

PR-INFO EXTRA ON THE TV-L COLLECTIVE BARGAINING ROUND

Dear colleagues,

Important events are casting their shadows ahead: the 2023 collective bargaining round for the federal states has begun. The kick-off meeting of the collective bargaining partners took place on 26 October, and the further course of events will have an impact on all of us - especially on our wallets. Incidentally, 1.2 million employees covered by collective agreements are just as affected as 1.3 million civil servants!

This is reason enough to provide you with an overview of the further procedure, the demands that are currently being discussed, further background information and planned activities. We all want our work to be visibly recognised, which must of course also be reflected in monetary terms. But the negotiations will certainly not be easy. We will keep you up to date.

Stay in solidarity!

The Staff Council of Leuphana University of Lüneburg

DATE NOTES

14.11.2023 Warning strike
Demonstration from 09:15 at the Behördenzentrum-Ost

20.11.2023 University Action Day
Rally and demonstration from 09:30 at Marktplatz Lüneburg
Campus party and strike café from 12 noon on campus

Table of contents

What is collective bargaining?	2
Timetable for collective bargaining	2
Strike dynamics	2
Demands of the trade unions	3
Flyer on the state of negotiations	4
Leaflets on the right to strike	5
Flyer for the university action day	7

Could we do something better?
Do you have new topics for us?
Would you like to talk about your work in confidence?

Let us know!

personalrat@leuphana.de

Make a note now!

**Extraordinary
Staff meeting for the
Staff Council election 2024**

12.12.2023 – 10:00 a.m. (Zoom)

What is collective bargaining?

The purpose of collective bargaining is to negotiate collective agreements. In the negotiations, the trade union represents the employees against the employers - with the aim of achieving better working conditions, for example higher wages. The entire process - from drawing up demands, negotiations, (warning) strikes to the conclusion of a result - is known as a collective bargaining round.

The collective agreement applicable to Leuphana employees is the **TV-L – Tarifvertrag für den Öffentlichen Dienst der Länder**.

Why collective bargaining?

If employees and their trade unions want to negotiate new collective agreements or improve existing agreements, this can only be done through collective bargaining. Collective bargaining allows working conditions to be regulated collectively, as opposed to individually between individual employees and employers. Collective agreements are therefore the result of joint action that equalises the often existing inferiority of individual employees and enables negotiation "on an equal footing" with employers.

Who negotiates with whom?

By law, only trade unions can negotiate collective agreements with employers. If they want to negotiate new collective agreements or improve existing agreements, this can only be done through collective bargaining.

Trade unions and employers' associations come together to negotiate collective agreements that apply to entire sectors and regions. The representatives of both sides at the negotiating table are also referred to as collective bargaining parties or partners.

Collective agreements only legally binding for members

Collective agreements are binding and directly applicable, like a law, only to the members of the signatory trade union. An employer who is a member of the signatory employers' association must apply the collective agreement for ver.di members. Only those who are members of the signatory trade union are directly entitled to the benefits of the collective agreement. Anyone who wants to rest on the laurels of their employer applying a valid collective agreement to all employees should be aware that this "concession" is voluntary! And importantly, the more employees are members of the trade union, the better the regulations can be enforced. If nobody was in the union, employers could once again unilaterally determine working and pay conditions. Because the interests of the employees are not the interests of the employer, even if it is a public employer.

Timetable for collective bargaining

Collective agreements generally have a specific term that specifies the earliest date on which the collective agreement or an individual provision can be terminated. This creates planning certainty on both sides. As soon as a collective agreement has been announced, collective bargaining negotiations are scheduled.

Negotiations are usually scheduled for three to four dates. The first two rounds of negotiations for the current TV-L collective bargaining were held on 26 October and 2 and 3 November 2023 without any concrete results.

The last round of negotiations from 7 to 9 December 2023 will be decisive.

Strike dynamics

It is already possible and common practice for ver.di to call initial warning strikes between the negotiation dates, depending on the progress of the negotiations to date. Strikes are the employees' most important means of emphasising their demands, demonstrating their determination and injecting momentum into further negotiations.

Strike activities are also planned for the employees of Leuphana University Lüneburg, where you will certainly meet some colleagues from the university.

Warning strike 14.11.2023

The trade unions are calling for a warning strike by all state employees in Lüneburg on Tuesday, 14 November 2023. A joint demonstration will start at 09:30 at the Behördenzentrum Ost, Adolph-Kolping-Straße in front of the land registry office.

University Action Day 20.11.2023

On 20 November 2023, a university action day will take place at numerous colleges and universities throughout Germany. In Lüneburg, a demonstration will start at 09:30 at Marktplatz. There will be a campus festival and strike café on campus from 12 noon.

We have attached a leaflet about the university action day.

Information on the right to strike

The HR department provides information for employees on the labour dispute on the intranet: <https://www.leuphana.de/intranet/personal/tarifbeschaeftigte-verwaltung/arbeitskampf.html>

In addition, we have attached two flyers from the trade union ver.di, in which frequently asked questions are answered.

Demands of the trade unions

As state employees, we bring up the rear in terms of pay in the public sector. Our salaries are already significantly lower than those of our colleagues at federal and municipal level (TVöD). A strong and attractive public service, including in the federal states, therefore requires above all competitive incomes. Against the backdrop of persistently high prices for food and energy, the Bundestarifkommission für den öffentlichen Dienst (BTK ö.D.) is therefore entering into negotiations with its counterpart, the Tarifgemeinschaft deutscher Länder (TdL), with the following demands:

10.5 per cent more pay, but at least 500 euros per month.

These key points are based on an employee survey that ran until 30 September 2023 and in which more than 66,000 employees took part. However, there are a number of other important points from the list of demands, including some that are of particular importance to our department/university:

- Student employees are to receive their own "TVStud" collective agreement, which will dramatically improve the working conditions of student assistants by ensuring, among other things, regularly rising wages or minimum contract terms.
- Trainees, students and interns are to receive 200 euros more per month and trainees are to be taken on permanently once they have successfully completed their training. Angestrebt ist eine Laufzeit des Tarifvertrags von zwölf Monaten, um zeitnah auf die weitere Inflationsentwicklung reagieren zu können.

We have also attached a leaflet on the unions' assessment of the first two rounds of negotiations.

Date notice Extraordinary staff meeting

We would like to ask you to make a note of 12 December 2023 now. There will be a digital extraordinary staff meeting at 10:00 a.m. for the upcoming staff council elections in February.

Impressum:
Staff Council | Leuphana Universität Lüneburg | Daniel Simons |
Fon 04131.677-1810 | daniel.simons@leuphana.de |
www.leuphana.de/personalrat