



Update on collective bargaining campaign 2024 of the metal and electrical industries: Insufficient offer after second round of negotiations!

The negotiations of the collective bargaining round 2024 for the approximately 3.9 million workers of German metal and electrical industries began on September 11 in Bavaria, Baden-Württemberg and Saxony. The remaining collective bargaining regions followed in the next few days. Traditionally, a debate on the evaluation of the economic situation takes place at the start of negotiations.

There was a consensus that the economic slowdown was being overshadowed by structural problems. However, the different approaches to solving the problems were far apart. As expected, employers emphasised that there was nothing to distribute in view of the difficult situation, while IG Metall focused on strengthening domestic purchasing power by means of wage increases to stabilise the economy.

As expected, the first round of negotiations ended without a result.

The second rounds of negotiations started on October 15 in the Coastal Region, North Rhine-Westphalia, Bavaria and Baden-Württemberg; the other regions will follow. The second round of collective bargaining campaign in the metal and electrical industry also ended without a result in the mentioned regions. Although the employers presented an offer, it is disappointing from IG Metall's point of view: 1.7 per cent more pay, but only from July 2025 and a further 1.9 per cent from July 2026 - for a term of 27 months, until the end of 2026. This is well below the expected increase in inflation for these years, meaning that this offer represents a loss in real wages. Overall, this offer can be rated as follows: The term is too long, the increase is too low and starts too late.

Employers are prepared to discuss a disproportionate increase in payment for apprentices. This means that apprentices who are particularly affected by the price increases should receive a higher percentage than other employees. However, the employers have not mentioned a concrete figure such as the 170 euros demanded by IG Metall. The third encounter with the employers will focus on the youth demand.

However, the employers also have their own demands: They want a permanent automatic differentiation of the additional tariff wage supplement, called T-ZUG B paid annually - currently around 600 euros per year - as well as an expansion of the differentiation volume. In concrete terms, this would mean, for example: If the company's return on investment is too low (below 2.3 per cent), then the T-ZUG B - preferably even more - should be automatically cancelled.

In addition to the money, IG Metall has also discussed extending the tariff wage supplement/tariff exemption days option, called T-ZUG A. Extension means more free days or enlarge the access conditions. IG Metall and employers' associations have now agreed to hold talks on this in working groups.

Despite the announcement that a quick agreement would be sought, the hardliners in the employers' associations seem to have prevailed. This will make it difficult to reach a good solution quickly.



During all negotiations in both rounds, there were rallies and actions in front of the respective negotiating venues to demonstrate the willingness of IG Metall members to fight for their demands. In total, around 30,000 trade unionists took part in these actions.

The third round of negotiations is scheduled for the end of October. The peace obligation ends on 28 October at midnight, after which token strikes are possible. With this offer, warning strikes can hardly be avoided.

October 17, 2024

Uwe Fink

IG Metall

Collective Bargaining Department