



OUR DEMAND: 8 PERCENT MORE AND PROFIT-SHARING FOR EVERYONE

The bargaining committee has met twice. After long, intensive debates, the demand for the upcoming salary bargaining has now been determined: 8 percent pay increase and profit-sharing for all employees, including a first instalment in 2023.

On 14 and 27 October, the representatives of the IG Metall members at CARIAD met in the bargaining committee. Termination of the collective wage agreements raised the question as to what claim should be made against CARIAD.

Inflation is a major concern for workers

The members of the bargaining committee were particularly focused on figuring out how high the salary demand must be. Due to the massive inflation, many IG Metall members had told their representatives to the bargaining committee that they wanted a substantial pay increase. Accordingly, the bargaining committee struggled to find the right demand.

Wage increase is only part of the solution

In the end, the bargaining committee opted to follow the same concept as the bargaining committees in the metal and electrical industry and at VW: A strong wage increase is clearly necessary. However, the wage increase alone cannot solve the problem of high energy prices and the inflation they drive. It would be an overload for the collective bargaining system. Since inflation is also politically induced, part of the solution must also be provided by policy changes.

Only a strong and lasting increase in wages combined with government relief measures can successfully mitigate the impact of inflation. This is the reason why IG Metall has been putting pressure on the federal government for months. The collective bargaining committee for CARIAD SE has vigorously discussed this relationship and has therefore decided to demand a meaningful and permanent wage increase of eight percent.

Eliminating inequity

Another important topic in the bargaining committee was the inequity regarding profit-sharing. About one third of the workers rightly continue to receive profit-sharing bonuses as a security from their old employment contracts. Many IG Metall members had taken the



issue to their bargaining committee members. There had also been many discussions about it at the members' summit in Berlin. The bargaining committee members quickly agreed that there should be profit-sharing for all CARIAD members. Consequently, this is another part of the collective bargaining demand for 2023. Giving all workers profit-sharing bonuses is intended to eliminate the current inequity and create a uniform system for all CARIAD employees. The profit-sharing scheme should be launched as early as next year. This also means that the first instalment should be made to CARIAD members as early as 2023.

This is what IG Metall at CARIAD is demanding:

- ▶ 8 percent more pay for a period of 12 months.
- ▶ Conclusion of a collective agreement on a uniform profit-sharing scheme for CARIAD employees, including an instalment for everyone in 2023.

Resolution of the CARIAD collective bargaining committee dated 27 October 2022

Things are about to happen – but you're still missing

An important milestone has now been reached. The demand has been issued. The next step is to negotiate and enforce the demand. We need the support of all employees to get it done.

**Therefore, we urge you:
Become a union member now!**

Legal Notice:

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SOLID/RIT/T
GEWINNT!
T/RIFBEWEGUNG CARIAD

WHAT HAPPENS NEXT? ROADMAP OF THE CARIAD COLLECTIVE BARGAINING



Mid November Transmission of the demand to CARIAD



December Start of negotiations



From 28 January End of the duty to refrain from industrial action: Warning strikes for demands possible



After the wage bargaining campaign Members making decisions on iteration of the CARIAD collective agreements

**YOU WANT TO STAY INFORMED?
JUST CLICK HERE!**

www.tarifbewegung-cariad.de



**Not a union member yet?
You can change that!**
www.igmetall.de/beitreten



What will happen after the members' summit?

On 12 October, more than 250 members of IG Metall came together and discussed how to proceed with the collective agreements.



This was the starting signal for iteration of the collective agreements. Evaluation of the results is currently taking place. The iteration will continue when the collective bargaining on wages is finished. Then, together with the IG Metall members, we want to summarise the demands for improvement of the CARIAD collective agreements from the results of the employee survey and the results of the members' summit. We ask for a little more patience, because this phase will start at the end of January 2023 (at the earliest).



MEMBERSHIP DECLARATION

Also possible at www.igmetall.de/beitreten

QR-Code

Date of starting membership

D	D	M	M	Y	Y	Y	Y
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Personal details

Surname **First name**

Street **Number** **Gender** female male

Country **Postcode** **Town/City** **Nationality**

Telephone work personal **Mobile** work personal

Email work personal **Date of birth**

D	D	M	M	Y	Y	Y	Y
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Currently I am

Apprentice In a dual study program
 Student Child at school Holiday worker

from: to:

if a student, university:

Join I was a member of the trade union

Member since

D	D	M	M	Y	Y	Y	Y
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Employment details

I am
 employed full-time in a semi-retirement work phase self-employed on my own
 employed part-time in semi-retirement release phase

Company / Deployment company **Postcode** **Town/city**

Personnel / Master number **Cost centre**

Temporary employee with a work contract for a limited period

from: to:

Hiring company:

Applicant Applicant (surname, first name) or applicant team

Membership number of applicant

Contribution average monthly gross income

of which 1% membership fee =

Membership fee

The membership fee is 1% of the average monthly gross income. Students and schoolchildren without employment pay 2.05 Euro. Entitlement to benefits only exists if the contributions are in accordance with the statutes.

Account **IBAN**

Join: I hereby join IG Metall and accept the statutes of this trade union. I confirm that the information about me is correct and I have taken note of the privacy policy of IG Metall

Data protection: Member data will only be used in accordance with the statutes. In order to establish and manage my membership, my personal data will be collected, processed and used by IG Metall and its trade union representatives in compliance with the data protection regulations of the EU General Data Protection Regulation (EU-GDPR) and the German Federal Data Protection Act (BDSG). I can find further information on data protection at www.igmetall.de/datenschutz

SEPA direct debit mandate (recurring direct debits): Creditor identification number of IG Metall DE71 2220 0000 0535 93, Mandate reference: Membership number01
 I hereby authorise IG Metall to collect the statutory membership fee. I also instruct my bank to withdraw the corresponding sum from my account to pay the direct debit to IG Metall.
 Note: I may request a refund of the charged amount within eight weeks of the debit date. The same conditions apply as those agreed with my bank. I shall inform IG Metall immediately of any changes to my bank details.