

Germany – IGBCE concludes agreement in rubber sector

March 2023

In the second collective bargaining session, IGBCE and the rubber employers agreed a package deal for 70,000 workers in the rubber industry. It gives workers three permanent income increases totalling 250 euros a month, an average increase of 8.1%. They will also receive a collectively agreed inflation allowance of 3,000 euros net in four one-off payments. IGBCE members get an additional 200 euros. The new agreement runs for 24 months until 31 May 2025.

IGBCE negotiator Marc Welters is satisfied with the overall package: ‘The development of wages sets a mark for the future and is something to be proud of in the collective bargaining landscape. By increasing incomes by fixed amounts, the lower pay groups will get a higher percentage pay rise. It is important that our colleagues are directly relieved with the first one-off payment in March and can use it to pay their bills. The agreement was made possible by several thousand workers who increased pressure on the employers with many different company actions in the run-up to the second negotiation round.’

Pay will increase permanently in three stages by the following fixed amounts:

- ✓ From 1 October 2023 by 60 euros (30 euros for apprentices)
- ✓ From 1 March 2024 by 80 euros (40 euros for apprentices)
- ✓ From 1 January 2025 by 110 euros (55 euros for apprentices)

The collectively agreed inflation allowance of 3,000 euros net will be paid in four instalments:

- ✓ 750 euros in March 2023
- ✓ 750 euros in July 2023
- ✓ 750 euros in March 2024
- ✓ 750 euros in July 2024

Apprentices will receive 250 euros each, 1,000 euros net in total.

IGBCE members will receive a 200-euro member bonus in May 2024. This is a one-off novelty and every member with six months’ membership can apply for it. IGBCE is about to settle a practical process how members, and only members, can claim the extra money. For most of the affected workers, IGBCE has their bank details. The companies will get information on how many people they have to pay 200 euros extra for and the money will be transferred to the union members via an association in the sector called “Verein zur Beschäftigungsförderung”.

Edited by industriAll Europe