Good people.
Strong performance.
IG Metall: A strong community.

Over 2.2 million employees have joined forces in IG Metall. Together with them we campaign for good working conditions, fair remuneration, job prospects, secure jobs, employee participation and democracy in the workplace. That’s because work is a key element of our lives.

When defining good work we rely on competence and experience, we get involved and we bring about changes in the workplace and in society. With its works council members, shop stewards and active members, IG Metall has won continuously higher incomes, shorter working hours and longer holidays.

We also set standards in cross-industry developments. Whether against the misuse of temporary employment and service contracts or for the right to be taken on after completing an apprenticeship and the opportunity to retire gradually and flexibly, we provide answers, we hold employers and politicians to their promises and campaign consistently for our demands. Our values are justice, dignity and respect; we are guided by the principles of employee participation and solidarity.

That makes us assertive, because we are many: Together for a good life.
Wir. Die IG Metall.

We bring together over 2.2 million employees from the areas of metals and electricals, iron and steel, textiles and clothing, wood and plastics, crafts and services and information and communication technology. There are plenty of good reasons for being a member of IG Metall.

**Fairly regulated working conditions**

Our most prominent achievements are our collective tariff agreements. These cover fundamental principles such as the income level, weekly working hours, holiday entitlements and the level of holiday pay, the various supplements, the right of apprentices to be taken on, the right to further education and training, as well as health and safety at work. But, at the same time, collective tariff agreements also enable entitlements to such things as part-time education or the right of older employees to a flexible transition into retirement.

Our collective tariff agreements apply in all workplaces bound by such agreements within the scope of our organisation and set standards for entire industries.

↑ www.igmetall.de/tarife
Better with tariff

<table>
<thead>
<tr>
<th></th>
<th>With tariff</th>
<th>By law</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working hours per week</td>
<td>mostly between 35 and 38 hours*</td>
<td>48 hours</td>
</tr>
<tr>
<td>Working week</td>
<td>Monday – Friday</td>
<td>Monday – Saturday</td>
</tr>
<tr>
<td>Holiday</td>
<td>30 days (6 weeks)</td>
<td>24 days (4 weeks)</td>
</tr>
<tr>
<td>Holiday pay</td>
<td>50% for each day’s holiday, total approx. 70 % of a monthly salary</td>
<td>does not exist</td>
</tr>
<tr>
<td>Christmas bonus</td>
<td>40 to 100%, depending on industry and tariff region, fixed sums are also agreed</td>
<td>do not exist</td>
</tr>
<tr>
<td>Shift work premiums</td>
<td>regulated for late and night shifts and for work on Sundays and bank holidays</td>
<td>do not exist</td>
</tr>
<tr>
<td>Overtime premiums</td>
<td>25 to 50%</td>
<td>do not exist</td>
</tr>
<tr>
<td>Paid leave of absence (private reasons)</td>
<td>regulated</td>
<td>does not exist</td>
</tr>
<tr>
<td>Pension provision</td>
<td>regulated</td>
<td>does not exist</td>
</tr>
<tr>
<td>Protection against dismissal for older workers</td>
<td>regulated</td>
<td>does not exist</td>
</tr>
<tr>
<td>Advanced training</td>
<td>regulated</td>
<td>does not exist</td>
</tr>
<tr>
<td>Entitlement to employment after training</td>
<td>regulated</td>
<td>does not exist</td>
</tr>
<tr>
<td>Premiums for temporary employees</td>
<td>regulated</td>
<td>do not exist</td>
</tr>
<tr>
<td>Pay increase</td>
<td>is regularly negotiated, usually once a year</td>
<td>does not exist</td>
</tr>
</tbody>
</table>

* depending on the industry in question and the tariff region; occasionally up to 39 hours
We have a strong local presence. In over 150 branches, IG Metall is there to support its 135,000 works council members, shop stewards, youth and apprentice representatives and disabled representatives. Demands are discussed, strategies are developed and industrial action is supported.

For you as a member, IG Metall is also the first local contact. Our experts will be happy to answer all your questions about the world of work, whether they are about correct job classification, the checking of employment contracts or references, help with giving notice or checking pension decisions. We will give you capable support, advise you, represent you out of court and of course in court too, if necessary.

Competent in matters of labour.
Strong programme: 
Our statutory services.

Our services are embedded in the IG Metall statutes and all our members can make use of them. Your contribution for this: one per cent of your gross income. A worthwhile investment.

Legal protection. Section 27 of the IG Metall statutes

Disputes with the employer or a social insurance agency are sometimes unavoidable – for example following an accident at work, after notice of dismissal or a written warning, because of long-term illness, about the amount of a pension decision, about a claim for compensation or about the contents of a pay slip. Disputes of this sort happen more frequently than you might think. Over 2,000 complaints are submitted to German employment and social welfare courts every day. And lawsuits are expensive.

We offer our members free legal advice in employment and social welfare law, but also tax and residence law, insofar as it affects the employment relationship. Often enough it is possible to avoid a lawsuit because we have local knowledge of the workplaces and of the situation. If a judicial dispute cannot be avoided, our legal expenses insurance takes over. Legal representation is free – if necessary
at every level of the judicial system. We win over 100 million euros for our members every year. But it’s about more than just money. Back pay, withdrawal of dismissal notices, higher pension entitlement – for us that’s all just part of social justice.

For example: an employment protection case, amount in dispute, 12,000 euros. This is based on four months’ income at 3,000 euros gross.
<table>
<thead>
<tr>
<th></th>
<th>Non-members</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1st instance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>court costs</td>
<td>€534.00</td>
<td>€0.00</td>
</tr>
<tr>
<td>(without any witness compensation)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lawyers’ fees</td>
<td>€1,820.70</td>
<td>€0.00</td>
</tr>
<tr>
<td><strong>2nd instance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>court costs</td>
<td>€854.40</td>
<td>€0.00</td>
</tr>
<tr>
<td>(without any witness compensation)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lawyers’ fees</td>
<td>€2,036.33</td>
<td>€0.00</td>
</tr>
<tr>
<td>Possible fees for the employer’s lawyer</td>
<td>€2,036.33</td>
<td>€0.00</td>
</tr>
<tr>
<td></td>
<td>€7,281.76</td>
<td>€0.00</td>
</tr>
</tbody>
</table>

The total costs represent the cost risk. If the employee wins the lawsuit in full, only his/her own lawyer’s fees are incurred, provided that a lawyer has been instructed.

On the other hand, members suffer neither costs nor risk. IG Metall provides its own lawyers. The legal expenses insurance is included in the membership contribution and is valid from three months after joining. The initial contact point is always the local IG Metall branch.

- [www.igmetall.de/vor-ort](http://www.igmetall.de/vor-ort)
- [www.igmetall.de/rechtsschutz](http://www.igmetall.de/rechtsschutz)
Assistance in the event of a strike.
Section 23 of the IG Metall statutes

We get a hearing and respect by means of strikes. Our ability to strike is a measure of our assertiveness – and hence also of our political importance. Strikes are not an end in themselves but they are sometimes unavoidable – and then of course IG Metall also supports its members financially. The payments, known as strike pay, are calculated for each affected employee based on the duration and amount of their personal contributions. This does not apply to token strikes.

The assistance rates for a week’s strike are as follows:

- with between 3 and 12 months’ contributions, 12 times the average contribution over the last 3 months*
- with between 12 and 60 months’ contributions, 13 times the average contribution over the last 3 months*
- with over 60 months’ contributions, 14 times the average contribution over the last 3 months*.

* prior to the calendar month of the original agreement

The period of membership is of relevance for the calculation of the strike assistance.
For example: if someone who has been a member for five years has paid an average contribution of 25 euros per month in the last three months, he or she will receive 350 euros strike assistance per week (70 euros per day of the strike with a 5-day working week).

Assistance in the event of disciplinary measures and lockouts. Section 24 of the IG Metall statutes

One thing is clear: When our members get involved in trade union matters, they must not suffer any disadvantages as a result. Should the employer still cause problems, such as by threatening penalties or by means of actual disciplinary measures or discrimination, we support our members right down the line, because solidarity is indivisible.

Neither must our members suffer discrimination if they take part in strike action authorised by IG Metall. The same applies in the event of a lockout if the strike action has been authorised by the Executive Board of IG Metall.

† www.igmetall.de/leistungen
Leisure time accident insurance.
Section 26 of the IG Metall statutes

A fall when skiing or injury on a cycling trip? Employees are insured against accidents at work, but IG Metall also provides its members with assistance when they have an accident in their own time. Our leisure time accident insurance covers accidents outside of the workplace and is valid worldwide. That means that it applies equally when playing sport, gardening at home or cycling on holiday.

→ www.igmetall.de/leistungen
The leisure time accident insurance comes into force automatically after twelve months’ membership if the appropriate contributions have been paid throughout. The insurance cover includes the following benefits:

**Hospitalisation**

- **At most** 30 times the average monthly contribution in the event of a lengthy stay in hospital
- **At least** €154.00 one-off compensation payment

The benefit is awarded in the event of a hospital stay lasting at least 48 hours. The top daily rate is 51.13 euros per day in hospital, taking into account the above limits.

**Disability**

- A sum equal to 500 times the average monthly contribution
- **At least** €2,555.00 one-off compensation payment in the event of total disability

This also applies for pensioners if they are in employment. In the event of partial disability amounting to at least 20 per cent, appropriate partial sums will be paid.

**Accidental death**

- A sum equal to 200 times the average monthly contribution
- **At least** €1,022.00 one-off compensation payment in the event of total disability
Assistance in the event of extraordinary emergencies. Section 28 of the IG Metall statutes

As part of a community based on solidarity, we can rely on one another when it comes to the crunch.

IG Metall members who find themselves in extraordinary hardship as a result of an unforeseeable event can apply for financial assistance. After the nature of the emergency has been described in person, the local executive of the responsible branch of IG Metall can set the level of assistance to be provided.

In collective emergencies, such as during the catastrophic floods of 2013 and 2016, IG Metall helps quickly and with no red tape.

→ www.igmetall.de/leistungen

Assistance in the event of death. Section 30 of the IG Metall statutes

Should it come to the worst, we also support our members and their bereaved survivors in the event of death. The benefits are based on the period of membership. The key factor is the average contribution of the last 12 months as per the contract of employment (1 per cent of gross income).
For example, in the case of a monthly contribution of 27 euros with a period of membership of over 20 years, the assistance for survivors amounts to a one-off sum of 850.50 euros.

Should our member’s partner die, the assistance for our member amounts to one half of the aforementioned sum, provided that they have both lived in the same household.

IG Metall thus offers a benefit that was deleted from the list of benefits by the statutory health insurance providers in 2004.  

*www.igmetall.de/leistungen*
Our further education and information options

**Seminars**

IG Metall offers a comprehensive range of seminars at local, regional and national levels for union-related, operational and personal qualifications. Attendance is free for members, provided that it does not have to be financed by the employer in any case.

[www.igmetall.de/weiterbildung](http://www.igmetall.de/weiterbildung)

**Flyers, brochures, etc.**

IG Metall publishes information brochures and guides on many socially relevant themes and issues associated with the world of work. Many of these guides can be exclusively downloaded or ordered free of charge by members.

[www.igmetall.de/mitglieder](http://www.igmetall.de/mitglieder)

**metallzeitung**

Our members’ magazine, metallzeitung is sent out to members free of charge, every month. It provides IG Metall members with exciting reports on industries and companies, as well as useful information on working life, employment law, politics and society.

[www.igmetall.de/metallzeitung](http://www.igmetall.de/metallzeitung)
Locally active

We are local: Every member can take an active part in our trade union work at our 150 branches. There are project groups, working groups and events on a wide range of themes. More information about these is available from the local administrative offices or on their respective websites. Your local IG Metall can be found at

www.igmetall.de/vor-ort
Extras for union members

We also negotiate some fair deals outside the world of work. Our wide range of leisure and holiday options includes discount travel, cultural offerings and quite a lot more.

**Holidays**

The GEW (Gemeinnütziges Erholungswerk e. V.) offers discount holiday prices for members of unions belonging to the DGB – which includes IG Metall members. The holiday locations and more information can be found at

**Help with breakdowns and accidents**

The Auto Club Europa (ACE) is the motoring organisation of the unions. It was founded in 1965 and is now Germany’s second largest motoring organisation. Our members get Europe-wide breakdown and accident assistance at discount prices. More information on the services of ACE can be found at

www.gew-ferien.de

www.ace-online.de
IGM-Service GmbH provides our members with some attractive offers and services associated with work and life. Advice, education, leisure, travel, pensions – there’s something for everyone here. For more details, see www.igmservice.de

MetallRente – Our pension scheme

The ‘MetallRente’: Since 2001, it has offered our members a company pension scheme with reliable terms and conditions. If you are interested you can find out more at www.metallrente.de

“Membership of IG Metall is essential for any employee in the metal industry if he/she wants to be suitably and powerfully represented in the social welfare field.”

From the judgement of the German Federal Court, issued on 10.12.1984, II ZR 91/84
Strong through you. Strong for you: One per cent of gross income.

All our work is financed by the contributions of our members. Consequently, with his / her statutory contribution, each member not only stands up for him / herself but also for others. That is our principle of solidarity. The individual contributions of over 2.2 million people make us strong and, above all, assertive.

The statutes provide for the following contributions: members who are in employment pay one per cent of their gross income each month. The unemployed, pensioners and students pay less.

For example: Those in employment:

<table>
<thead>
<tr>
<th>Gross salary</th>
<th>€2,500</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statutory contribution</td>
<td>1%</td>
</tr>
<tr>
<td>Monthly membership contribution</td>
<td>€25</td>
</tr>
</tbody>
</table>
For that reason, any change of circumstances which leads to a change in contribution should be reported immediately to the responsible local administrative office. This is also important because the assistance payments depend on the contribution actually made.

**Membership contribution – who pays how much?**

**The monthly contribution rates of IG Metall**

**Proportion of gross income for**

- Full and part-time employees
- Apprentices
- Students (dual / vocational students in employment) **1.0%**

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- Pensioners
- People drawing sickness benefit **0.5%**
- Retrainees

**Fixed contributions for**

- Students
- School students **€2.05**

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- The unemployed
- Mothers and fathers on maternity / paternity leave **€1.53**
- People who are ill but are not drawing sickness benefit

* at least 80% or 70% of the former contribution during full-time employment
Investing in good work.

As a democratic and participation-oriented organisation, IG Metall is transparent in declaring exactly what it uses the contributions for.

Our work is focused on the members. For that reason, the majority of the contribution income goes into local work: in 2014 it made up a third of total income. So the money is available where our shop stewards are active and our members are given advice and assistance.

Translated into time, they now work four minutes a day for: higher wages, longer holidays, additional holiday pay and Christmas bonus, shorter working hours and many other services provided by IG Metall.
What IG Metall uses the membership contributions for 515.7 million euros were distributed as follows in 2014 (in per cent):

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration offices (including grants)</td>
<td>31.3%</td>
</tr>
<tr>
<td>metallzeitung and Information material</td>
<td>3.3%</td>
</tr>
<tr>
<td>Educational work</td>
<td>5.5%</td>
</tr>
<tr>
<td>Legal protection for members (incl. DGB)</td>
<td>5.0%</td>
</tr>
<tr>
<td>Assistance payments for members</td>
<td>4.3%</td>
</tr>
<tr>
<td>Contributions to other trade unions (DGB, IndustrieALL, etc.)</td>
<td>7.8%</td>
</tr>
<tr>
<td>Reserves</td>
<td>15%</td>
</tr>
<tr>
<td>Executive administration and central services</td>
<td>18.6%</td>
</tr>
<tr>
<td>Regional management</td>
<td>4.8%</td>
</tr>
<tr>
<td>Investment funds</td>
<td>3.2%</td>
</tr>
<tr>
<td>Result (remainder)</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

Source: IG Metall, 31 December 2014
In good company
at IG Metall

White-collar workers: Many jobs – one common objective

Good work in the office – IG Metall achieves that together with the white-collar workers. They work in very many different jobs but the interests of the individual employment groups are similarly based: the aim is to curb the number of unpaid working hours, to achieve more employee participation, fair remuneration and recognition of effort – which is where IG Metall steps in. Together we can shape the digitised world of work.

The unemployed: Rescued instead of written off

Unemployment can strike anyone and everyone. We support our colleagues and provide them with practical tips – such as in dealing with the Employment Agency – as well as help with applying for Hartz IV jobseekers’ allowance and assistance with questions of employment law.

Women, parents and family: Equal rights, always and everywhere

We campaign for equality of opportunity, gender equality and fair pay. Because if you want the best, you can’t do without women. Of course that also means that it must be possible to combine family
and job – for mothers and fathers. We inform parents and parents-to-be about legal changes and state benefits and provide advice on legal questions.

► www.igmetall.de/vereinbarkeit
► www.wer-die-besten-will.de

**Engineers:** Highly qualified and well networked

IG Metall is also the trade union of the technical experts. It organises engineers and technical specialists in the typical metal and electrical industries as well as in information and communication technology (ICT).

► www.engineering-igmetall.de
► www.itk-igmetall.de/
**Youth:** Being active and creating prospects

IG Metall Jugend (Youth) actively and self-confidently represents the interests of apprentices, students and those entering the world of work. IG Metal members between 16 and 27 years of age join together to campaign for self-determination, employee representation and job prospects.

↑ www.igmetall.de/jugend

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**Migration / Integration:** Promoting diversity – Fighting discrimination

IG Metall is a diverse organisation! It is the political and trade union home for many migrants. With an estimated 400,000 members with a migration background, it is the biggest migrant organisation. Together we campaign for equal rights and against discrimination.
Senior citizens: Strong together – for a lifetime

We assist our members during the transition into retirement, providing helpful information and all the usual services. Of course that also includes free legal advice, which continues after their active working life is over. If they have any problems with the pension fund, the health insurance fund or other social security bodies, we stand by our members. That’s because they remain part of us, even after they have retired.

▶ www.igm-aktiv55plus.de

Further education, work placement and holiday job: Strong together – from the outset

Even before you enter the world of work, it is well worth being an IG Metal member. We check work placement and employment contracts, advise on issues such as student finance, part-time jobs and starting salaries, and offer free seminars on entering the world of work and time management. So that you know your rights and make a good start to your working life.

▶ www.igmetall.de/ferienjob

Good people

We are the face of IG Metall.

The people shown in this brochure are members of IG Metall, who strive day in, day out:

Together for a good life.
What we have already achieved: **Our milestones.**

The history of IG Metall goes back to the establishment of the of the German Metalworkers’ Union in 1891. It was the biggest forerunner organisation of today’s IG Metall.

After the Second World War the trade unions were re-established in West Germany according to the principle of united trade unions. So we, IG Metall, have been fighting together for our objectives since 1949. Since then we have achieved a lot with our active collective bargaining policy. **The successes of IG Metall include the following:**

- wage increases, i.e. financial employee participation in the commercial success of the businesses and companies
shorter weekly working hours
increased entitlement to paid annual holidays
additional holiday pay and Christmas bonus
continued payment of wages in the event of illness
wage maintenance and protection against unfair dismissal for older employees
entitlement to be taken on after completing an apprenticeship
industry bonuses and wage adjustments for temporary employees
employee participation arrangements

As the world’s biggest single trade union, we have set milestones for the entire Federal Republic.
Collective bargaining successes over time

The 1950s

**Shorter working hours and security for workers in the event of illness**

Just a few years after being established, IG Metall achieves a gradual reduction in working hours from 48 to 44 – with no loss of wages. In 1957, in the longest strike in the history of the Federal Republic of Germany, we win the continued payment of wages in the event of illness, thus laying the foundations for the equal treatment of blue-collar and white-collar workers. A few months later, the German Federal Parliament passes the “Act for the improvement of the financial security of workers in the event of illness” – the forerunner of today’s Continuation of Remuneration Act. It still applies to this day for all employees.

**In addition: Up to 6% higher wages and salaries!**

The 1960s

**A time of upheaval: Large wage increases and more holidays**

IG Metall wins wage increases of up to 8.5 per cent almost every year – because the economy is booming and wages and salaries must not be left behind. At the same time, we win the battle for the 8-hour day and the gradual introduction of the 40-hour week with no loss of wages. There is also agreement on the exten-
sion of holiday entitlements by 3 to 6 days, and 30% additional holiday pay starts to find its way into collective agreements.

In addition: Up to 8.5% higher wages and salaries!

The 1970s

Job security and a 13th month’s pay

The socially active seventies are once again marked by significant strikes, including in the steel industry. IG Metall secures part of a 13th month’s pay for its members. For the first time we conclude a collective agreement about employee savings schemes, to which are added a staged plan for the 30 days’ holiday still in place today and the increase in holiday pay to 50 per cent. The second half of the seventies is marked in terms of social policy by mass job losses and initial economic crises. The responses by IG Metall to these developments are the agreement on job protection in the event of rationalisation, protection against downgrading and protection against dismissal for older employees.

And in addition: Up to 15.3% higher wages and salaries!
The 1980s

On the way to the 35-hour week

The sun logo of the 35-hour week is inseparably linked with the eighties – and it was designed by IG Metall. In 1984, our employees strike for the 35-hour week. The employers counter with “not one minute less than 40 hours” and there are massive lockouts – over half a million employees at the highpoint. But the solidarity between the strikers and those suffering “hot” and “cold” lockouts cannot be broken. After seven weeks’ strike the employers climb down in arbitration. Their dogma is broken and the staged plan for the 35-hour week with no loss of pay is agreed. The staged plan for the extension of the holiday entitlement also reaches its end – the 30 days have now been achieved. In addition, a collective agreement on early retirement is reached, as well as a follow-up agreement for employee savings schemes.

In addition: Up to 6.8 % higher wages and salaries!
The 1990s

Tariff structures for the new Federal States

IG Metall overcomes the challenges of reunification and establishes trade union and tariff structures in the new Federal States. The implementation of the step-by-step plan for convergence with the tariff level in West Germany proves difficult. Following the illegal termination of the graduated tariff agreement by the employers, IG Metall calls a strike once again. The graduated tariff is reinstated in “extended” form. In addition, a hardship clause is agreed for companies at risk. In the old Federal States, we achieve full implementation of the 35-hour week. We achieve a better guarantee of the 13th month’s pay, a collective agreement on job security and better full employment arrangements for apprentices at the end of their training. We also defend the hard-fought 100% sick pay against all attempts to restrict it by law.

In addition: Up to 6.7% higher wages and salaries!
The 2000s

**Framework pay agreements, partial retirement and safeguarding plants**

The 2000s are marked by the defence of our wage standards and free collective bargaining. With the remuneration framework agreement, we regulate the job classification for employees again in a more fair and equitable manner. In future, work of equal value will be paid equally. We also achieve much for older employees: From 2002, the collective agreement applies to the “employment bridge” or partial retirement; from 2008, the collective agreement applies to the flexible transition into retirement. Furthermore, trainees are given 12 months’ employment after completing an apprenticeship and the rights of complaint and co-determination of works council members are strengthened. Known as the “Pforzheim Agreement”, there are collectively agreed flexibility clauses relating to competitiveness and plant safeguarding. In order to finally call a halt to the increasing misuse of temporary work, IG Metall launches its “Equal Work – Equal Pay” campaign. The collective agreement about equal pay in the steel industry in 2010 points the way for further industry agreements in subsequent years.

**In addition: Up to 3% increase in wages and salaries in the wood and textile industry. Up to 4.2% more in the metal and electrical industry.**
The 2010s

Against precarious employment: Equal pay for equal work

In 2012, IG Metall achieves its first collective agreement with the Federal Employers’ Association of Personnel Service Providers and the Association of German Temporary Employment Agencies. For the first time, temporary workers in the metal and electrical industry immediately receive industry bonuses, and after working at the same workplace for 24 months they get a permanent employment contract. Similar arrangements are also subsequently implemented in the woodworking and plastics processing industry, as well as in the textiles and clothing industry. The works council also gets more say in the use of temporary employment. At the start of 2015, the statutory minimum wage, for which the trade unions have been fighting for years, finally comes into force. It secures the minimum level of wages which are not governed by a collective agreement – the collective agreements achieved by IG Metall are, however, all above the new minimum wage limit. One major success for younger employees is the right to indefinite, full employment after completion of an apprenticeship in the metal and electrical industry, as well as the steel industry.

In addition: Up to 4.3% increase in wages and salaries in the metal and electrical industry. Up to 3.6% more in the textiles and clothing industry.
The present

Service contracts, Industry 4.0 and demographic change

The world of work is facing some major challenges. Whether it comes to demographic shifts, the ways in which digitalization is changing work and living conditions, or the increasing inequality in society at large, IG Metall always has workers’ interests in mind when addressing each topic.

The most crucial issue in terms of justice is collective bargaining agreements. These agreements ensure greater transparency, security, and justice. Workers with collective wage agreements earn over 20 per cent more than those without them. IG Metall has emphasised this issue during its negotiations. For instance, in 2016 the metal and electrical industries were able to negotiate collective wage agreements for 36,000 workers.

Our campaign “My Life – My Time: Rethinking Work” concentrated on the issue of working hours, focusing on aspects such as work-life balance, the loss of working hours and increasing workers’ self-determination. In addition to successes such as the collectively agreed definition of hours for job training and workers on partial retirement, IG Metall introduces clear, concrete issues into the political debate such as family working hours and workers’ right to return to full-time work after having gone part-time.
You’re better off as a member.
There are many reasons for being in IG Metall.

Here you will find a summary of the services offered by IG Metall. Find out about the many advantages of membership.

Legal protection for members
This is our forte.

The flyer provides concise information about the strengths of our legal protection insurance and lists some of the issues for which IG Metall provides legal protection in the event of a dispute.

Collective bargaining successes
The success of IG Metall from 1956 to 2018

Send for a summary of our collective bargaining successes. Opens up in useful business card format.

Statutes of IG Metall
Our trade union principles

In this brochure you can find out more about the structure, scope and services of IG Metall.

I am a member of IG Metall  □ yes  □ no
Last name, first name  
Street / House number  
Postcode / Town or City  
Available by phone (optional for any further enquiries)

Date                     Signature  

I consent to IG Metall sending me regular invitations to enter into a dialogue by post or e-mail.

Personal details

Cut off here and post in a DL window envelope.
We are on site – throughout Germany.

www.igmetall.de/vor-ort

over 135,000
active union officers

over 150
business locations
in 7 districts
over 2.2
million members

over 53,000
IG Metall work councils in
over 18,000
companies in 30 industries

You have more questions?
For questions about membership in IG Metall or other topics on secure and good work, please don’t hesitate to get in touch with us.
mitglieder@igmetall.de
069 66 93-2221

We are many. Be a part of it!

Yes. Count me in.
Please give to a IG Metall work councils, the IG Metall workplace representative or IG Metall locally. Or simply put it in a window envelope and send it back.

Prefer to become a member directly online?
www.igmetall.de/beitreten

IG Metall Vorstand
FB Mitglieder und Erschließung
60519 Frankfurt am Main

Good people.
Strong performance.

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IG Metall connects.

Facebook.com/igmetall
Twitter.com/igmetall
Flickr.com/igmetall
YouTube.com/igmetall

www.igmetall.de/vor-ort

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**MEMBERSHIP DECLARATION**

Please complete in block letters and send to your local office or to IG Metall in 60519 Frankfurt am Main. 

**Mandatory information**  **To be completed by IG Metall**

<table>
<thead>
<tr>
<th>Last name *</th>
<th>First name *</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date of birth *</td>
<td></td>
</tr>
<tr>
<td>Country *</td>
<td>Postal code *</td>
</tr>
<tr>
<td>Gender *</td>
<td>Nationality *</td>
</tr>
</tbody>
</table>

**Personal data**

<table>
<thead>
<tr>
<th>Mobile</th>
<th>Email</th>
</tr>
</thead>
</table>

| Work | Personal |

**Employed at company/ postal code / city**

| Profession / occupation / course of study / vocational training |

<table>
<thead>
<tr>
<th>Type of membership</th>
<th>Full-time</th>
<th>Part-time</th>
<th>Self-employed</th>
<th>Apprentice</th>
<th>School pupil, university student</th>
<th>Retrainee</th>
<th>Integrated degree program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed-term employment of deployment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Approached by (last name, first name) or marketing team**

| Membership number of referrer (if applicable) |

| Date of birth | Membership start date |

| Membership number, please insert in case of change of details |

**Bank details**

<table>
<thead>
<tr>
<th>IBAN</th>
<th>BIC</th>
</tr>
</thead>
</table>

| Account holder |

**Membership declaration:**

I herewith join “Industriegewerkschaft Metall”, “IG Metall” for short, and accept the statutes of this trade union. I herewith confirm the correctness of the details about myself, which I have made available to IG Metall for the purposes of data collection with regard to my enrolment as a member.

Data protection notice:

- My personal data is collected, processed and used by IG Metall and its union shop stewards for the purpose of setting up and administrative my membership in compliance with the data protection provisions of the EU General Data Protection Regulation (GDPR) and German data protection law (DSGVO). Without specific (personal) data, my data will not be processed and used by the trade union.
- Your personal data will not be passed on to third parties, with the exception of IG Metall shop stewards for the purpose of setting up and administrating my membership in compliance with the data protection provisions of the EU General Data Protection Regulation (GDPR) and German data protection law (DSGVO). IG Metall shop stewards are specially commissioned persons for these purposes. The data is not shared with third parties, unless I have given my specific consent. This data is not disclosed to any other parties for the purposes of marketing. The European and German data protection rights apply en masse.

More information about data protection is available at [https://igmetall.de/datenschutz-dok](https://igmetall.de/datenschutz-dok).

**SEPA direct debit (recurring direct debit) in bank credit amount**

| IBAN | BIC |

**Please note:**

- The SEPA direct debit (recurring direct debit) in bank credit amount is a precondition for IG Metall to be able to enrol me as a member in accordance with Section 1 of the Statute of 1% of my monthly gross income. Simultaneously, I instruct my bank to authorize the debiting of the membership fee by SEPA direct debit in accordance with Section 5 of the Statute.
- The mandatory terms and conditions agreed with my bank apply. I can only change my details with my bank, if I have given my specific consent.
- I hereby authorize IG Metall to debit my bank account on the agreed due date by way of direct debit with the membership fee payable by me in accordance with Section 5 of the Statute.
- I hereby authorize IG Metall to instruct the implementing payment service provider(s) for the purpose of processing the SEPA direct debit. According to current data protection law, trade union membership is a specially sensitive piece of personal information which is specially protected. The transfer of the aforementioned data is a precondition for IG Metall to be able to deduct the membership fee by SEPA direct debit in accordance with the Statute. My consent forms the legal basis for data processing for the aforementioned purpose. My consent is voluntary. I have the right to revoke this consent at any time with effect for the future. A revocation does not affect the lawfulness of any processing which has taken place up to the time of revocation on the basis of my consent. More information on data processing is available at [https://www.igmetall.de/datenschutz-dok](https://www.igmetall.de/datenschutz-dok).
- IG Metall creditor identifier: DE71ZZZ00000053593
- Statute of 1% of my monthly gross income. Simultaneously, I instruct my bank to authorize the debiting of the membership fee by SEPA direct debit in accordance with Section 5 of the Statute.
- My consent forms the legal basis for data processing for the aforementioned purpose. My consent is voluntary. I have the right to revoke this consent at any time with effect for the future. A revocation does not affect the lawfulness of any processing which has taken place up to the time of revocation on the basis of my consent. More information on data processing is available at [https://www.igmetall.de/datenschutz-dok](https://www.igmetall.de/datenschutz-dok).

Stand 25.05.2018

**Glossary**

- **IG Metall**
- **court or social welfare judges**
- **union shop stewards**

**Our strongest showing.** We are effective and well-known, representing members in many areas: More than 3,500 IG Metall members serve on court or honorary labour court or social welfare bodies.

**Answers to all the fundamental questions about IG Metall.**

- We have been setting standards since 1956 – and the success story of IG Metall goes on.
- Our collectively negotiated wage agreements tariffs have become the benchmark for wage agreements across the board.
- The leisure time accident insurance covers all accidents outside of work.
- Secure, even in your leisure time. The leisure time accident insurance protects you during your free time.
- IG Metall can be found in our comprehensive information package.
Glossary

**Legal matters**

Our strongest showing. We are effective and well-represented in honorary positions – More than 3,000 IG Metall members serve in court as honorary labour court or social welfare judges.

**Tariffs**

Our collectively negotiated wage agreements tariffs have been setting standards since 1956 – and the success story of IG Metall goes on.

**Leisure time**

Secure, even in your leisure time. The leisure time accident insurance covers all accidents outside of work.

**Information material**

Answers to all the fundamental questions about IG Metall can be found in our comprehensive information package.
You have more questions?

For questions about membership in IG Metall or other topics on secure and good work, please don’t hesitate to get in touch with us.

✉️ mitglieder@igmetall.de
📞 069 66 93-2221

Wir. Die IG Metall.
A Trade Union introduces itself.

Would you like to know more about IG Metall? Our magazine “Wir. Die IG Metall.” vividly conveys what we stand for, what we offer and what Trade Union means. It is included in every info package and can be ordered free of charge at

↗️ www.igmetall.de/duauch

Be connected and informed. Order our newsletter at

↗️ www.igmetall.de/infoservice