich
SW-Testing Software
testig
Location Bussmatten
Seit 29 Jahren im Betrieb



Gebhard Schneider
work-safety
Location Bussmatten
Seit 20 Jahren im Betrieb

Heike Müßig
equipment constructor
Location Bühl
Seit 15 Jahren im Betrieb

Sandra Sonner-Schunke
Worker ZMSG
Location Bühl
Seit 17 Jahren im Betrieb

Renate Dresel
Worker Aktorik
Location Bussmatten
Seit 10 Jahren im Betrieb



Support for the
day of action at
Bosch against
job cuts



Donation of
the shop stewards for the
KIFAZ in Bühl

Payment of the T-ZUG days
that you did not take in 2021

Payment of the transformation component
(18.6% of your monthly salary)
This year you will get 18.6% of your monthly salary, from
2023 it will be even 27.6%!

19. November 2021

10. Dezember 2021

Januar 2022

Februar 2022

**11**

Thorsten Kuck
 Proto-Spezialist AG/
 BHI-P0212
 Location Bühl
 Seit 14 Jahren im
 Betrieb

**12**

Bernd Waidelich
 turner WZB
 Location Bühl
 Seit 43 Jahren im Betrieb

Christoph Küpferle
 constructor AEMBHL-ER
 Location Bussmatten
 Seit 6 Jahren im
 Betrieb

**13****16**

Martin Braun
 Furnace operator
 Location Bühl
 Seit 8 Jahren im Betrieb

Frank Waidelich
 cutting machine operator
 Location Bühl
 Seit 31 Jahren im Betrieb

**18****17**

Gilles Willmann
 Furnace operator P022
 Location Bühl
 Seit 25 Jahren im
 Betrieb

**14**

André Urbschat
 Prototyp Planer Entw.
 Wandler
 Location Bühl
 Seit 24 1/2 Jahren im
 Betrieb

**15**

Thomas Völlinger
 Press operator
 Location Bühl
 Seit 12 Jahren im Betrieb

**20**

Albert Schmidt
 cutting machine operator
 SA/KPR-TMPS2
 Location Kappelrodeck
 Seit 18 Jahren im Betrieb

Marcin Pohl
 QS OMH
 Location Bussmatten
 Seit 27 Jahren im Betrieb

**19**

Gate action for women's
 day



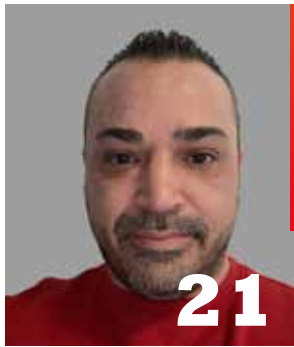
WORKS COUNCIL ELECTION

Works council elections are on March 30! Go vote and participate in the internal democracy. Vote for the IG Metall team for honest, reliable works council work that backs you up!

Payment of Schaeffler profit sharing - about 1200€ and the old LuK bonus from 2021!

Payment of the collectively agreed supplementary allowance: 400€ and possibly 27.5% of your monthly wages, end of the bonus age

8. März 2022**30. März 2022****April 2022****Juni 2022**



Lütfü Koca
Production worker
PH-Härtere
Location Bühl
Seit 17 Jahren im Betrieb

21



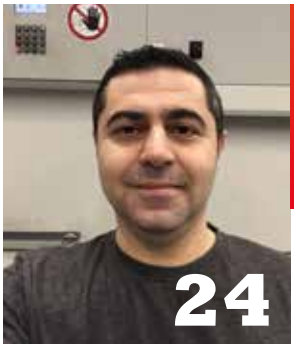
Boro Maric
Production worker
LZMA/DFC
Location Bühl
Seit 24 Jahren im Betrieb

22

Dragomir Cubra
Press operator P011
Location Bühl
Seit 26 Jahren im Betrieb



23



Hasan-Cengiz Aydin
Setter P211
Location Bühl
Seit 17 Jahren im Betrieb

24

Kevin Jung
Worker P515 LZMD
Location Bühl
Seit 8 Jahren im Betrieb



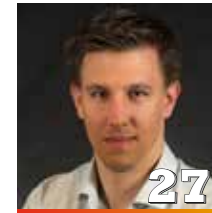
25



Vedad Forto
Worker Härtere
Location Bühl
Seit 22 Jahren im Betrieb

26

UNTERSTÜTZER:



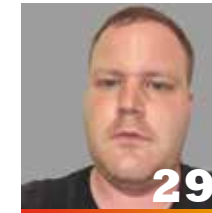
Dominic Spar
Development
Engineer

27



Michael Remter
Test mechanic

28



Dennis Reich
Worker

29



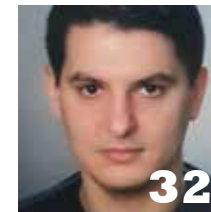
Robert Abenov
Worker

30



Tobias Königer
Worker ZMS Montage

31



Constantin Minga
Development
Engineer

32



Hongkun Wang
Project Management
Software

33



Georg Francus
Worker

34

From now on ERA applies, instead of bonuses there are now Vacation and Christmas bonus 2022 the collective agreement is valid from July, therefore you get 50% vacation pay, from 2023 you always get the whole 100% vacation pay in May!

Juni 2022

The new round of collective bargaining starts!

Oktober 2022

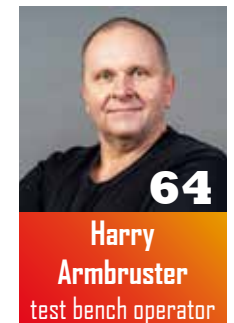
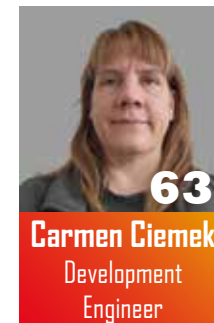
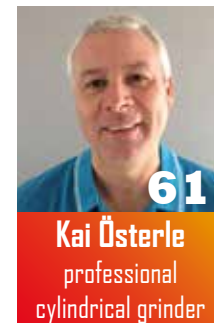
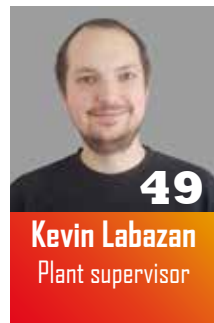
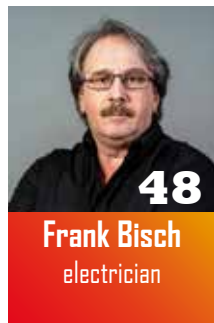
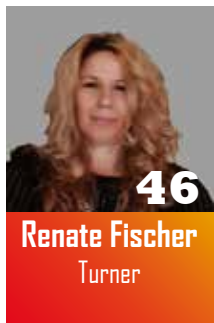
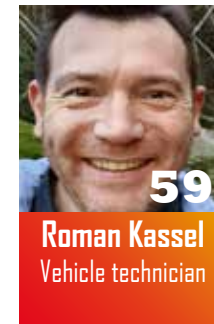
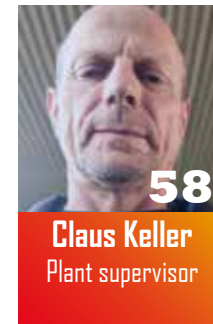
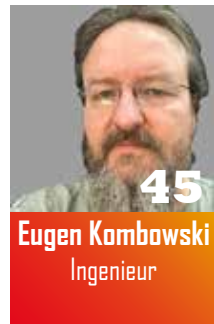
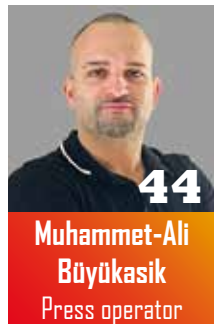
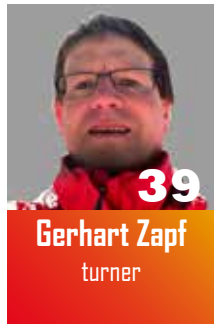
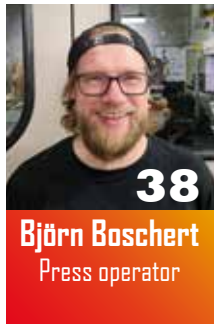
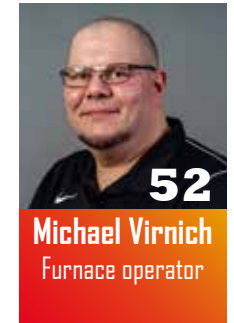
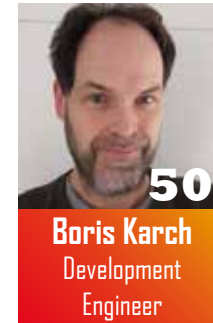
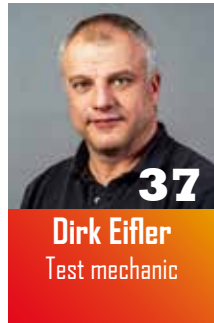
50% of the Christmas bonus, - from 2023 there will be 100% Christmas bonus!

November 2022

Payment of the transformation module with 27.6% of your monthly salary in addition! Another tariff achievement pays off: from now on you get the full transformer module paid out!

Februar 2023







Mario Harter
Software-developer



Marc Stoetzel
Development
Engineer



Jose Kiefer
Development
Engineer



Michael Köcher
Software-developer



Alexander Baßler
Software-developer



Thomas Novak
Software-calibrating

**VOTE
ON 30.03.22
TEAM IG METALL!
For You!**

**Honesty,
transparency,
assertiveness and compe-
tence are electable!
- TEAM IG METALL**

YOU DECIDE!

We want to address these and many other issues in the works council over the next four years. Transparently, honestly and conscientiously, we want to represent your concerns and pass on your ideas, wishes and criticism. We don't just talk - we also act. The timeline at the bottom of this booklet shows you what we have achieved and done in recent years, and we want to do even more! After four years of tentative, partly divided, partly contradictory action by the works council, in which there are simply still too few of us doers, it is time for a strong **TEAM IG METALL!**

We do not shy away from difficult talks and stand up for your rights! It is about securing your job and fair pay, and to accompany the transformation, to restore trust in the employee representation and to ensure a good working atmosphere. To do this, we need your vote, because we can only best represent **your interests** if as many of our versatile, competent and motivated candidates as possible also join the works council.





Our newsletter:



scan, save contact and send ok to contact.



We are your team!



@team_igmetall_schaeffler_buehl

