

Pilot project 36/4

DRK-Sangerhausen – Germany

one example of collective bargaining agreement to shape working time

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Meeting:

Dedicated Working Group on Improving the Performance of Labour Markets and Social Systems (EU)

Topic:

“Shaping working time: diverse collective bargaining practices”

Date: 3 October 2024

Key Points of the „pilot collective bargaining agreement 36/4“

DRK Sangerhausen:

- Welfare, non-profit organization
 - offers inpatient and outpatient care for senior residences/citizens and much more
 - Round about 400 employees – predominantly part-time employees
 - work in five operating units
- **Project phase / validity period: 1 January 2024 until 31 December 2025**
- **Scope of application:**
German Red Cross Sangerhausen (=DRK Sangerhausen) in the federal state of Thuringia – Germany

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Key Points of the „pilot collective bargaining agreement 36/4“

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Reduction of working time from 40 to 36 hours per week

with the common goal of achieving a 32-hours week, because max. 8 h/d is enough from an ergonomic point of view (health protection)

- a four-day week was offered for all employees (also for shift workers)
- Further working time models were developed during operational implementation

Increases in Pay and further remunerations:

- + 11% in 2024 due to working-time-reduction
- + additional 2,5 % in 2024 100 Euro per month in 2024
- + additional 5.5% in 2025
- + annual bonus will increase from 70 to 90 %
- + shift allowance from 105 to 150 euros per month
- + increase in the remuneration for trainees in all years of training ...

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advertising for more Staff in the geriatric care



Transformation also in care: changing work organization /digitalization

Matters to raise to shape working time

- I. **larger organizational framework** (comprehensive reorganization, new business processes, digitalization, new forms of work, Better shift planning)

- II. **Participation: needs and wishes of the employees were addressed like as a strategic target (like a balanced score card) with specific measures . Eg:**
 - flexibly distributed within the daytime working hours in order to meet employees needs
 - The associated additional travelling costs or a company car will be provided by the employer
 - Regulations on overtime compensation, which must be made by mutual agreement with the employee.
 - No loss of overtime in the event of illness during overtime compensation time
 - ...
 - paid free time for qualification...

Matters to raise

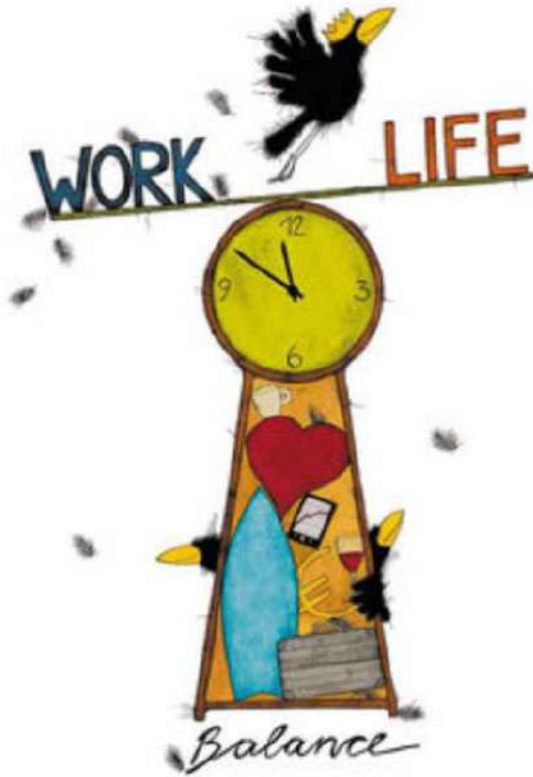
III. Collective Agreement balanced diverging interests fairly

special features - eg: additional allowance if a shift or duty is taken over voluntarily – although the employee would have been free (100 euros and a time credit of 1.5 hours per single use) – only possible twice a month

IV. Effects:

- Efficiency improvement,
- flexibilization both in terms of business optimization and in the interests of employees is possible
- Temporary workers are not longer needed
- Sick leave decreased by 16% know
- Job profile appears more attractive for young / new employees

V. The interests of employees must be honestly valued and strategically integrated into management decisions/innovative measures



**Thank you very much
for your attention**

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Matter to know in generell:

In Germany, working time is determined by various regulations and agreements that apply at different levels; e.g.:

1. **statutory regulations:** The Working Hours Act (ArbZG): basic provisions on working hours, (max. 8h/d)
2. **collective agreements** between employers' associations and trade unions contain specific regulations on working hours also on company level
3. **Agreements between works councils and management:** regulate specific working conditions within a company, including working hours. However, they must be in line with legal provisions and any applicable collective agreements