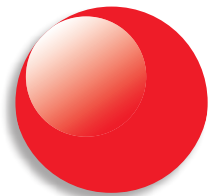


THE SERVICES OF IG BCE FOR MEMBERS



People in the centre



From person to person

Dear Colleagues,
IG BCE is strongly pressing ahead with the change towards more social justice and economic rationality. In this, our goals are clearly defined and are in the interests of society as a whole: Sustainable business management, human values, decent working conditions and appropriate remuneration. We are fighting for this!

This is precisely why we insist on investments in corporate successes and their fair distribution. At the same time, we advocate for shaping professional and private lives, ensuring old-age provision and developing prospects for young colleagues.

IG BCE wants modern industry with literally “sustainable” growth, in which responsible behaviour is natural. It is based on “Good Work”, for the assessment of which, people are decisive in everything. Good Work therefore only takes place through the co-determination and participation of the employees.

With this in mind, IG BCE carries out “Good Work” – every day, for example through collective agreements for apprenticeship and in-service training, our activities for the reconciliation of career and family and the new collective agreement, “Working life and demography”. This shows: Our goals are achievable if we travel down the road together and work together to shape the future.

Support IG BCE. Become a member.

We look forward to meeting you!



Michael
Vassiliadis
Chairman of
IG BCE



Francesco
Grioli
Member of
the Steering
Committee



We ensure SAFETY

Communities are only strong when their members support one another. We are firmly committed to a society, and a world of work, in which people can develop in their own individual way, without losing cohesion.

When we speak of the modernisation of the industrial landscape of Germany, we do not mean only innovative technologies and products, but also innovative approaches to working together. We can only get the new when it is implemented everywhere: in research, in production and in corporate cultures.

Trade union work is not – as is often claimed – backward looking. The opposite is the case: Values such as Solidarity, Respect and Humanitarianism shall also shape the future, because they are timeless. We help those who are in difficult situations because they have difficult starting conditions, there is no longer a demand for their qualifications or they can no longer bear the burdens of their job.

As a strong community we have created better working and living conditions that an individual could never achieve. This ensures safety – in the workplace and in individual life planning.

Very large!

IG BCE currently has

- **660,000** members from more than
- **4,000** businesses in
- **8** industrial sectors with
- **23** sub-sectors.

Our strengths: Voluntary

We are proud that **26,000** of our works councils and representatives work voluntarily.

Strong quota

Out of the apprentices that start their apprenticeship at IG BCE, **70%** become trade union members. Of our current members **21%** are women.

Success in elections

IG BCE represents its members with great success in works councils: At the Works Councils Elections 2014 it gained **80%** of the mandate.

Small ones in the majority

75% of all businesses that IG BCE advises have a size of **no more than 400** employees. More than **1,000** people work in **85** businesses.



Understanding variety and versatility

IG BCE is a **multi-sector trade union**. It combines the interests of employees in very diverse sectors.

The largest sector is the **chemical industry with about 550,000 employees**; one of the smallest is the **leather industry with 14,000 employees**. The aim is to support the diversity of Members' interests and introduce them into a modern industrial policy.

Zukunftsgewerkschaft 2020 [IG BCE's strategy for the next decade]

To be equipped for the future tasks of a trade union, the modernisation process **"Zukunftsgewerkschaft 2020"** was started. The aim is to strengthen the operational groundwork and build up the political influence. IG BCE backs a modern economic system that appropriately regulates social and ecological conditions.

Progress for everyone

In the view of IG BCE, a progressive industrial policy must create competitive location conditions that guarantee the employment long-term.

This includes the important contribution to the turnaround in energy policy as well as an innovative tariff policy that guarantees future chances for young people and pension provision benefits for older people.

The receipt and expansion of the regional collective agreements is very important here. The collective agreements for old-age provision and demography are central successes here.

Working together as equals

What we are particularly proud of: The close connection with our members. IG BCE members have clear expectations of collective bargaining policy, of economic and industrial policy strategies.

We listen. We fulfil these expectations. With us, advice and exchange with works councils and members are absolutely in the foreground.



Working and social legal protection for members included

Legal protection is included as a service in the membership contract. The costs are borne by the trade union. Therefore, our members are safe – both legally and financially. This is the only way that they can afford to get comprehensive information and, when the chips are down, also to fight for their legal rights, with our help.

After three months of membership, all services of the work and social legal protection are comprehensively available to you.

- ▶ Legal advice on all matters of labour and social law
- ▶ In the event of a dispute, legal representation by lawyers from IG BCE or DGB-Rechtsschutz GmbH

A few examples:

Social Law Conflicts

→ Health Insurance Law

- Resources
- Medication
- Treatment methods
- Sickness Benefits

→ Social Security Pension Insurance Law

- Denial of Pension
- Reduced Earning Capacity Pensions
- Miscalculation of pensions
- Disallowance of Insurance Periods
- Denial of Treatment

→ Long-term Care Insurance Law

- Classification in the wrong level of care
- Denial of long-term care benefits

→ Accident Insurance Law

- Allowance of an industrial accident or work-related road accident
- Allowance of an occupational disease
- Allowance of pension and rehabilitation measures

→ Primary health care benefits for job seekers

- Amount of benefits
- Crediting of income and assets

→ Employment promotion law

- Disputes over unemployment compensation or claims for training

→ Disability Law

- Disputes over the recognition of and determination of the degree of disability
- Granting of compensation for disadvantages

→ Labour Law Conflicts

- Unfair treatment
- Grading
- Transfer
- Refusal of Continued Payment of Wages
- Termination
- Warning
- Working hours
- Vacation Eligibility
- Education
- Parental Leave
- Parental Allowance
- Employee Suggestion System

Deciding Advantage:

Our lawyers from IG BCE or DGB-Rechtsschutz GmbH are specialists in their field, because they work closely with people through their close connections to the working world. They provide comprehensive advice, bring actions, represent you in Court. If need be, they also do this on several occasions.

And all this without any additional costs becoming due to you.

From “unemployment compensation” to “reduced earning capacity” to the amount of the pension – we clarify your claims and fight for your rights.

Collectively agreed benefits

Anyone who is actively working knows how important it is that the following matters, especially, are subject to binding regulations and not to the whim of their employers:

- ▶ Remuneration
- ▶ Apprenticeship pay
- ▶ Working times; breaks
- ▶ Supplements
- ▶ Annual leave
- ▶ 13. monthly income
- ▶ Contractual pension payments
- ▶ Part-time work for older workers

Year in, year out, we enter into over 2,000 collective agreements with the employers of our trades, thereby making a critical contribution to securing the livelihood of our members and their families. In addition to this, we negotiate a large number of company-based tariff agreements. Our agreements for safeguarding employment and promotion of employment are also impressive.

Union strength and systematic negotiation – borne by the support of our members – have delivered good results.

This is a success that we and our members are proud of and which we know how to defend.

Collective Agreement Law

Working hours	37.5 hours, use of a worktime corridor of 35 to 40 hours possible by operating agreement	48 hours
Working Evenings, Sundays and Holidays	Premiums regulated	No claim
Release from work	Paid	No claim
Vacation	30 working days = 6 weeks 33 days for employees in alternating shifts	24 workdays = 4 weeks No claim
Additional	Steady	No claim
Shift bonus	Steady	No regulation
Annual special payments	Regulated 13. monthly income	No claim
Contractual pension payments	Tariff subsidy in the amount of € 613.55	No claim (if applicable Riester retirement subsidy)

* An example from the collective agreement of the chemical industry.

Strike support

If there is a strike or a lockout in your business, then you will receive strike support up to the amount of the net remuneration. The prerequisite is membership for three months.

Leisure Time Accident insurance

Your accident insurance provides with protection at the workplace. What about when you're away from work? As a member of IG BCE this question doesn't even come up. Because you also have accident insurance away from workplace – around the world. Requirement One year's membership and the payment of premiums in accordance with the by-laws.

→ Accident-Hospital Benefits

In the event of an in-patient hospitalization due to an accident of at least 48 hours you will receive accident-hospital benefits in the amount of 30 times the monthly premium (maximum 52 Euros/day).

→ Disability benefits

In the amount of 500 times the monthly premium – however at least 1,280 Euros – as a one-time lump sum payment in the event of total disability, in the event of partial disability of at least 20% of the part corresponding to the degree of disability. Pensioners and equivalent members are excluded from this provision, unless they are in an employment relationship and pay full premiums.

→ Death benefits

In the case of the death of a member caused by an accident a death benefit in the amount of 200 times the monthly premium will be payable.

Bonus agency

Every member can expect an exclusive range of benefits.

▶ www.igbce-bonusagentur.de

Individual advice and varied training opportunities

With its high-standard educational programs, IG BCE has helped thousands of its Members towards more success. IG BCE offers seminars on all matters that are important for employees and for society. These are free for its Members. IG BCE has three of its own training centres:

▶ Kagel-Möllenhorst

The “white house in the green countryside” offers a broad educational spectrum for subject-specific, methodological and social competences.



▶ Adolf-Schmidt Training Centre, Haltern am See

More than 5,000 colleagues annually attend the variety of educational activities that are on offer in a magnificent nature conservation area between the Ruhrgebiet and Münsterland regions of Germany.



▶ Wilhelm-Gefeller Training and Seminar Centre Bad Münder

Idyllically located on the beautiful Deister river, challenging events take place here on the topics of economics, working law, IT and social competences. This centre provides room for examinations, seminars and conferences.



▶ www.igbce.de/themen/bildung

Work at the grass roots level in plants and regions

IG BCE is wherever your members live and work. IG BCE is always with you at the plant and also where you live with a strong union representation. Shop stewards and local branches are the two strong pillars of our participation-oriented union work. Target group work offers new forms of participation furnished with a flexible structure and lots of space to be yourself, IG BCE takes up the various wants and needs of the employees – for example those of single parents working part-time, older employees on shift work or those of team assistants.

The shop stewards at the plant

The union shop stewards at the plant live up to their names: They are committed links between the members at the plant and IG BCE. They stand by the members on the job with moral and practical support and take on their cares, problems but also proposals and suggestions in order to find common solutions.

Shop committee representation of interests of the employees through the shop committee and the shop stewards happens on different levels. When made full use of, they complement one another and can accomplish much. This requires mutual exchange of information about what goes on at the shop that are jointly organized. Shop stewards have the workers' confidence. For good reason.

All union shop stewards of a plant are selected by the members and make up the Shop Stewards Committee. This includes the IG BCE members on the shop committee, in the Youth and Apprentice Representatives, in the Severely Handicapped Representative as well as in the local branch committees.

Active on site – the Local Branches

Not just in the plant – the IG BCE is also politically active where their members live. Every member is invited to contribute his experiences from the job, daily routine and his technical competencies to the work on behalf of the union on site. The local branches have much to offer, in education, providing care for members and leisure time activities. IG BCE also has an important voice in local government policy in many areas.

Democratic and clear. This principle also holds true for the local committees. The members of the local branches select their own executive committees and have the right to make proposals for union votes.

Spotlight on – the members

The competent IG BCE region bears political responsibility for taking care of the members. The regional teams are available to members for any and all questions having to do with membership – from membership dues to labor problems to opportunities for getting involved in the union. Your region is noted on your membership ID and can also be found at www.igbce.de with up to date information.



We do GOOD WORK

A secure workplace, an appropriate and sufficient compensation and humane working conditions – that won't cause illness – these are the legitimate rights of each and every employee in the plant. However, the working world isn't like this everywhere. Insecurity is increasing, employment relations are becoming more and more flexible, more and more temporary employment and with increasing frequency employment relations are limited or being replaced by contract labour. Constant strain and high labor intensity are resulting in more and more stress-related illnesses.

However, according to our standards, good work means being able to be sure of your position. This is indispensable for reliable life planning. Our mandate from our membership is: To create good work and to improve the working conditions in the plant. In the process, operating agreements are an important instrument for making work attractive.

In our view, a respectful collaboration of management and labor in the plant is necessary. However, we will also accept the challenge when this is not the case. A strong entrenchment in the workforce is, in any case, prerequisite for a successful representation of interests.

What we want

- ▶ Fair compensation
- ▶ Restriction of unsafe work
- ▶ Reduction of stress
- ▶ Protection of ability to work through supportive, stimulating measures
- ▶ Restriction of performance pressure and unreasonable working hours



As IG BCE we inform our members about the status of implementation in our magazine "Arbeitspolitik", talk about our joint successes in the job design in the shops. Our regional teams on site and our professional secretaries of the Landesbezirke for "Good work and demography" are contact partners in the implementation.

As IG BCE, it is important to us to develop clear ideas for operational implementation in all the important labor policy spheres of activity. The Arbeitspolitik [Work Policy] Division (abt.arbeitspolitik@igbce.de) will be happy to provide further information.

Join in

Would you like to get involved ? We look forward to having you, your opinions and ideas. Talk to our shop stewards and the members of the IG BCE shop committees. In addition, our regional teams on site offer numerous forums where you can get involved and make a difference. Your interests are our discussion topics – whether it's about youth employment, employment of women, or union policy focus groups. The focus of our actions are people. Talk to us.

Self-management in Social Security

Members of the IG BCE who are elected in the trade union elections represent the interests of the insured in the self-management of the health insurance funds, Social Security Insurance Authorities and the Employer's Liability Insurance Association. They work in counter-claim committees and make sure that insured members are able to exercise their rights. Insurance advisers are for many people the first place to get started in social security questions and are consultants who have the confidence of the insured members. The IG BCE advises and supports their self-managers through qualification measures and targeted exchange of experience.



Secure more advantages with bonus agency!

Advantages in four broad subject areas:

- Advice and job
- Health and fitness
- Leisure and travel
- Pensions and finances



www.igbce-bonusagentur.de



Keiner ist näher dran!

In the matter of further training for works councils, we are second to none. **We are the original, because no-one else is closer to your everyday working life, your problems and challenges than the BWS (the training company of IG BCE) itself.**

We are also pleased to provide personal advice on the topic of further training and compile an individual development education plan where needed. Registration takes place by telephone, in writing by e-mail, post or fax, or directly on our website.

We would be glad to answer any questions you may have.

Monday to Thursday: 8:00 a.m. to 5:00 p.m. Friday: 8:00 a.m. to 3:00 p.m.



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Your contribution and how it is used

As a member of IG BCE you pay a contribution. You thereby have a claim to all services of the trade union. In accordance with the Articles of Association, this contribution is about one percent of your average monthly gross income. With your contribution you secure the economic basis of IG BCE and thereby also your political clout. If you become unemployed, begin a degree or for other reasons have no income for a time, you do not have to lose the solidarity of your trade union. At all times we align your contribution to your personal income situation. You can, of course, claim the membership contribution as a tax-deductible marketing expense.

IG BCE's expenditure in the year 2012 were €134.8 million and consisted of the following:

• for union-related tasks (i.e. collective bargaining policy, publications, statutory bodies, social policy, working with groups of people)	14.4 %
• for contributions to the DGB and international Associations	12.1 %
• for optional benefits (e.g. private accident insurance, people celebrating their anniversaries)	3.9 %
• for reimbursements to regional groups and boards of trustees	5.7 %
• for trade union support work, including personnel	45.5 %
• for administration	18.4 %
	100.0 %

With a monthly income over €3,481.90 the monthly contribution for active members increases by €0.51 for every additional €48.57. Pensioners and unemployed members pay the contribution for active members according to the following table ^{4/10}.

Monthly income		Monthly contribution		Monthly income		Monthly contribution	
from in euro	to in euro	Active in euro	Pensioner/Unemployed person in euro	from in euro	to in euro	Active in euro	Pensioner/Unemployed person in euro
0.00	132.93	1.02	0.51	1781.86	1830.42	18.92	7.67
132.94	178.95	1.53	0.51	1830.43	1878.99	19.43	7.67
178.96	227.52	2.05	1.02	1879.00	1927.57	19.94	8.18
227.53	276.09	2.56	1.02	1927.58	1976.14	20.45	8.18
276.10	324.67	3.07	1.02	1976.15	2024.71	20.96	8.18
324.68	373.24	3.58	1.53	2024.72	2073.28	21.47	8.69
373.25	421.81	4.09	1.53	2073.29	2121.86	21.99	8.69
421.82	470.38	4.60	2.05	2121.87	2170.43	22.50	9.20
470.39	518.96	5.11	2.05	2170.44	2219.00	23.01	9.20
518.97	567.53	5.62	2.05	2219.01	2267.57	23.52	9.20
567.54	616.10	6.14	2.56	2267.58	2316.15	24.03	9.71
616.11	664.67	6.65	2.56	2316.16	2364.72	24.54	9.71
664.68	713.25	7.16	3.07	2364.73	2413.29	25.05	10.23
713.26	761.82	7.67	3.07	2413.30	2461.87	25.56	10.23
761.83	810.39	8.18	3.07	2461.88	2510.44	26.08	10.23
810.40	858.97	8.69	3.58	2510.45	2559.01	26.59	10.74
858.98	907.54	9.20	3.58	2559.02	2607.58	27.10	10.74
907.55	956.11	9.71	4.09	2607.59	2656.16	27.61	11.25
956.12	1004.68	10.23	4.09	2656.17	2704.73	28.12	11.25
1004.69	1053.26	10.74	4.09	2704.74	2753.30	28.63	11.25
1053.27	1101.83	11.25	4.60	2753.31	2801.87	29.14	11.76
1101.84	1150.40	11.76	4.60	2801.88	2850.45	29.65	11.76
1150.41	1198.97	12.27	5.11	2850.46	2899.02	30.17	12.27
1198.98	1247.55	12.78	5.11	2899.03	2947.59	30.68	12.27
1247.56	1296.12	13.29	5.11	2947.60	2996.17	31.19	12.27
1296.13	1344.69	13.80	5.62	2996.18	3044.74	31.70	12.78
1344.70	1393.27	14.32	5.62	3044.75	3093.31	32.21	12.78
1393.28	1441.84	14.83	6.14	3093.32	3141.88	32.72	13.29
1441.85	1490.41	15.34	6.14	3141.89	3190.46	33.23	13.29
1490.42	1538.98	15.85	6.14	3190.47	3239.03	33.75	13.29
1538.99	1587.56	16.36	6.65	3239.04	3287.60	34.26	13.80
1587.57	1636.13	16.87	6.65	3287.61	3336.17	34.77	13.80
1636.14	1684.70	17.38	7.16	3336.18	3384.75	35.28	14.32
1684.71	1733.27	17.90	7.16	3384.76	3433.32	35.79	14.32
1733.28	1781.85	18.41	7.16	3433.33	3481.90	36.30	14.32

Stay ahead through exclusive information

Anyone who wants to move things ahead will find a real informational advantage with the Members' magazine, "KOMPAKT". The subscription fees are included in the membership contribution.

In addition, on our website, www.igbce.de we offer up-to-date information on economic and sociopolitical matters, backgrounds to the individual sectors as well as service tips related to law and your career. Exclusively for members: The wage agreements of the largest sectors are available to download free of charge. Equally as exclusive: The free newsletter, **IG BCE aktuell**.



I am part of it!

IG BCE online

Industriegewerkschaft
Bergbau, Chemie, Energie



IG BCE students

Everything to do with studying. From financing your studies to internship conditions to starting salaries after your studies.

www.studium.igbce.de



Photo: Fotolia, Yuri Arcurs



IG BCE online

The internet presence of IG BCE. Tariff information, education, service and legal tips relating to the job are only part of the diverse range of services on offer. www.igbce.de

Photo: Cintula

IG BCE youth on the Web

The “youth site” of IG BCE. Get involved, get in on the act, make a change – in apprenticeships and career, society and politics.

www.igbce.de/aktive/junge-generation
www.facebook.com/IGBCEJugend



Photo: PMinteractive



IG BCE-aktuell

Always stay up-to-date with the newsletter. “IG BCE-aktuell” informs you quickly and uncomplicatedly about subjects from politics and the trade union. www.igbce-aktuell.de

Photo: Fotolia, David J Engel

IG BCE shop

With the new internet shop for advertising products and organisational tools as well as for printed material and gifts, IG BCE offers its members an attractive shopping portal.

www.igbce-shop.de



Photo: Fotolia, Suprijono Suharjoto

BECOMING A MEMBER IS WORTH IT.

also at
www.mitgliedwerden.igbce.de

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