

GEMEINSAM FÜR EIN  
GUTES LEBEN



Bezirk  
Nordrhein-  
Westfalen

**ZUKUNFT IN ARBEIT**

**IG Metall  
collective bargaining 2012  
for the Metal- and Electrical-  
Industry**

TARIF 2012

*Wir haben's  
verdient*





## ZUKUNFT IN ARBEIT

# framework

- Collective agreement reached on may 19th in the region Baden Württemberg
- Agreement taken over by all other regions in germany
- Applies to all companies who are member of the employers federations in the metal- and electricla industry
- We had three demands
  1. more money
  2. a perspective for the young generation
  3. more fairness and codetermination for agency work

## ZUKUNFT IN ARBEIT

### wage increase

- Wages increase by 4.3%, starting May 1st, 2012
- Agreement runs until April 30th, 2013

### permanent contract for apprentices

- Apprentices must be offered a permanent contract after finishing their exams
- Workscouncil can negotiate voluntary agreement on the number of

## ZUKUNFT IN ARBEIT

# Regulating agency work in the metal sector

- Framework:
- Agency work must not harm living- and working conditions of put jobs on risk
- Agency work has to be temporary. This means that
  - It has to be limited in time, for example because of high workload or an illness
- if the workcouncil not agree with the reason given, the employer can not immediately use the legal mechanism to force an agreement

## Voluntary shop agreement

A voluntary shop agreement can regulate

- Reasons, areas and quota of agency work in the plant
- Maximum duration and provisions for a transfer into a permanent contract
- Wages für agency workers.

## Permanent contract for agency workers

In case there is no voluntary shop agreement

- after 18 months the employer has to check if a permanent contract is possible. The works council has to be informed
- After 24 months the employer has to offer a permanent contract. This does not apply in case of severe workload problems or if the position is part of a timely limited project (has to be agreed at the start)



**ZUKUNFT IN ARBEIT**

## Collective agreement on pay of agency work in the metal sector

- Collective agreement with employer federations for agency work companies
- Applies to agency workers who work in plants of the metal- and electrical sector

