



Warning strikes produce result

HIGHER PERCENTAGES AND MORE MONEY

»» In these difficult times, this is a good result.

The premium ensures that employees will get more in net terms. Quick and tangible. The exemption from tax and social security comes from the state, while the money continues to come from the employer. The pay increase will be a two-step process. The overall package will stabilise incomes, boost purchasing power and the economy and support the economic situation in Germany.

The result is, however, also a compromise.

Despite a skills shortage and the obligation of social responsibility, the metalworkers' employers rejected a full inflation compensation premium for all employees.

This is not fair. After all, part-time employees and trainees pay just as much in supermarkets as other employees do. It would have been beneficial for the metal and electrical industry if it had taken a social stance and developed a fair premium for all.

Our mission is therefore to continue to fight for a social component to society, economy and trade unions. This also includes securing additional compensation for trainees and part-time employees.

And the best way to achieve this is together – with you as a member of IG Metall.

Daniel Friedrich

District Manager IG Metall Bezirk Küste



Now the pilot result has been adopted, the same applies in the Bezirk Küste: metalworkers will receive compensation for increasing prices and more money in their pay scales over the long-term. Appreciable relief for all employees! And the Christmas bonus remains secure.

The first step will involve an inflation compensation premium of 1500 euros being paid by the end of February at the latest (trainees: 550 euros). The second step of the inflation compensation premium will follow under a year later. Part-time and semi-retired employees will receive a pro-rata premium.

And there will also be a pay increase in two steps: **plus 5.2 per cent from June 2023** and **plus 3.3 per cent from May 2024**. The result must still be approved by the bargaining commission on 30 November.

The inflation compensation premium has long been blocked by employers. First they offered nothing, then they wanted to make the Christmas bonus variable across the company and only pay the inflation compensation premium. **The warning strikes then provided the required impetus among employers.**

In the Coastal district alone, more than 81,000 employees strode through the gates and took to the streets to protest for a good agreement.

The pilot result from Baden-Württemberg came at the very last second. Otherwise, we would have had to call for whole-day warning strikes. **Our pressure worked!**

»» Details about the collective agreement result can be found on pages 2 and 3

SOLIDARITÄT! GEWINNT! TARIFBEWEGUNG 2022

WE DID IT!

The collective agreement result in detail: >>>

€1500 inflation compensation premium at a time (tax and social security-contribution-free) by 1 March 2023 and 1 March 2024 at the latest. Different payment dates can be set with voluntary workplace agreements. A partial amount of 750 euros will be paid at the latest with the January 2023 settlement of accounts.

We work hard every day to ensure that companies are in a good situation.

Now there is finally more money. The workers have earned this. My colleagues understand that the first pay increase will only come in mid-2023. Until then, the premium will provide some relief for employees.

Frank Dierkes,
Chair of Manitowoc works council, Wilhelmshaven



by February
2023



€1500

June
2023



+5.2%

by February
2024

Inflation compensation premium

Part-time employees will receive payments on a pro-rata basis commensurate with the ratio of their contracted working hours to collectively agreed working hours (but at least €400 each)

Trainees will receive two payments of €550 each

More money

>>> There is compensation for increasing energy prices and later more money in the pay scale – the collective agreement result has been well received by us in the company. We only achieved this thanks to the pressure applied by the workers. And their efforts were worth it!

Carmen Rohlf,
Chair of the Gabler works council, Lübeck



Inflation comp

The new pay scales

from June 1st 2023

HAMBURG/UNTERWESER

compensation for trainees

	1. Ausb.-j.	2. Ausb.-j.	3. Ausb.-j.	4. Ausb.-j.	
EG 1	1.154 €	1.187 €	1.220 €	1.253 €	
Entgelt	Grundstufe	Hauptstufe	Zusatzstufe 1	Zusatzstufe 2	Zusatzstufe 3
EG 2	2678	2775			
EG 3	2762	2862	2961		
EG 4	2911	2995	3077	3162	
EG 5	3205	3288	3372	3452	3537
EG 6	3460	3542	3669	3750	3833
EG 7	3714	3828	3952	4064	4180
EG 8	4377	4488	4617	4731	4842
EG 9	5067	5214	5340	5489	
EG 10	5779	6011	6176		
EG 11	6526	6754			

Threshold for non-pay scale contracts: 8.080€

SCHLESWIG-HOLSTEIN/MECKLENBURG-VORPOMMERN/ NORDWESTLICHES NIEDERSACHSEN

compensation for trainees

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EG 4	2911	2995	3077	3162	
EG 5	3205	3288	3372	3452	3537
EG 6	3435	3513	3639	3723	3806
EG 7	3660	3771	3896	4009	4122
EG 8	4265	4373	4502	4613	4730
EG 9	4897	5047	5174	5318	
EG 10	5556	5784	5949		
EG 11	6245	6502			

Threshold for non-pay scale contracts: 7.740€



The collective wage agreement has good and bad sides. Employees will really benefit from the overall package with higher percentages and compensation. But trainees and part-time employees will not get the full premium amount, which really frustrates me. We need to talk to employers about this.



Sophia Kielhorn,
Chair of the Airbus works council, Hamburg

The collective wage agreement for employees and trainees can be terminated with one month's notice at the earliest on 30 September 2024, making it a term of 24 months.



compensation premium

More money



Our colleagues are critical of the long term that has been imposed. After all, we don't know how inflation and the economic situation will pan out. The important thing is that employees will receive more money in the long term thanks to the increase in their pay scales. That is worth a great deal in the current climate.

Michael Peters,
Chair of the Mercedes-Benz factory, Bremen

Additional points:

Transformation Allowance (T-Geld)

The Transformation Allowance will remain at 18.4 per cent of one month's earnings. The planned increase of 9.2 per cent for 2023 will not go ahead. The Tariff Wage **T-ZUG (B)** will increase to 18.5 per cent of basic pay EG 5 H:

more information can be found in the FAQ for the question "Which additional pay-related changes have been made?"

Differentiation of T-ZUG (B)

The payment can be delayed in economically difficult situations and can be waived if the net return on sales is below 2.3 per cent.

Non-pay scale employees

The gap between the highest pay group and the non-pay scale employees will be adjusted again following the pay increase in the collective agreement.

Energy Emergency Clause

An **energy emergency clause** has been agreed between IG Metall and the employers' association. This comprises an obligation to hold talks if there is a national energy emergency.



FAQ relating to the collective wage agreement result and additional details can be found here

from May 1st 2024

HAMBURG/UNTERWESER

compensation for trainees

	1. Ausb.-J.	2. Ausb.-J.	3. Ausb.-J.	4. Ausb.-J.
EG 1	1.192 €	1.226 €	1.260 €	1.294 €
Entgelt	Grundstufe	Hauptstufe	Zusatzstufe 1	Zusatzstufe 2
EG 2	2766	2867		
EG 3	2853	2956	3059	
EG 4	3007	3094	3179	3266
EG 5	3311	3397	3483	3566
EG 6	3574	3659	3790	3874
EG 7	3837	3954	4082	4198
EG 8	4521	4636	4769	4887
EG 9	5234	5386	5516	5670
EG 10	5970	6209	6380	
EG 11	6741	6977		

Threshold for non-pay scale contracts: 8.350 €

SCHLESWIG-HOLSTEIN/MECKLENBURG-VORPOMMERN/ NORDWESTLICHES NIEDERSACHSEN

compensation for trainees

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EG 2	2766	2867		
EG 3	2853	2956	3059	
EG 4	3007	3094	3179	3266
EG 5	3311	3397	3483	3566
EG 6	3548	3629	3759	3846
EG 7	3781	3895	4025	4141
EG 8	4406	4517	4651	4765
EG 9	5059	5214	5345	5493
EG 10	5739	5975	6145	
EG 11	6451	6717		

Threshold for non-pay scale contracts: 8.000 €

