

CONCISE STRIKE GLOSSARY

Information for strikers

IG METALL
Executive Board
Collective Bargaining Policy and Crafts Unit

Strikes are a means to enforce our demands for better labour conditions. By means of strikes, we draw attention to our cause, and we strengthen our bargaining position. Though strikes are not an end in themselves, it is sometimes impossible to avoid them.

RIGHT TO STRIKE

The right to strike is a fundamental freedom in our social democracy and an indispensable element of collective bargaining. Without the possibility of striking, collective bargaining would be more like "collective begging". You have the right to take part in a trade union strike, even if you are an apprentice. As a member of IG Metall, the strike decision of the Executive Board of IG Metall is binding for you. Therefore, you can rest assured that the strike call is legal.

START OF THE STRIKE



If the negotiations fail, the members will vote in favour of strike action in a ballot. IG Metall will then determine the start, type and scope of the strike. Subsequently, all called IG Metall members will come together for the strike assembly.

STRIKE OFFICE

IG Metall will set up a strike office where you will be registered, receive your strike card and get all other important information.

STRIKE CARDS

Every day, you will receive the strike card at the strike office. You can apply for strike pay directly at the strike office or online. To do so, you must first register at **www.igmetall.de**. All further steps on how to receive your strike pay are explained at **www.igmetall.de/streikgeld**.

STRIKE PAY



Of course, IG Metall also supports its members financially in accordance with Section 23 of the Charter and the instructions of the Executive Board. Your entitlement to financial support depends on the duration of your membership and the amount of your contributions.

For example: If your monthly contribution averages €35, your weekly payment will amount to:
€420 for 3 to 12 months of membership
€455 for 12 to 60 months of membership
€490 for more than 60 months of membership
Strike pay is not taxable.

You can calculate your personal benefits here:
www.igmetall.de/leistungsrechner

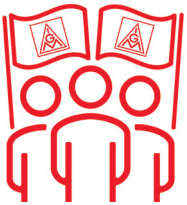
LOCKOUT

In response to a strike, the employer may lock out employees. However, if he does so, he must treat all employees equally and must not differentiate between trade union members and others. The employer does not pay any money during the lockout. Therefore, IG Metall members receive financial support.

STRIKE MANAGEMENT

IG Metall will set up a company strike committee. All strikers must follow the instructions of the strike management. Please note that to receive strike pay, compliance with these instructions is vital.

STRIKE PICKETS



As a striking IG Metall member, you must make yourself available as a strike picket. IG Metall will inform you about your duties.

STRIKEBREAKERS

You are under no obligation to do strike work. Resuming work during a strike shows a lack of solidarity. As a consequence, you may be expelled from IG Metall without an investigation.

EMERGENCY SERVICES

Emergency work is organised exclusively by IG Metall. IG Metall will also provide you with the needed emergency service passes.

LEAVE

The leave plan agreed in the company remains valid. The strike will not affect any leave that has already been approved or that you have already started to take.

ACCIDENTS

Be sure to report any accidents during the strike to the strike office, communicating your personal details and the place and time of the accident. This is important for insurance reasons. The strike office will give you further information.

SICKNESS

If you were already unable to work due to sickness before the strike began and therefore do not participate in the strike, you are normally entitled to continued pay. If you fall sick as a strike participant, you will not be entitled to continued pay. However, you will still be entitled to sick pay. It is best to report to the strike office to secure your entitlement and get more detailed information on continued pay and health insurance.

HEALTH INSURANCE

During the strike, employees subject to compulsory insurance remain members of the statutory health insurance scheme without paying contributions. The health insurance benefits remain the same. Voluntarily insured persons need to continue to pay contributions during this period. If your income is above the limit for compulsory health insurance, IG Metall will pay your contributions as special support from the start of the strike.

END OF THE STRIKE



The result will be voted on in a ballot. The Executive Board of IG Metall will then decide whether to end the strike. You may only resume work after being instructed to do so by the strike management.

Solidarity leads to success

Strikes can only be successful when we are many and stand together. Now is the time to get active! Talk to your colleagues and motivate them for our common cause.

What is more, you will receive a bonus for every new member you recruit! For more information, go to: **www.igmetall.de/werbeaktion**.



Competent contact persons on site

The colleagues in your office will be happy to help you with any labour-related questions. You can find your office here: **www.igmetall.de/vor-ort**

Join us

It's safe, simple and quick.
www.igmetall.de/beitreten



Legal notice:

IG Metall, Wilhelm-Leuschner-Str. 79, 60329 Frankfurt
Represented by the Executive Board,
1st Chairwoman: Christiane Benner
Contact: vorstand@igmetall.de

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