

## **Germany: glas industry**

**Collective agreement** on coping with the Corona Pandemic between the collective bargaining parties BAGV Glas + Solar and IG BCE

The agreement was concluded for the period of 30.3.2020 – 31.12.2020 and contains the following key points:

- Short-time work can be introduced with a shortened notice period of three days
- Employees who receive short-time work compensation receive a subsidy on top of the statutory short-time work compensation
- In order to protect employees from infections at the workplace during the pandemic, the employer can order mobile working based on a voluntary company agreement. The company agreement should contain regulations on working time for mobile work, the rights and duties of employees during mobile work and how regular communication between company and employee is ensured.
- In order to avoid short-time work or dismissal, companies in the glass and solar industry that are bound by collective agreements can take over (post) employees among themselves
- To reduce the risk of infection by reducing internal contacts and working distances, the daily working hours can be extended to 12 hours by introducing a 12-hour shift system in continuous shift operation

### **Joint declaration of the social partners**

BAGV Glas + Solar and IG BC have also issued a joint declaration warning about plant closures in the glass industry.

They cite technical reasons and heavy investment losses (glass furnaces cannot be put back into operation after shutdown) as well as the loss of system-critical infrastructure:

The German glass industry ranks among the world's leading manufacturers of

- Packaging for medical devices and drugs
- Laboratory equipment and consumables
- Packaging for beverages and food and baby food
- Air filters for gas turbine plants