

# TARIFRUNDE

*Deutsche Post AG*

2018

UNI Europa  
Working Time Conference

It's OUR time: working time in the new world of work  
Working time and collective bargaining policy

Vienna, 10 - 11 September 2018

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### Starting situation

- The collective agreement on wages was to be terminated in November 2017 to make way for a new bargaining round
- IG Metall was demanding a 6% rise in wages and the option of reducing working time to 28 hours a week. Bargaining had started and the first warning strikes were taking place. Major public interest (December 2017)
- The workloads of Deutsche Post (DP) staff had been increasing for years, and the average age of staff was very high
- For years, workloads had been the subject of discussions within the works council and the trade union.

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### Made up of volunteers, a ver.di committee for the Deutsche Post adopted the resolution to start bargaining

- A survey of ver.di members (6.11 - 15.12.2017) was conducted to find out which demands were to be tabled
- Active ver.di members (shop stewards) within DP questioned ver.di members at their workplaces
- Discussion basis for the survey of members on the bargaining demands:
  - A ca. 5.5% increase in wages and apprentice remuneration, a 12-month term for the collective agreement, and
  - the continuation of the wage supplement for DP staff with civil servant status (*Beamtenstatus*).



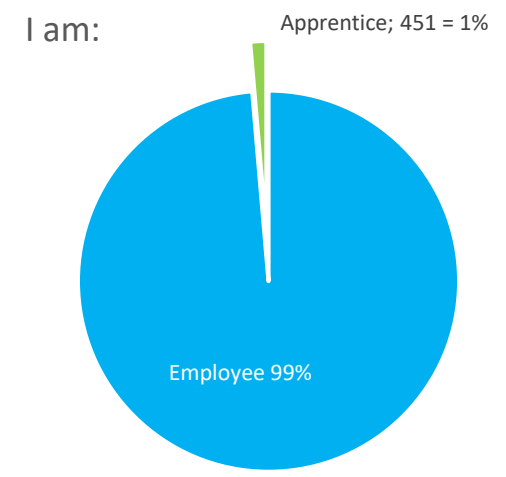
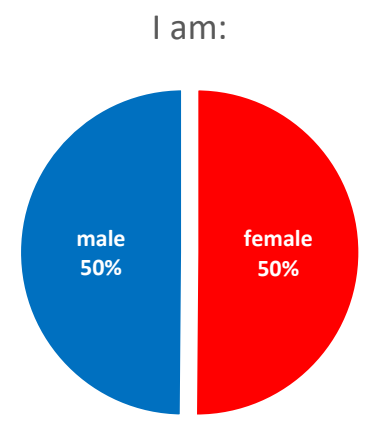
## Discussion over the demands

- Member survey from 6.11.17 to 15.12.17 in DP branches and at the workplaces
- 37,000 ver.di members participated in the survey - a major success!
- Almost 45% of ver.di members at DP took part, directly involving them in the bargaining round!
- The shop stewards involved did a great job in directly contacting ver.di members.

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## Survey participation

- Responses from 36,920 members via the survey:
- 50% from women, 50% from men!
- 451 apprentices were also included!



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## Assessment Questions on workloads

5. Workloads are too high. Is the topic of time-off relevant in this bargaining round?

Very  
important

Quite  
important

OK

Not very  
important

Not at all  
important

6. To recuperate, what is better: time-off or shorter working hours?

Above all,  
days off

Preferably  
days off

A bit of  
both

Preferably  
shorter hours

Above all,  
shorter hours

7. What is more important for you: more money or more time-off to recuperate?

Above all,  
money

Preferably  
money

A bit of  
both

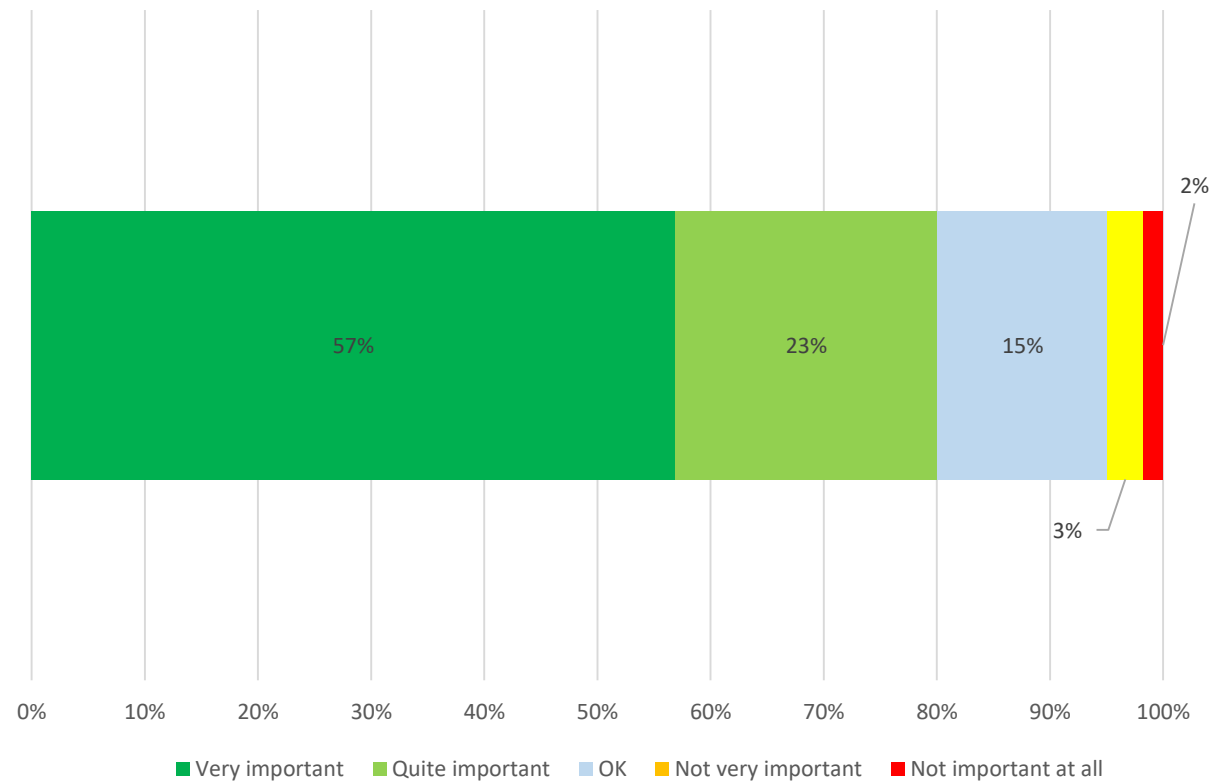
Preferably  
time-off

Above all,  
time-off

## Evaluation of the responses to Question 5: Workload:

5. The workload is high. In this bargaining round, is the issue of time-off to recuperate important?

- 80% of responses made it very clear: time-off to recuperate was to be a key topic in this bargaining round.
- Only 5% considered the topic to be unimportant.



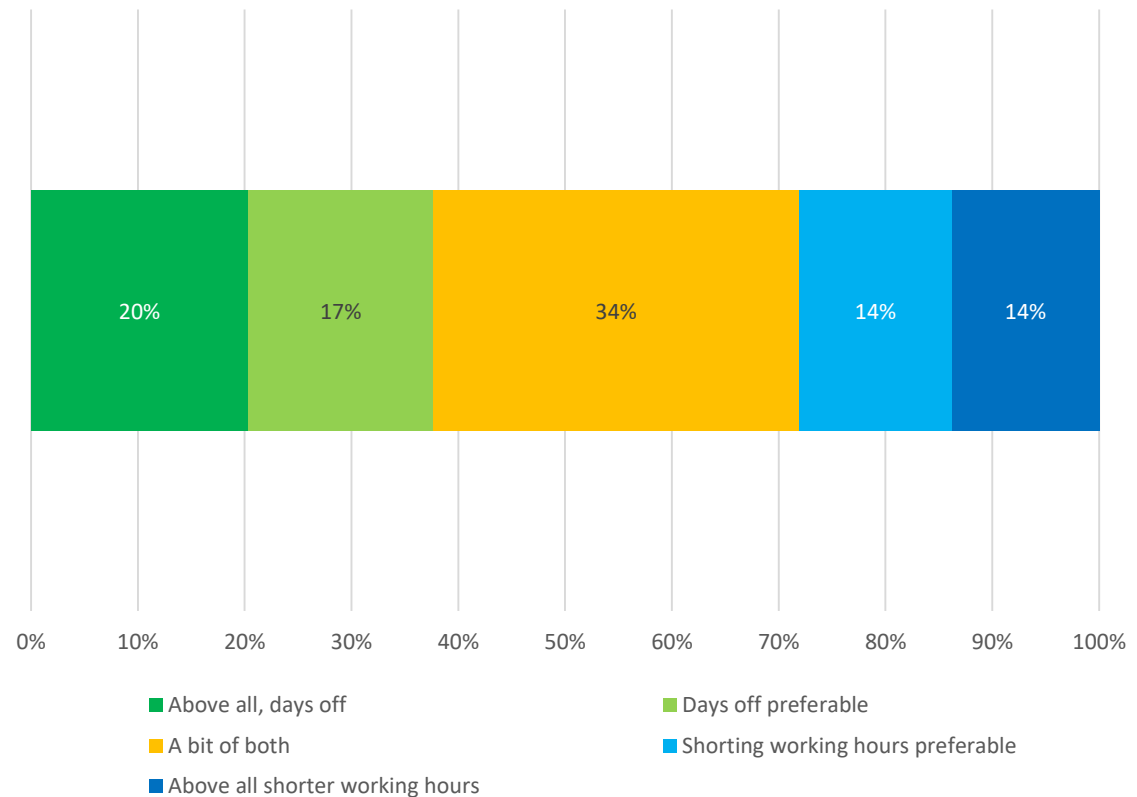


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## Evaluation of the responses to Question 6: Form of recuperation

6. What do you consider the better form of recuperation, more days off or shorter working hours?

- 37% were in favour of days off to recuperate,
- 34% would like to see a bot of both,
- 28% were in favour of shorter working hours

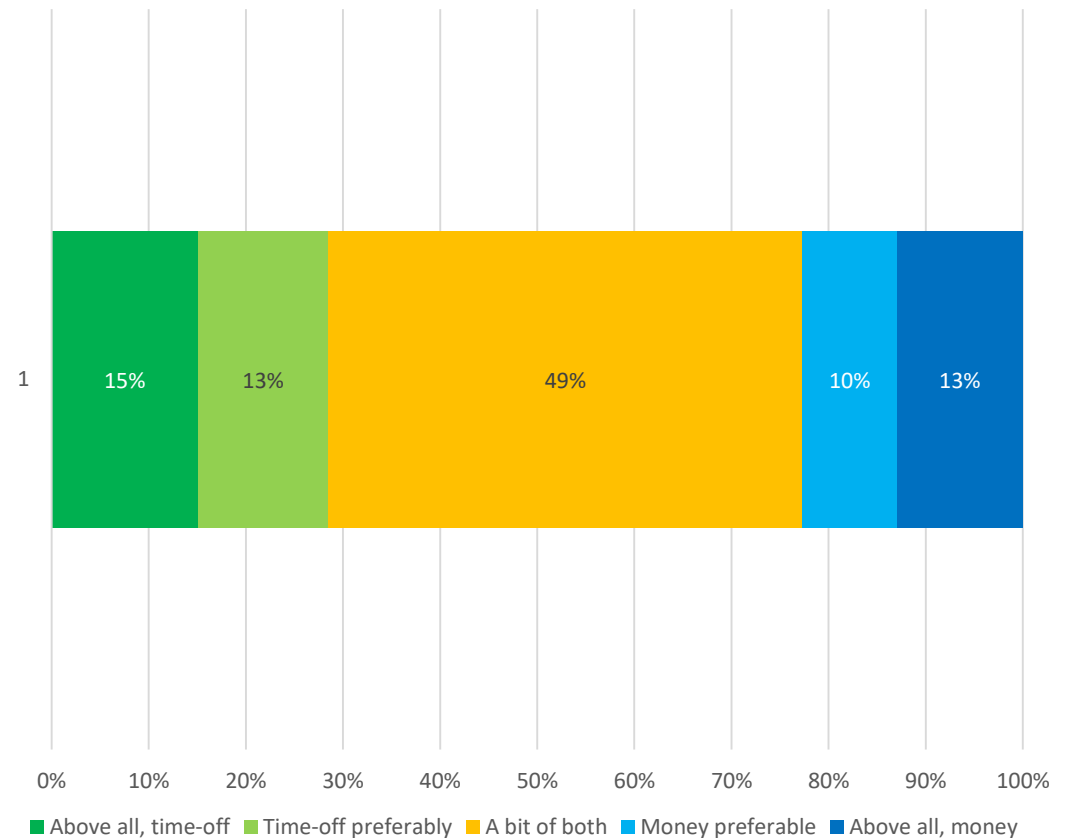


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## Evaluation of the responses to Question 7: Money or time-off

- 77% would like more time-off to recuperate,
- of these 28% prefer time-off to more money.
- 23% would like pay to be increased significantly!

7. What is more important for you: more money or more time-off to recuperate?




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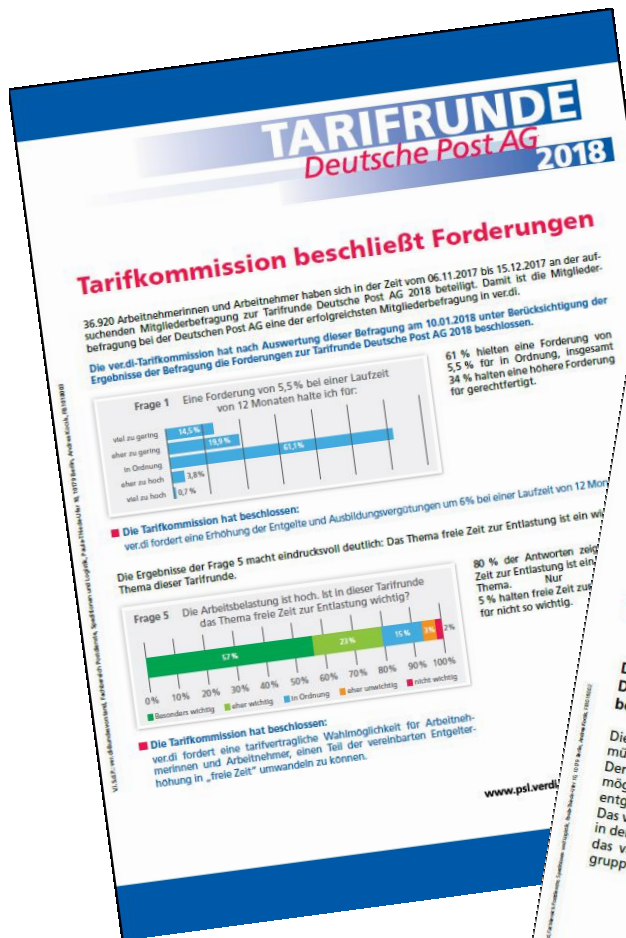
## Demand

# The ver.di bargaining resolution

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1. The terminated pay scales (for staff, apprentices and students) are to be increased linearly by 6%, with the agreement running for 12 months.
  2. For all staff, an option is to be included in the collective agreement, allowing a proportion of the agreed wage increase to be converted into "time-off".
  3. The respective base amounts for pay scale categories 1 - 4 are to be fully assigned to the respective monthly base salaries and hourly rates.

In addition, negotiations are to be conducted on continuing the wage supplement paid to DP staff with civil servant status after the existing agreement ends on 31.01.18

## Flyer and poster



- Flyer on the results of the member survey and bargaining demands
- Poster showing the bargaining demands
- Flyers and posters were sent straight to DP branches
- Evaluation of the member survey as a slide show for informing staff
- Process transparency is very important!

## Last offer of the employer

- DP declared that its bargaining room for manoeuvre had been used up. After a pause it presented a pay offer, therewith ending the collective bargaining!
- 28.02.2018: Collective bargaining committee decided to conduct a member survey on the bargaining results
- 12.03. – 06.04.2018: Member survey
- 68% of the surveyed members accepted the offer!
- 10.04.2018: Collective bargaining committee took the decision to accept the offer

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## Results of the bargaining round

### Key bargaining results

- ✓ 3.0 % as of 01.10.2018
- ✓ 2.1 % as of 01.10.2019
- ✓ Time-off option
- ✓ The new pay scales are valid until 31.05.2020 (28 months)

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## Bargaining results with regard to working time

### The Deutsche Post time-off option (February 2018)

#### Time-off option

Staff can convert their pay increase into time-off:

- ✓ the first stage of the pay increase (3%) into 60.27 hours (ca. 8 days) of time-off,
- ✓ and the second stage (2.1%) into a further 42.19 hours (ca. 6 days) per year.

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## The time-off option

### Time-off option 1

Pay increase: 3% mehr Geld

Time-off: 60,27 Stunden

### Time-off option 2

Pay increase: 2,1% mehr Geld

Time-off: 42,19 Stunden

### Combined time-off option 1 & 2

Pay increase: 5,1% mehr Geld

Time-off: 102,46 Stunden

### Select time-off option for coming year

STICHTAG  
bis  
**30.9.**



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1 October: We will see how many employees opt for which forms of time-off

Thank you for listening