

IGBCE lands agreement with pay rise and advantages for members

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After long and tough negotiations, IGBCE and BAVC (chemical employers) reached a compromise. In addition to a decent pay increase and a modernisation of the Federal Agreement, IGBCE has for the first time achieved special member benefits in a major collective agreement. This opens a new chapter in the union's wage policy.

The agreement applies to 585,000 chemical industry workers and the outcomes are impressive. In addition to a wage increase in two stages with a total volume of 6.85% (first 2.00% from 1 September 2024, and then 4.85% from 1 April 2025).

On top of this comes a bonus exclusively for IGBCE members. As of 1 January 2025, they will have an additional day off and an additional day off on each union anniversary. This is a result of 20 years of fighting to improve the situation for union members compared to non-organised colleagues.

IGBCE has thus reached a milestone in German collective bargaining that will set new standards for other sectors as well. It has already regulated benefits for almost 120,000 of its members in numerous company agreements, as well as the sectoral agreement in the rubber industry.

But never has a union in Germany succeeded in negotiating a member benefit in such a large collective agreement. They have set a standard that they will not go back on. IGBCE is opening a new chapter in collective bargaining policy. Its boss Michael Vassiliadis stated that "In this way, employers are sending a clear signal of appreciation to workers whose union commitment makes collective agreements possible."

Edited by industriAll Europe