

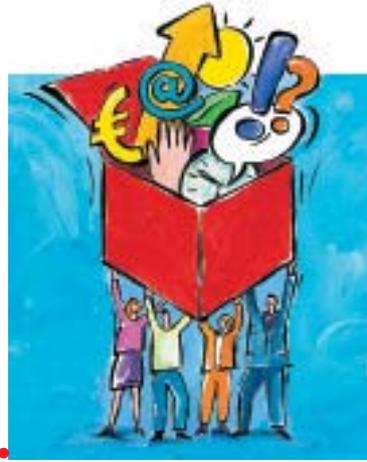
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Us. IG Metall.



**Good people.
Great Services.**



Many Good Reasons - One Large Community

Over two million employees from the manufacturing, service and small craft industries have come together in IG Metall. The community includes the fields of metal, electrical, iron and steel, textiles, clothing, wood and plastics. In addition, IG Metall represents businesses working in information and communication technology. Women and men, young and old. Membership also makes sense for pensioners and the unemployed.

We form a community with clout. And we all have good reasons to make a difference in terms of the quality of our life and work - with combined forces we are very successful. For example, the members of IG Metall have fought for higher incomes, shorter working hours and longer holidays. Even in difficult economic times it is necessary to preserve the purchasing power of employees, stand behind them and vigorously fight for our country and its people.

Pursuing Aims - Achieving Aims

IG Metall has political weight and influences both social and economic developments. Yesterday, today and tomorrow. We know that the future of our country depends on how new challenges are overcome. We push the democratic processes forward, calling for co-determination and a more equitable distribution of income. In other words: We make a contribution to solving social issues.

We are strong in our struggle against unemployment and never give up on any business. With intelligent concepts and expert advice, IG Metall and their works councils often succeed in securing jobs or saving entire businesses.

We are committed to the preservation and expansion of the welfare state. We ensure qualifications and fight for gender equality. We demand peace and disarmament, the protection of human rights and the preservation of the natural environment. Anyone who is a member of IG Metall helps to improve the quality of life - and can always see the big picture.

Being Active - Here and Now

Individuals can often achieve a fair amount, but many together can achieve a good deal more. IG Metall proves time and again that it remains united behind the workers and stands up for their interests. To us, active trade union work means representing the interests of the members within the company and locally. This is all the more successful due to the fact that with our 164 regional administration centres we are very close to our members throughout Germany.

We have a sympathetic ear for the questions and individual requirements of our members. Our greatest strength: in their workplace, IG Metall members have over 130,000 men and women as contact persons: the works council members, union workplace representatives and youth and trainee representatives who are organised and qualified by IG Metall.

Unbureaucratic support is guaranteed in exactly the same way as legal assistance in the assertion of your rights. Every year we are able to provide legal protection in approximately 50,000 proceedings before labour and social courts: on average our members receive €3500 for each legal dispute that is resolved.

The only requirement for looking after your interests in companies and society as a whole?
Your membership!

Become a Member - Become Stronger

It is a fact that for our members we acquire more from the collective bargaining negotiations than the legally prescribed minimum benefits. We negotiate consistently and thereby contribute towards the humanisation of our members' work. Our strength: together we achieve more.

Every individual voice carries weight and improves our ability to assert ourselves. Conversely, our members benefit from our achievements and successes. Please turn the page, it's worth it!

Collective Agreement	Law
30 working days annual holiday	24 working days annual holiday
Additional holiday pay	no regulations
Christmas bonus	no regulations
Working hours: 35-hour week (metal and electronics industry, West Germany)	up to 60 hours a week
Apprentices: taken on after training for up to 12 months	no regulations
Wage, salary, apprenticeship pay: usually rising every year	no regulations
Capital-forming payments	no regulations
Paid leave for special occasions such as marriage, moving house	no regulations



"All-Inclusive" - the Benefits at a Glance

The services of IG Metall are firmly anchored in the statutes and are guaranteed for all members. The fee for this: just 1% of your gross income.

In return, IG Metall offers its members a wide range of services. The entire range of items available is geared to the interests of our colleagues – and benefits only IG Metall members. Welcome to our community!

1. Legal Advice and Legal Protection:

In the case of disputes covered by employment and social law, members receive free, professional legal protection. This also includes legal action taken against pension approval certificates, as well as tax law and the right of residence (paragraph 27 of the IG Metall statutes). You can read more about this important service on page 18.

2. Support in the Case of Strikes:

The assertiveness of IG Metall stands and falls with its ability to strike. Without it, IG Metall would be a toothless tiger as a negotiating partner and would not be taken seriously. For one week's strike the support payments are:

- > for members who have paid their membership fees over three to twelve months: twelve times the average fee paid over the last three months,
- > for members who have paid their membership fees over twelve to 60 months, thirteen times the average fee of the last three months,
- > for members who have paid their membership fee over more than 60 months, fourteen times the average fee paid over the last three months.

Example: anyone who has been a member for more than five years and has paid an average fee of €20 a month receives €80 strike pay a week (further details are laid down in paragraph 23 of the IG Metall statutes).

3. Support in the Case of Disciplinary Measures:

One thing is certain: we do not leave any members out in the cold who are threatened or disadvantaged by their employer as a result of strike measures called by IG Metall or as a result of their commitment to the trades union. IG Metall provides 100% solidarity and supports its members to the fullest extent possible. The services they receive are laid down in paragraph 24 of the IG Metall statutes.

4. Leisure Time Accident Insurance:

Loyalty is rewarded: With a membership of more than twelve months, IG Metall extends its services to include leisure time accident insurance. Anyone who has an accident in their free time is automatically covered by their membership fee (paragraph 26 of the IG Metall statutes). You can read more about this important service on page 19.

5. Support in the Case of Emergencies:

IG Metall members who find themselves in an exceptionally distressing situation - and this can include all of the vicissitudes of life - can expect emergency support. This is provided unbureaucratically if certain preconditions are met (paragraph 28 of the IG Metall statutes).

6. Support in the Event of Death:

The health insurance companies have removed death benefits from their catalogue of services. We can continue to support surviving dependants through the payment of death benefits. This is calculated from the length of membership and the level of the

fees paid. For example, the level of support for a monthly contribution of €20 and a membership of more than 20 years is €30 (paragraph 30 of the IG Metall statutes).

Important: our members have a full entitlement to the services laid down in the statutes of IG Metall if they pay the fee specified by the statutes. You can read more about this on page 15.

7. Qualification, Information, Communication:

7.1. The Magazine

All members receive the "metallzeitung" free of charge. The magazine provides reports, features and information on current trade union, company and political themes.



7.2. The Internet

At www.igmetall.de, IG Metall offers a broad range of online information with more than 6,000 pages. Furthermore, there is a special Internet magazine for young people which provides plenty of information on career selection, applying for jobs and career entry:

www.jugend.igmetall.de.

7.3. Information Brochures

IG Metall publishes detailed information brochures on many important trade union and socio-political topics. These provide background knowledge, put forward arguments on specific issues and are succinctly worded (and can often be ordered on the Internet).

7.4. Seminars

IG Metall offers a wide range of seminars locally, regionally and centrally for trade union, working and personal qualifications. Participation is free for members. Information is available on the Internet and at the administrative centres.

7.5. Join-in Offers

The 164 administrative centres offer a wide range of local opportunities to join in their activities. Working,

project and discussion groups, as well as members' meetings, invite members to play an active role. Simply call your local centre, find out more and join in.

8. Further Advantages

8.1. MetallRente (Pension)

Behind the MetallRente is the industry-wide pension fund of IG Metall and the employers' association Gesamtmetall. In order to offer employees the best possible conditions for their company retirement pension plan, it was agreed to set up the MetallRente pension.

The MetallRente is also open to other sectors of industry, for example the TextilRente (textile pension) and the retirement pension plan for the wood and plastics industry, as well as specific offers for all forms of handicrafts under the umbrella of the MetallRente.

In the meantime it has been possible to conclude collective agreements for deferred compensation for most sectors of industry.

The MetallRente pension is considerably more attractive than the products offered by banks or insurance companies due to the lower administration fees and commissions.

Further information: www.metallrente.de

8.2. Membership of the Auto Club Europa (ACE)

The Auto Club Europa (ACE) is the automobile club of the trade unions. It offers breakdown and accident assistance throughout Germany, the whole of Europe and non-European Mediterranean riparian states.

Further information:

www.ace-online.de or from the service number (018 02) 33 66 77.

8.3. The Service Company of IG Metall

The **service company** has attractive offers exclusively for IG Metall members – concerning aspects of life and work: banking services, culture, further training, travel.

A click here is well worth it: **www.igmservice.de**

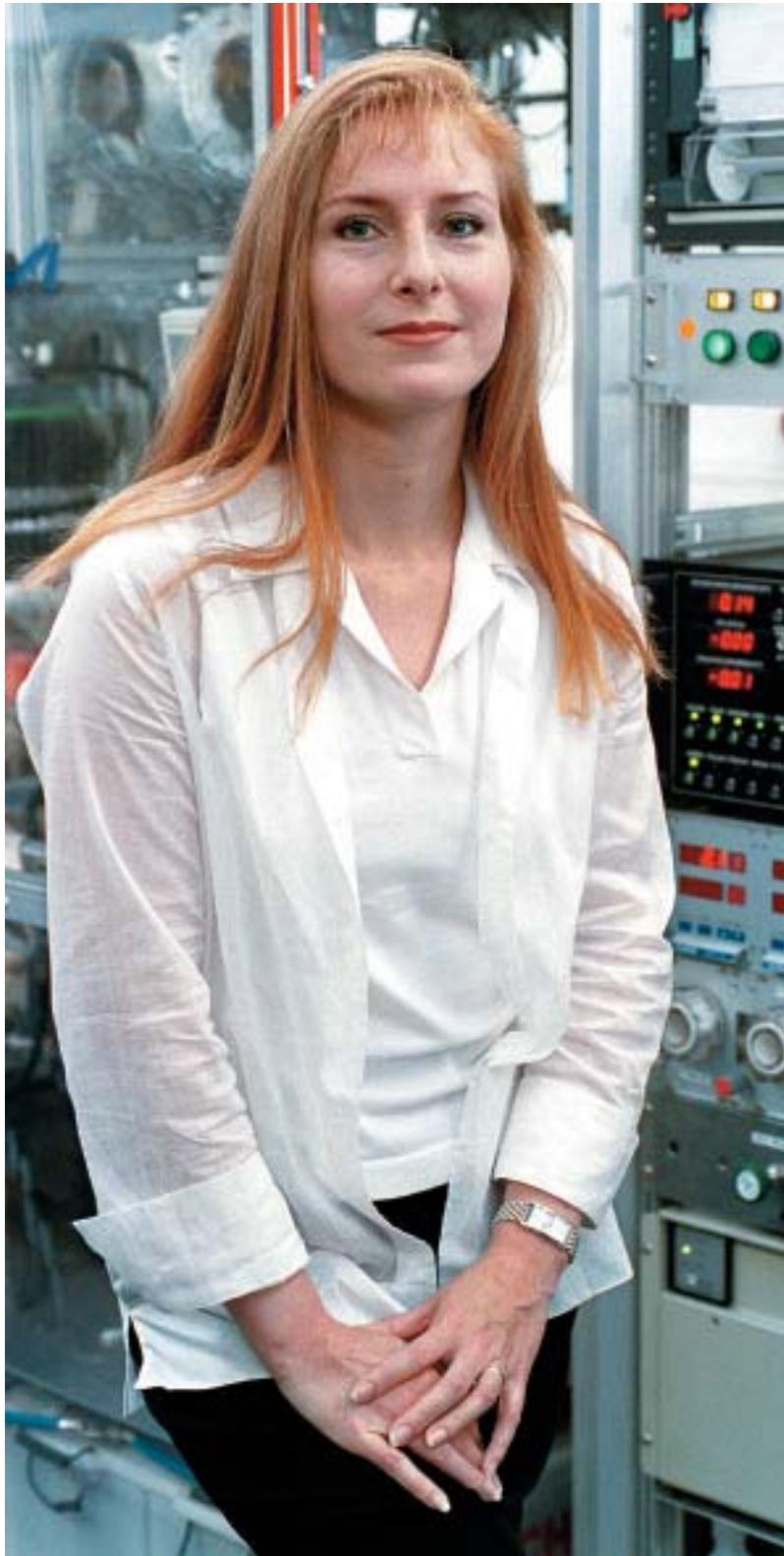
9. Membership Fee

Everything that IG Metall provides to its members is paid for from the membership fees. This is a solidarity pact of more than two million people which makes IG Metall strong and independent. The wide variety of support services and professional advice provided in companies and administrative centres can only benefit our members if they pay the honest fee specified in our statutes.

Contribution Groups	
1 per cent of gross income	Full and part-time employees, apprentices and students taking part in in-service training courses
At least 80% or 70% of the previous membership fee during full-time employment	Employees covered by collectively agreed or statutory partial retirement
0.5% of gross income	Pensioners, recipients of sickness benefits, retrainees and other recipients of social security benefits
€2.05 fixed amount	Students
Free	Individuals providing basic military and community service
€1.53 fixed amount	The unemployed, people who are ill but not receiving sickness benefit, members on parental leave, members who are privately bankrupt

The membership fee may therefore change according to the individual's working and life situation. Very important: any change to the fee has to be notified to the relevant administration centre immediately - either through the IG Metall works council members and union workplace representatives or directly by telephone, post or e-mail.

Services and information can only be provided properly by the administration centres if the members' data is correct. You are therefore requested to notify any changes of address, company or bank details without delay.



Further Information on the Theme of Legal Advice and Protection

Everyone has legal problems at some time or another:

Every day more than 2,000 complaints are received by the labour and social courts in Germany - disputes after accidents at work, the serving of notice or illness, arguments concerning pension approval certificates, parental allowance or earnings calculations. Court cases are expensive.

Here the IG Metall members are in a more favourable situation:

With the legal protection of their trade union, our members play it safe. They receive competent advice which frequently means that nerve-racking processes can be avoided. And their legal representation does not them cost a penny. If necessary, this legal representation applies to all levels of jurisdiction. Because it is only right to stand up for anyone who is in the right. The payment of legal protection expenses has to be applied for from the relevant IG Metall administration centre.

Legal protection is not only cash in your pocket, but also social justice:

Every year IG Metall is involved in legal disputes worth over €200 million on behalf of its members. And in each individual case of legal protection there is more than just money involved.

Fair wage classification, the subsequent payment of outstanding wages, the rescinded termination of the employment contract and the increased pension rights – all of these are important for social justice.

Further Information on the Theme of Leisure Time Accident Insurance

IG Metall campaigns on behalf of good working conditions...

... and for more individual leisure time. Employees are insured against accidents at work, but they also require protection during their free time! For this reason IG Metall offers its members a very special service in the form of leisure time accident insurance. This is included in the membership fee!

The insurance also covers accidents not associated with the member's job and applies worldwide. This means that the individual is covered when participating in sports, cleaning the windows at home or cycling in the local park. The use of all forms of transport – from cars to aeroplanes – is also insured. If the worst comes to the worst this will not alleviate the pain, but will provide financial relief with respect to the follow-up costs.

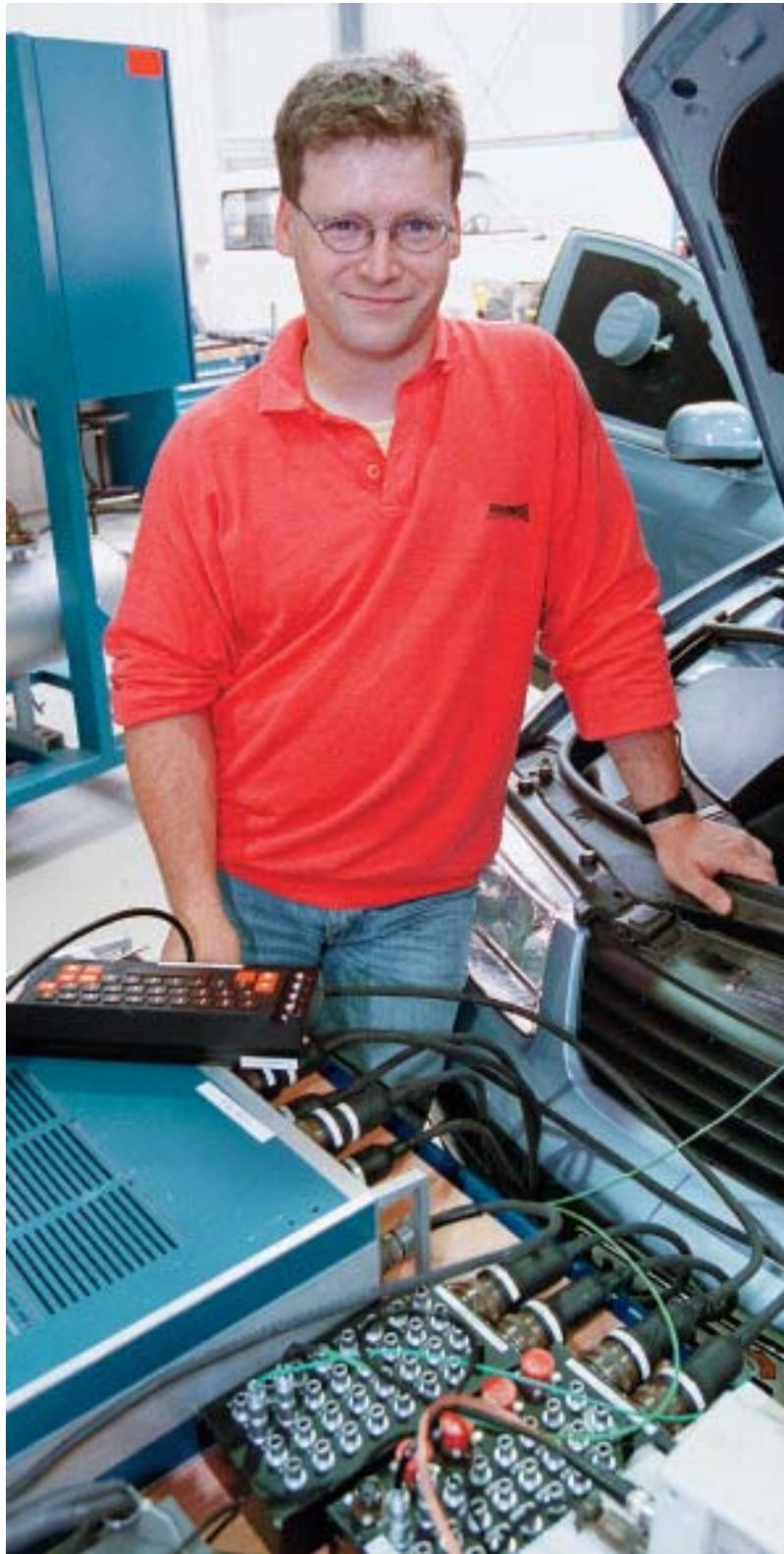
Loyalty is rewarded: After just 12 months of membership IG Metall increases its range of services for its members to include leisure time accident insurance. This comprises the following benefits:

- > If a member stays in hospital for at least 48 hours as a result of an accident during their leisure time, a one-off compensatory payment of up to 30 times the average monthly membership fee of the last twelve months is

paid - up to a maximum of €1.13 a day during inpatient treatment. For example, a member who pays a monthly fee of €20 and who breaks a leg while cycling and then has to spend 12 days in hospital receives €600.

- > In the case of total disability a one-off compensatory payment of 500 times the monthly membership fee is paid. For an average monthly fee of €20 this amounts to €10,000. In cases of partial disability there are corresponding partial amounts.
- > If a member dies the surviving dependants receive a compensatory payment of 200 times the average monthly fee of the member.

In such cases it is also worth being honest concerning the membership fee: only those who pay their fees in accordance with the statutes can expect to receive the appropriate benefits.



Pensioners: All the Services and Much More

Even individuals who no longer work can still enjoy the benefits of IG Metall membership. At IG Metall no one is "put out to grass". For this reason there are many offers available requiring active participation, for example the pensioners' working groups at the IG Metall administrative centres – so that working together with and for one another continues into retirement! **All pensioners who are members of IG Metall have an entitlement to the benefits in accordance with the statutes. And that for a membership fee which is just 0.5% of their retirement income. Furthermore, the following also applies:**

- > Free legal expenses in cases contested against the social insurance agencies (Deutsche Rentenversicherung, health insurance companies, Federal Employment Office, employers' liability insurance association and social welfare offices), as well as before the Fiscal Court, provided that the case involves the taxation of the pensions of IG Metall members.
- > You benefit from the increase in pensions: increases in income which are fought for by the trade unions form the basis of the future pension.
- > With respect to the leisure time accident insurance the benefits for pensioners are calculated on the basis of a monthly membership fee of at least €5.11.

- > The payment of legal fees also applies to disputes associated with nursing care insurance if these involve statutory health insurance companies.

- > Upon the death of a member, between 15 and 31.5 times the relevant monthly fees is paid to the surviving dependents. This calculation is based on the fee during the member's working life. Upon the death of the member's partner the death benefit amounts to half the above rates.

- > It goes without saying that pensioners continue to receive the "metallzeitung" delivered free to their home.

Protection and Solidarity: Services for Unemployed Members

IG Metall does not leave the unemployed or members threatened with unemployment out in the cold. For the small monthly fee of €1.53 every unemployed member can enjoy all of the benefits and services of the trade union:

- > Advice on all questions relating to collective agreement, contract and works council constitution laws.
- > Action against unfair dismissal and negotiations with the previous or new employer – also in the case of threatened dismissal, mass redundancies and company closures, the negotiation of compensation or questions of unemployment insurance.
- > Free representation with respect to matters governed by employment and social law in actions against unfair dismissal or actions taken against Federal Employment Offices, social security offices and health insurance companies or pension insurance institutes.
- > Additionally, the unemployed members receive all material benefits from the leisure time accident insurance.
- > Unemployed members can of course participate in seminars held by IG Metall.

> Last but not least, IG Metall advises its members on the resumption of employment, questions concerning the contract of employment and collective bargaining law, as well as the transition into retirement.

Solidarity and Information:

Many IG Metall administrative centres have formed working groups for unemployed members or work together with other organisations (such as the DGB [the German Confederation of Trade Unions], churches or local authorities). In this way it is possible to answer questions, solve problems and develop a positive outlook for the future.

The "**metall**zeitung" magazine is a channel of information and a link with the trade union and what is going on in the world of work.



A Short History of Major Collective-Bargaining Successes

Behind every success which IG Metall has achieved in the past there is a consistent approach. Sometimes we have reached our aims without going on strike. Improvements that have been achieved apply for a long time. Because IG Metall is a strong force. Below are just a few extracts from a long history of success, presented using the example of the metal industry:

The 1950s: Working Time - Continued Payment of Wages in Cases of Sickness

A step-by-step reduction in working time from 48 to 44 hours – with no reduction in wages. After the longest strike in the history of the Federal Republic of Germany, the continued payment of wages for sick workers was finally achieved - and still applies today for every employee.

The 1960s: Working Time and Holidays

A step-by-step introduction of the 40-hour week with no reduction in wages. Holiday entitlements increased by 3 to 6 days. Agreement on additional holiday pay of 30%. Rationalisation protection agreements.

The 1970s: 13th Monthly Salary - Capital-Forming Benefits - Safeguards for Older Employees - Standard Wage Maintenance - Holidays

Parts of a 13th monthly salary are safeguarded. Conclusion of the collective agreement on capital-forming benefits of initially 26 Deutschmarks, subsequently followed by 39 Deutschmarks per month. Graduated plan for more holiday and increase in the additional holiday pay to 50%. Standard wage maintenance and protection against dismissal for older employees. Protection against downgrading.

The 1980s: On the Way to the 35-Hour Week

Step-by-step increase in the holiday entitlement to 30 working days (6 weeks). Strike to achieve the 35-hour week. Step-by-step introduction of the 37-hour week with no reduction in wages. Conclusion of a collective agreement on early retirement. The capital-forming benefits are increased to 52 Deutschmarks (26 Deutschmarks for apprentices).

The 1990s: Pay Scale Structures for the Former States of East Germany - Shorter Working Week - 13th Monthly Salary - Job Security - Continued Payment of Salary in Case of Illness

In the course of the economic and currency union and subsequent reunification of the countries, development

of IG Metall and takeover of the pay scale structures in the new German states. Graduated plan for alignment to the levels of pay in western Germany. The 35-hour week is achieved (38-hour week in the new German states). Increased safeguards for the 13th monthly salary. Collective agreement on job security. Takeover of apprentices. Guaranteed 100% continued payment of wages in the case of illness, combating attempts to introduce laws to the contrary.

The "Noughties": the Future. Bridge Employment - Qualification - MetallRente Pension - Joint Framework for Reforming Collective Wage Agreements

Collective agreement on bridge employment – partial retirement. Apprentices are offered employment for 12 months. Collective agreement on qualification in Baden-Württemberg. Collective agreement on the MetallRente. With the Framework for Reforming Collective Wage Agreements (ERA) all employees receive a new and fair classification. Equivalent work will be remunerated to the same extent in future. Reform of the pay structures, as well as the right of complaint and codetermination rights.

One Trade Union - Many Sectors of Industry

It is not only the workers in the metal industry who benefit from the collective bargaining successes. As a trade union for various sectors of industry, IG Metall also concludes wage agreements for those working in the production and services of the wood and plastics industries and the textile and clothing trade. It has also been possible to apply most of the wage policy milestones achieved to these industries. Other specific arrangements apply as well, for example in the organisation of working time. Those working in the field of metal crafts also enjoy the advantages of the active collective-bargaining policy of IG Metall.



Membership Application

Notification of Change

Membership number _____ Administration centre _____

Surname _____ First name _____

Street/House number _____

Postcode/City of residence _____

Telephone _____ Date of birth _____

E-Mail _____

Company: Name and location _____

- male female full-time employed part-time employed
 apprentice until: _____ student
 blue-collar worker white-collar comm. techn. master

Nationality _____ Change to previous status _____

Membership fee (1% of gross monthly income) _____ from the month of _____

Recommended by (name and company) _____

Direct Debit Authorisation/Bank Details

Account no. _____ Sorting code _____

Name of the financial institution _____

Postcode _____ City _____

I hereby confirm my personal details which I have provided to IG Metall for the purposes of data collection in conjunction with my membership.
I have been informed that in order to fulfil its statutory obligations and comply with data protection law regulations, IG Metall processes personal data about me with the help of computers.
I hereby revocably authorise IG Metall to debit from my account when due the membership fee of 1% of my monthly gross income in accordance with §5 of the statutes.
This direct debit authorisation can only be cancelled by me by the submission of a written declaration to IG Metall with a period of notice of six weeks to the end of the quarter. I shall inform IG Metall without delay of any changes to my data.

Place/Date/Signature _____

Please submit this form to a member of an IG Metall works council/union workplace representative, your local IG Metall administration centre, or send it to: IG Metall-Vorstand, FB Mitglieder/Kampagnen, 60519 Frankfurt/Main, Germany

Membership Application

IG Metall-Vorstand
FB Mitglieder/Kampagnen
60519 Frankfurt/Main
Germany

**Campaigning for good working
conditions and fair wages.**

Please fill out your membership application as soon as possible.

Bereich für Headline

www.igmetall.de

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