

# Information from the Trade Unions



## Difficult negotiations

The fourth round of negotiations between management and the trade unions did not result in a collective bargaining agreement. Although we were able to close the gap on several points, there are still considerable differences, especially because DW continues to demand structural changes to our salary structure.

### DW has tabled the following offer:

- an "inflation allowance" up to **€3,000** for permanent staff and freelancers classified as similar to DW staff members (arbeitnehmerähnlich). This would be tax/levy free in accordance with a model set out by the German government. The payment would come in two instalments – in 2022 and 2023.
- Part-time employees would be treated according to their part-time factor. Also taken into account would be employees on parental leave.
- Trainees and volunteers would receive the full bonus, for them the remuneration increase would be **€100**.
- The increase in salaries and effective fees would amount to a total of **2.8 per cent**.

### The trade unions are demanding improvements in the following points in particular:

- Total volume and duration of the contract
- Timing of payments
- Special support for families with children

### The biggest point of contention:

DW is demanding adjustments to the salary grid by increasing periods of time between salary step increases. This would mean a dramatic loss of income for everyone. If you are grouped in VG 5, for example, this would mean a loss of more than €100,000 over the course of your working life! DW is also looking to make it possible to downgrade an employee's salary group. Other ARD Institutions have dropped these kinds of demands. DW insists on them.

The negotiations will continue next Tuesday, 29.11.2022.