

ENGLISH

WIR LIEFERN.

**JETZT SEID
IHR DRAN!**

www.psl.verdi.de

ver.di

YOUR COLLECTIVE BARGAINING ROUND AT DEUTSCHE POST AG 2020

The last weeks and months have been turbulent - and will probably remain so for some time to come - on account of the Corona pandemic. Your everyday work routine and the stresses and strains that come with it have changed. Different working hours, maybe home office, distancing rules and more and more parcels. When others stay indoors, you have been and still are outdoors, taking care of the delivery of mail and parcels. You and your colleagues at Deutsche Post AG produce exceptional results.

The pandemic makes it clearer than ever: postal workers are indispensable. That's why we need more cash, not hero veneration!

The current collective bargaining round at Deutsche Post AG 2020 is about your wage agreement - in other words: more money in your pocket!

A collective wage agreement is always better for you than legal provisions. But you don't get it for free. It must be fought for - by you as a ver.di member and your ver.di colleagues at DP AG. Periodic wage increases don't fall from the sky. They must be negotiated – e.g. in the collective bargaining round at Deutsche Post AG 2020!

This is what we are working for together. We deliver! Now it's your turn!

(AT LEAST) 7 GOOD REASONS FOR THE COLLECTIVE BARGAINING ROUND AT DEUTSCHE POST AG 2020



1. You and your colleagues have been doing a great job. Before the Corona pandemic, during the pandemic and beyond! For example, parcel volumes rose by up to 40 per cent per day. Deutsche Post AG demands a lot and we - you and your ver.di colleagues - deliver. Now it's your turn!



2. DP AG is doing well economically. Deutsche Post DHL Group announced on 7 July that even during the Corona pandemic it has significantly increased its profits in the second quarter. Operating profit rose by 16 per cent to a full 890 million euros! We, you and your colleagues, were major contributors to this result. It would not have been possible without you and your colleagues.



3. The Post Group continues to expect an operating result of up to 3.8 billion euros for the full financial year! The Group therefore continues to demand a lot from you and your colleagues.



4. The salaries of managers of top stock corporations, like DP AG, are on average 49 times higher than those of normal employees. We ver.di colleagues are committed to ensuring that this income gap does not widen and insist on regular pay rises.



5. General economic conditions: Inflation rate forecast says around 1.5 per cent for 2019 and 2020. Prices for basic necessities will rise. In order that you and your colleagues can continue to live well from your income, we need a wage increase.



6. At the same time, labour productivity increases, i.e. the employer receives more „output“ per hour, for example through changed work processes, and will have to pay fewer working hours for the same result. Unlike other companies and corporations, DP AG even benefits from the corona pandemic.



7. A bonus is nice and sounds good. However, it only ends up once in your and your colleagues' pockets. Your salary will not change as a result. That's why we need long-term wage increases! And remember, the next pay rise will build on the previous one, and the next, and the next, and the next...

COLLECTIVE AGREEMENTS - THE BASICS

Who concludes collective agreements?

The law governs collective agreements. Unions and industry conclude collective agreements. This has been a longstanding, good practice. More than 100 years ago, workers united to form trade unions to achieve improvements together – each of them individually would have had little chance against a powerful employer. This is a fact that continues to be true. At Deutsche Post AG, too, ver.di members joined forces and fought for today's collective agreements.



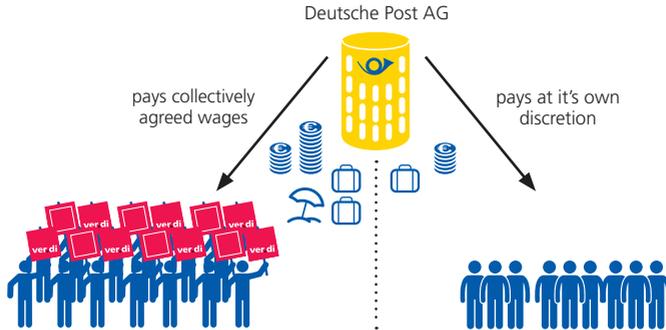
Deutsche Post AG

Why a collective agreement?

If your working conditions are regulated by a collective agreement, either you and your colleagues or your predecessors have fought hard for it. Because employers and employees have different interests:

			
You and your colleagues want:			
Your employer wants:			

Collective agreements provide for justice. They ensure there is equal pay for equal work. So employees don't pit against each other. If there were few active members in ver.di, the employer would have almost unlimited leverage. Only the law would set limits. Would that be enough? **See what a difference a collective agreement makes:**



	COLLECTIVE AGREEMENT	LAW
Wage	Over 20 per cent more since 2009	Minimum wage, currently 9.35 € per hour
Working time	37.5 – 40 hours	48 hours, 6 days a week
Night, Sunday or holiday work allowance	agreed	–
Leave	paid	–
Holidays	30 working days – 6 weeks 33 days for workers on rotating shifts	24 working days – 4 weeks
Additional holiday allowance	agreed	–
Annual special bonuses	13th monthly salary agreed	–

Things that can be regulated by way of a collective agreement

Wages and salaries

Working hours

**Holidays and
holiday allowance**

**Special bonuses,
13th salary or
Christmas bonus**

Allowances, e.g. for overtime

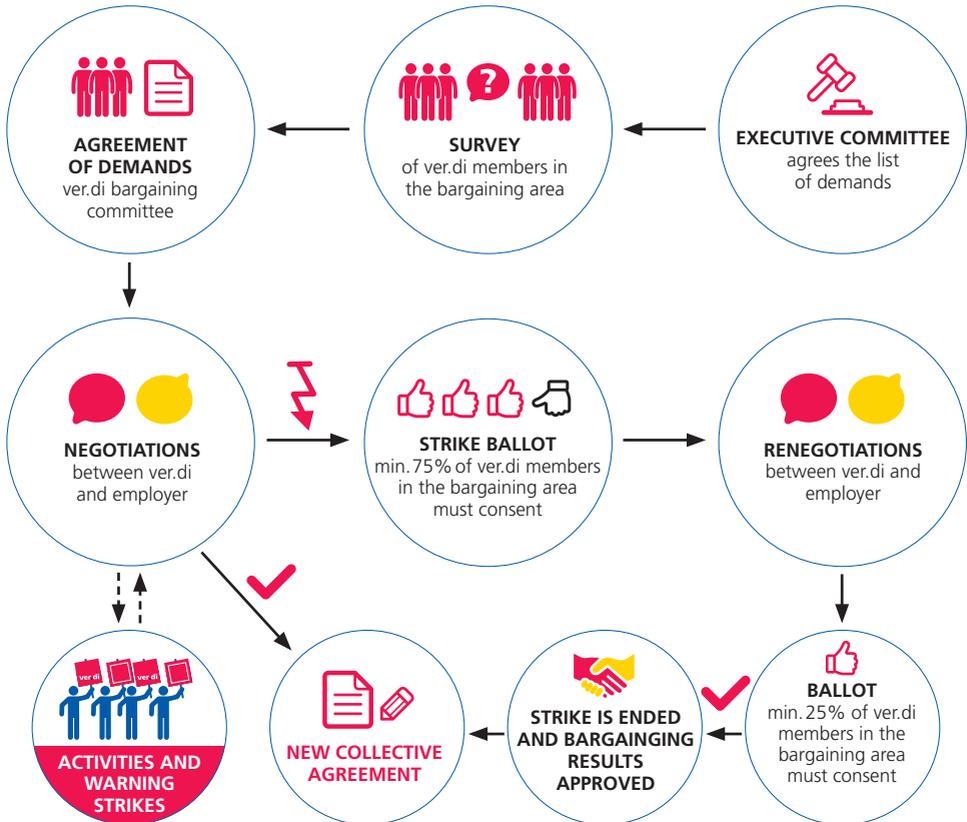
Training and further education

**Exemption rules for
works council and trade
union members, e.g.
for trade union work**

Industrial safety

Notice periods

THE STEPS OF THE 2020 BARGAINING ROUND



1. Recommendations regarding demands:

Already in March the honorary executive committee of your ver.di division - the federal divisional executive committee – made recommendations to the ver.di wage commission in terms of which demands on the employer are reasonable and feasible. At that time the assumption was to start collective bargaining on 1 June. Due to infection risks and contact restrictions, the bargaining commission decided to postpone the bargaining round for the time being.

2. Termination of the collective agreement:

Following assessment of the infection risk and the legal situation the wage commission terminated the wage agreement as of **August 31**.

3. Membership survey:

You have submitted your votes for the 2020 collective bargaining round in company and online polls. Members were asked, among other things, how much of a pay rise to demand, i.e. about the pay increase in percentage terms.

4. Finalizing the list of demands:

Based on your votes and other considerations, the bargaining commission finalizes the demands list on **August 10th**.

5. Negotiations:

During the negotiations ver.di and the employer sit opposite each other. The colleagues negotiating on ver.di's behalf are appointed by the wage commission. They form the negotiating commission.

First negotiations will take place on **August 28th**. Your colleagues on the negotiating commission are committed to the best possible results and a good collective agreement.

6. Obligation to observe Industrial peace/industrial action:

The obligation to observe Industrial peace applies as long as a collective agreement is in force. It is a contract after all. During this time there must be no industrial action.

In your case, the collective bargaining commission terminated the pay agreement on **31 August**, the peace obligation ends on 1 September. From that moment on ver.di could call for industrial action under certain conditions.

7. During all this time:

A collective agreement can only be as good as the community of members who support it. You know someone else who is not a ver.di member? Win him or her over for ver.di now! Every hand, every vote, every member counts - the more, the stronger!

You will find
current
information at
[psl.verdi.de/
tarifrunde2020](https://psl.verdi.de/tarifrunde2020)

HOW CAN I JOIN?

Become a member, be a member

You're a ver.di member?:

yes

no



Super! We can become even stronger, though – talk to your colleagues and ask them to join us.

This is the right time to become a member of ver.di and be part of our community. You can get all the info you need from your ver.di works group, your ver.di shop steward or your local ver.di secretary or online at mitgliedwerden.verdi.de.

- Industrial action? Count me in, no question!
- Everyone counts! Bring your colleagues along, inspire them. Every individual matters if we want to get a good collective agreement. It's on you!
- Fast info? Enter your email address and/or you cell number at [mitglieddaten.verdi.de](https://mitgliedsdaten.verdi.de) ein.

Strike & actions

Did you know that the right to strike is laid down in our constitution, in Article 9, paragraph 3 of the Basic Law? Strike means that you stop working. That can take different forms and size. The strike call comes from your ver.di union.

As a union member, you have a special responsibility. Only if you participate in actions and strikes will you become visible! Only then will the employer realise that there is a strong counterparty in the form of the ver.di colleagues.

This means in concrete terms: If there is a strike call in your company, you join the strike action. If you have a **fixed-term contract**, it is best to talk to your ver.di company group or your ver.di representatives in advance!

You don't have to be afraid that you **lose your full pay on account** of a work stoppage! ver.di provides a so-called **strike pay**.

(At least) 8 good reasons for ver.di

1. Legal advice and legal insurance:

You have questions, for example about your job reference? You are not sure about your wage group classification? Or have you just been fired? Don't panic! Your competent ver.di legal team is at your side with advice and support: If worst comes to worst, also before a court. And the best? As a ver.di member, your union dues pay for all of this.

2. Solidarity contribution:

1% of your gross salary goes to ver.di. That's fair! ver.di doesn't cost the same for everyone, everyone pays according to their abilities. ver.di uses the dues for the strike pay, among other things.

- 3. Membership fee deductible:**
You can deduct your membership fee from your tax bill. This way you get a part of your membership fee back with your income tax return.
- 4. Speaking of income tax:**
ver.di supports you here as well. As a member, you get help with your personal income tax declaration! [lohnsteuerservice.verdi.de](https://www.lohnsteuerservice.verdi.de)
- 5. Seminars and continuing education:**
ver.di offers a wide range of seminars and workshops. Have a look inside: [bildungsportal.verdi.de](https://www.bildungsportal.verdi.de)!
- 6. Member service:**
There is even more in for you - leisure accident benefits, discounts, tenancy law advice and much more. At www.verdi.de/service/mitgliederleistungen you will find all the benefits you can enjoy as a ver.di member.
- 7. Alone you're on your own. Together we are strong - as old this saying may sound:**
It's true. You can do everything on your own, of course. Nobody doubts that. But why the stress? As a community we share the burden and fight together.
- 8. „I'll get my pay rise anyway!“**
Yes, that's true in the case of Deutsche Post AG. But DP AG can change that any time. Only as a member of ver.di are you allowed to co-decide and have legal claim to the collective agreement benefits. Besides: Who wants to be a free rider?

**GEMEINSAM
STARKE**



<https://mitgliedwerden.verdi.de>