

GEMEINSAM FÜR EIN
GUTES LEBEN



**Good people.
Strong performance.**

Englisch

IG Metall: **A strong community.**

Over 2.2 million employees have joined forces in IG Metall. Together with them we campaign for good working conditions, fair remuneration, job prospects, secure jobs, employee participation and democracy in the workplace. That's because work is a key element of our lives.

When defining good work we rely on competence and experience, we get involved and we bring about changes in the workplace and in society. With its works council members, shop stewards and active members, IG Metall has won continuously higher incomes, shorter working hours and longer holidays.

We also set standards in cross-industry developments. Whether against the misuse of temporary employment and service contracts or for the right to be taken on after completing an apprenticeship and the opportunity to retire gradually and flexibly, we provide answers, we hold employers and politicians to their promises and campaign consistently for our demands. Our values are justice, dignity and respect; we are guided by the principles of employee participation and solidarity.

That makes us assertive, because we are many:

Together for a good life.

Wir. **Die IG Metall.**

We bring together over 2.2 million employees from the areas of metals and electricals, iron and steel, textiles and clothing, wood and plastics, crafts and services and information and communication technology. There are plenty of good reasons for being a member of IG Metall.

Fairly regulated working conditions

Our most prominent achievements are our collective tariff agreements. These cover fundamental principles such as the income level, weekly working hours, holiday entitlements and the level of holiday pay, the various supplements, the right of apprentices to be taken on, the right to further education and training, as well as health and safety at work. But, at the same time, collective tariff agreements also enable entitlements to such things as part-time education or the right of older employees to a flexible transition into retirement.

Our collective tariff agreements apply in all workplaces bound by such agreements within the scope of our organisation and set standards for entire industries.

➤ www.igmetall.de/tarife



Better with tariff

	With tariff	By law
Working hours per week	mostly between 35 and 38 hours*	48 hours
Working week	Monday – Friday	Monday – Saturday
Holiday	30 days (6 weeks)	24 days (4 weeks)
Holiday pay	50% for each day's holiday, total approx. 70 % of a monthly salary	does not exist
Christmas bonus	40 to 100%, depending on industry and tariff region, fixed sums are also agreed	do not exist
Shift work premiums	regulated for late and night shifts and for work on Sundays and bank holidays	do not exist
Overtime premiums	25 to 50%	do not exist
Paid leave of absence (private reasons)	regulated	does not exist
Pension provision	regulated	does not exist
Protection against dismissal for older workers	regulated	does not exist
Advanced training	regulated	does not exist
Entitlement to employment after training	regulated	does not exist
Premiums for temporary employees	regulated	do not exist
Pay increase	is regularly negotiated, usually once a year	does not exist

* depending on the industry in question and the tariff region; occasionally up to 39 hours



Competent **in matters of labour.**

We have a strong local presence. In over 150 branches, IG Metall is there to support its 135,000 works council members, shop stewards, youth and apprentice representatives and disabled representatives. Demands are discussed, strategies are developed and industrial action is supported.

For you as a member, IG Metall is also the first local contact. Our experts will be happy to answer all your questions about the world of work, whether they are about correct job classification, the checking of employment contracts or references, help with giving notice or checking pension decisions. We will give you capable support, advise you, represent you out of court and of course in court too, if necessary.

Strong programme: **Our statutory services.**

Our services are embedded in the IG Metall statutes and all our members can make use of them. Your contribution for this: one per cent of your gross income. A worthwhile investment.

1

Legal protection. Section 27 of the IG Metall statutes

Disputes with the employer or a social insurance agency are sometimes unavoidable – for example following an accident at work, after notice of dismissal or a written warning, because of long-term illness, about the amount of a pension decision, about a claim for compensation or about the contents of a pay slip. Disputes of this sort happen more frequently than you might think. Over 2,000 complaints are submitted to German employment and social welfare courts every day. And lawsuits are expensive.

We offer our members free legal advice in employment and social welfare law, but also tax and residence law, insofar as it affects the employment relationship. Often enough it is possible to avoid a lawsuit because we have local knowledge of the workplaces and of the situation. If a judicial dispute cannot be avoided, our legal expenses insurance takes over. Legal representation is free – if necessary



For example: an employment protection case, amount in dispute, 12,000 euros. This is based on four months' income at 3,000 euros gross.

at every level of the judicial system. We win over 100 million euros for our members every year. But it's about more than just money. Back pay, withdrawal of dismissal notices, higher pension entitlement – for us that's all just part of social justice.



	Non-members	Members
1st instance court costs (without any witness compensation)	€534.00	€0.00
Lawyers' fees	€1,820.70	€0.00
2nd instance court costs (without any witness compensation)	€854.40	€0.00
Lawyers' fees	€2,036.33	€0.00
Possible fees for the employer's lawyer	€2,036.33	€0.00
	€7,281.76	€0.00



The total costs represent the cost risk. If the employee wins the lawsuit in full, only his / her own lawyer's fees are incurred, provided that a lawyer has been instructed.

On the other hand, members suffer neither costs nor risk. IG Metall provides its own lawyers. The legal expenses insurance is included in the membership contribution and is valid from three months after joining. The initial contact point is always the local IG Metall branch.

➤ www.igmetall.de/vor-ort

➤ www.igmetall.de/rechtsschutz

Assistance in the event of a strike.

Section 23 of the IG Metall statutes

We get a hearing and respect by means of strikes. Our ability to strike is a measure of our assertiveness – and hence also of our political importance. Strikes are not an end in themselves but they are sometimes unavoidable – and then of course IG Metall also supports its members financially. The payments, known as strike pay, are calculated for each affected employee based on the duration and amount of their personal contributions. This does not apply to token strikes.

The assistance rates for a week's strike are as follows:

- › with between **3 and 12 months'** contributions, 12 times the average contribution over the last 3 months*
- › with between **12 and 60 months'** contributions, 13 times the average contribution over the last 3 months*
- › with over **60 months'** contributions, 14 times the average contribution over the last 3 months*.

*prior to the calendar month of the original agreement

The period of membership is of relevance for the calculation of the strike assistance.



For example: if someone who has been a member for five years has paid an average contribution of 25 euros per month in the last three months, he or she will receive 350 euros strike assistance per week (70 euros per day of the strike with a 5-day working week).

3

Assistance in the event of disciplinary measures and lockouts. Section 24 of the IG Metall statutes

One thing is clear: When our members get involved in trade union matters, they must not suffer any disadvantages as a result. Should the employer still cause problems, such as by threatening penalties or by means of actual disciplinary measures or discrimination, we support our members right down the line, because solidarity is indivisible.

Neither must our members suffer discrimination if they take part in strike action authorised by IG Metall. The same applies in the event of a lockout if the strike action has been authorised by the Executive Board of IG Metall.

➤ www.igmetall.de/leistungen



4

Leisure time accident insurance.

Section 26 of the IG Metall statutes

A fall when skiing or injury on a cycling trip? Employees are insured against accidents at work, but IG Metall also provides its members with assistance when they have an accident in their own time. Our leisure time accident insurance covers accidents outside of the workplace and is valid worldwide. That means that it applies equally when playing sport, gardening at home or cycling on holiday.

➤ www.igmetall.de/leistungen



The leisure time accident insurance comes into force automatically after twelve months' membership if the appropriate contributions have been paid throughout. The insurance cover includes the following benefits:

Hospitalisation

At most

30 times

the average monthly contribution in the event of a lengthy stay in hospital

At least

€154.00

one-off compensation payment

The benefit is awarded in the event of a hospital stay lasting at least 48 hours. The top daily rate is 51.13 euros per day in hospital, taking into account the above limits.

Disability

A sum equal to

500 times

the average monthly contribution

At least

€2,555.00

one-off compensation payment in the event of total disability

This also applies for pensioners if they are in employment. In the event of partial disability amounting to at least 20 per cent, appropriate partial sums will be paid.

Accidental death

A sum equal to

200 times

the average monthly contribution

At least

€1,022.00

one-off compensation payment in the event of total disability

5

Assistance in the event of extraordinary emergencies. Section 28 of the IG Metall statutes

As part of a community based on solidarity, we can rely on one another when it comes to the crunch.

IG Metall members who find themselves in extraordinary hardship as a result of an unforeseeable event can apply for financial assistance. After the nature of the emergency has been described in person, the local executive of the responsible branch of IG Metall can set the level of assistance to be provided.

In collective emergencies, such as during the catastrophic floods of 2013 and 2016, IG Metall helps quickly and with no red tape.

➔ www.igmetall.de/leistungen

6

Assistance in the event of death. Section 30 of the IG Metall statutes

Should it come to the worst, we also support our members and their bereaved survivors in the event of death. The benefits are based on the period of membership. The key factor is the average contribution of the last 12 months as per the contract of employment (1 per cent of gross income).



Assistance in the event of extraordinary emergencies or death applies after twelve months' membership if the appropriate contribution has been paid throughout that period.

For example, in the case of a monthly contribution of 27 euros with a period of membership of over 20 years, the assistance for survivors amounts to a one-off sum of 850.50 euros.

Should our member's partner die, the assistance for our member amounts to one half of the aforementioned sum, provided that they have both lived in the same household.

IG Metall thus offers a benefit that was deleted from the list of benefits by the statutory health insurance providers in 2004.

 www.igmetall.de/leistungen

→ Our further education and information options

Seminars

IG Metall offers a comprehensive range of seminars at local, regional and national levels for union-related, operational and personal qualifications. Attendance is free for members, provided that it does not have to be financed by the employer in any case.

➤ www.igmetall.de/weiterbildung

Flyers, brochures, etc.

IG Metall publishes information brochures and guides on many socially relevant themes and issues associated with the world of work. Many of these guides can be exclusively downloaded or ordered free of charge by members.

➤ www.igmetall.de/mitglieder

metallzeitung

Our members' magazine, **metallzeitung** is sent out to members free of charge, every month. It provides IG Metall members with exciting reports on industries and companies, as well as useful information on working life, employment law, politics and society.

➤ www.igmetall.de/metallzeitung

→ Locally active

We are local: Every member can take an active part in our trade union work at our 150 branches. There are project groups, working groups and events on a wide range of themes. More information about these is available from the local administrative offices or on their respective websites. Your local IG Metall can be found at

➤ www.igmetall.de/vor-ort



We are on site –
throughout Germany.

over **150**
business locations

in **7** districts

over **53,000**
IG Metall work councils in

over **18,000**
companies in 30 industries

over **135,000**
active union officers

over **2.2**
million members

→ Extras for union members

We also negotiate some fair deals outside the world of work. Our wide range of leisure and holiday options includes discount travel, cultural offerings and quite a lot more.

Holidays

The GEW (Gemeinnütziges Erholungswerk e. V.) offers discount holiday prices for members of unions belonging to the DGB – which includes IG Metall members. The holiday locations and more information can be found at

➤ www.gew-ferien.de

Help with breakdowns and accidents

The Auto Club Europa (ACE) is the motoring organisation of the unions. It was founded in 1965 and is now Germany's second largest motoring organisation. Our members get Europe-wide breakdown and accident assistance at discount prices. More information on the services of ACE can be found at

➤ www.ace-online.de

More service in every area

IGM-Service GmbH provides our members with some attractive offers and services associated with work and life. Advice, education, leisure, travel, pensions – there's something for everyone here. For more details, see

➤ www.igmservice.de

➔ MetallRente – Our pension scheme

The 'MetallRente': Since 2001, it has offered our members a company pension scheme with reliable terms and conditions. If you are interested you can find out more at

➤ www.metallrente.de



“Membership of IG Metall is essential for any employee in the metal industry if he / she wants to be suitably and powerfully represented in the social welfare field.”

From the judgement of the German Federal Court, issued on 10.12.1984, II ZR 91/84

Strong through you.

Strong for you: One per cent of gross income.

All our work is financed by the contributions of our members. Consequently, with his / her statutory contribution, each member not only stands up for him / herself but also for others. That is our principle of solidarity. The individual contributions of over 2.2 million people make us strong and, above all, assertive.



The statutes provide for the following contributions: members who are in employment pay one per cent of their gross income each month. The unemployed, pensioners and students pay less.

For example: Those in employment:

Gross salary	€2,500
Statutory contribution	1%
Monthly membership contribution	€25

For that reason, any change of circumstances which leads to a change in contribution should be reported immediately to the responsible local administrative office. This is also important because the assistance payments depend on the contribution actually made.

Membership contribution – who pays how much?

The monthly contribution rates of IG Metall

Proportion of gross income for

Full and part-time employees

Apprentices

1.0%

Students (dual / vocational students in employment)

.....

Pensioners

People drawing sickness benefit

0.5%

Retrainees

Fixed contributions for

Students

€2.05

School students

.....

The unemployed

Mothers and fathers on maternity / paternity leave

€1.53

People who are ill but are not drawing sickness benefit

* at least 80% or 70% of the former contribution during full-time employment

Investing in **good work.**

As a democratic and participation-oriented organisation, IG Metall is transparent in declaring exactly what it uses the contributions for.

Our work is focused on the members. For that reason, the majority of the contribution income goes into local work: in 2014 it made up a third of total income. So the money is available where our shop stewards are active and our members are given advice and assistance.



Translated into time, they now work four minutes a day for: higher wages, longer holidays, additional holiday pay and Christmas bonus, shorter working hours and many other services provided by IG Metall.

What IG Metall uses the membership contributions for

515.7 million euros were distributed as follows in 2014

(in per cent):



In good company at IG Metall

White-collar workers: Many jobs – one common objective

Good work in the office – IG Metall achieves that together with the white-collar workers. They work in very many different jobs but the interests of the individual employment groups are similarly based: the aim is to curb the number of unpaid working hours, to achieve more employee participation, fair remuneration and recognition of effort – which is where IG Metall steps in. Together we can shape the digitised world of work.

The unemployed: Rescued instead of written off

Unemployment can strike anyone and everyone. We support our colleagues and provide them with practical tips – such as in dealing with the Employment Agency – as well as help with applying for Hartz IV jobseekers' allowance and assistance with questions of employment law.

Women, parents and family: Equal rights, always and everywhere

We campaign for equality of opportunity, gender equality and fair pay. Because if you want the best, you can't do without women. Of course that also means that it must be possible to combine family



and job – for mothers and fathers. We inform parents and parents-to-be about legal changes and state benefits and provide advice on legal questions.

➤ www.igmetall.de/vereinbarkeit

➤ www.wer-die-besten-will.de

Engineers: Highly qualified and well networked

IG Metall is also the trade union of the technical experts. It organises engineers and technical specialists in the typical metal and electrical industries as well as in information and communication technology (ICT).

➤ www.engineering-igmetall.de

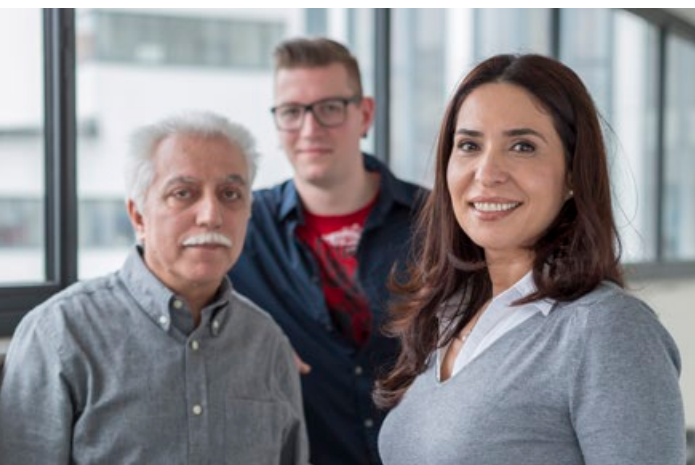
➤ www.itk-igmetall.de/



Youth: Being active and creating prospects

IG Metall Jugend (Youth) actively and self-confidently represents the interests of apprentices, students and those entering the world of work. IG Metal members between 16 and 27 years of age join together to campaign for self-determination, employee representation and job prospects.

➔ www.igmetall.de/jugend

**Migration / Integration: Promoting diversity – Fighting discrimination**

IG Metall is a diverse organisation! It is the political and trade union home for many migrants. With an estimated 400,000 members with a migration background, it is the biggest migrant organisation. Together we campaign for equal rights and against discrimination.

Senior citizens: Strong together – for a lifetime

We assist our members during the transition into retirement, providing helpful information and all the usual services. Of course that also includes free legal advice, which continues after their active working life is over. If they have any problems with the pension fund, the health insurance fund or other social security bodies, we stand by our members. That's because they remain part of us, even after they have retired.

➤ www.igm-aktiv55plus.de

**Further education, work placement and holiday job:
Strong together – from the outset**

Even before you enter the world of work, it is well worth being an IG Metall member. We check work placement and employment contracts, advise on issues such as student finance, part-time jobs and starting salaries, and offer free seminars on entering the world of work and time management. So that you know your rights and make a good start to your working life.

➤ www.igmetall.de/ferienjob



Good people

We are the face of IG Metall.

The people shown in this brochure are members of IG Metall, who strive day in, day out:

Together for a good life.



What we have already achieved: **Our milestones.**

The history of IG Metall goes back to the establishment of the of the German Metalworkers' Union in 1891. It was the biggest forerunner organisation of today's IG Metall.

After the Second World War the trade unions were re-established in West Germany according to the principle of united trade unions. So we, IG Metall, have been fighting together for our objectives since 1949. Since then we have achieved a lot with our active collective bargaining policy. **The successes of IG Metall include the following:**

- › wage increases, i.e. financial employee participation in the commercial success of the businesses and companies



- › shorter weekly working hours
- › increased entitlement to paid annual holidays
- › additional holiday pay and Christmas bonus
- › continued payment of wages in the event of illness
- › wage maintenance and protection against unfair dismissal for older employees
- › entitlement to be taken on after completing an apprenticeship
- › industry bonuses and wage adjustments for temporary employees
- › employee participation arrangements

As the world's biggest single trade union, we have set milestones for the entire Federal Republic.

Collective bargaining successes over time

The 1950s

Shorter working hours and security for workers in the event of illness

Just a few years after being established, IG Metall achieves a gradual reduction in working hours from 48 to 44 – with no loss of wages. In 1957, in the longest strike in the history of the Federal Republic of Germany, we win the continued payment of wages in the event of illness, thus laying the foundations for the equal treatment of blue-collar and white-collar workers. A few months later, the German Federal Parliament passes the “Act for the improvement of the financial security of workers in the event of illness” – the forerunner of today’s Continuation of Remuneration Act. It still applies to this day for all employees.

In addition: Up to 6% higher wages and salaries!

The 1960s

A time of upheaval: Large wage increases and more holidays

IG Metall wins wage increases of up to 8.5 per cent almost every year – because the economy is booming and wages and salaries must not be left behind. At the same time, we win the battle for the 8-hour day and the gradual introduction of the 40-hour week with no loss of wages. There is also agreement on the exten-

sion of holiday entitlements by 3 to 6 days, and 30% additional holiday pay starts to find its way into collective agreements.

In addition: Up to 8.5% higher wages and salaries!



The 1970s

Job security and a 13th month's pay

The socially active seventies are once again marked by significant strikes, including in the steel industry. IG Metall secures part of a 13th month's pay for its members. For the first time we conclude a collective agreement about employee savings schemes, to which are added a staged plan for the 30 days' holiday still in place today and the increase in holiday pay to 50 per cent. The second half of the seventies is marked in terms of social policy by mass job losses and initial economic crises. The responses by IG Metall to these developments are the agreement on job protection in the event of rationalisation, protection against downgrading and protection against dismissal for older employees.

And in addition: Up to 15.3% higher wages and salaries!

The 1980s

On the way to the 35-hour week



The sun logo of the 35-hour week is inseparably linked with the eighties – and it was designed by IG Metall. In 1984, our employees strike for the 35-hour week. The employers counter with “not one minute less

than 40 hours” and there are massive lockouts – over half a million employees at the highpoint. But the solidarity between the strikers and those suffering “hot” and “cold” lockouts cannot be broken. After seven weeks’ strike the employers climb down in arbitration. Their dogma is broken and the staged plan for the 35-hour week with no loss of pay is agreed. The staged plan for the extension of the holiday entitlement also reaches its end – the 30 days have now been achieved. In addition, a collective agreement on early retirement is reached, as well as a follow-up agreement for employee savings schemes.

In addition: Up to 6.8 % higher wages and salaries!

The 1990s

Tariff structures for the new Federal States

IG Metall overcomes the challenges of reunification and establishes trade union and tariff structures in the new Federal States. The implementation of the step-by-step plan for convergence with the tariff level in West Germany proves difficult. Following the illegal termination of the graduated tariff agreement by the employers, IG Metall calls a strike once again. The graduated tariff is reinstated in “extended” form. In addition, a hardship clause is agreed for companies at risk. In the old Federal States, we achieve full implementation of the 35-hour week. We achieve a better guarantee of the 13th month’s pay, a collective agreement on job security and better full employment arrangements for apprentices at the end of their training. We also defend the hard-fought 100% sick pay against all attempts to restrict it by law.

**In addition: Up to
6.7% higher wages
and salaries!**



The 2000s

Framework pay agreements, partial retirement and safeguarding plants



The 2000s are marked by the defence of our wage standards and free collective bargaining. With the remuneration framework agreement, we regulate the job classification for employees again in a more fair and equitable manner. In

future, work of equal value will be paid equally. We also achieve much for older employees: From 2002, the collective agreement applies to the “employment bridge” or partial retirement; from 2008, the collective agreement applies to the flexible transition into retirement. Furthermore, trainees are given 12 months’ employment after completing an apprenticeship and the rights of complaint and co-determination of works council members are strengthened. Known as the “Pforzheim Agreement”, there are collectively agreed flexibility clauses relating to competitiveness and plant safeguarding. In order to finally call a halt to the increasing misuse of temporary work, IG Metall launches its “Equal Work – Equal Pay” campaign. The collective agreement about equal pay in the steel industry in 2010 points the way for further industry agreements in subsequent years.

In addition: Up to 3% increase in wages and salaries in the wood and textile industry. Up to 4.2% more in the metal and electrical industry.

The 2010s

Against precarious employment: Equal pay for equal work

In 2012, IG Metall achieves its first collective agreement with the Federal Employers' Association of Personnel Service Providers and the Association of German Temporary Employment Agencies. For the first time, temporary workers in the metal and electrical industry immediately receive industry bonuses, and after working at the same workplace for 24 months they get a permanent employment contract. Similar arrangements are also subsequently implemented in the woodworking and plastics processing industry, as well as in the textiles and clothing industry. The works council also gets more say in the use of temporary employment. At the start of 2015, the statutory minimum wage, for which the trade unions have been fighting for years, finally comes into force. It secures the minimum level of wages which are not governed by a collective agreement – the collective agreements achieved by IG Metall are, however, all above the new minimum wage limit. One major success for younger employees is the right to indefinite, full employment after completion of an apprenticeship in the metal and electrical industry, as well as the steel industry.

In addition: Up to 4.3% increase in wages and salaries in the metal and electrical industry. Up to 3.6% more in the textiles and clothing industry.

The present

Service contracts, Industry 4.0 and demographic change

The world of work is facing some major challenges. Whether it comes to demographic shifts, the ways in which digitalization is changing work and living conditions, or the increasing inequality in society at large, IG Metall always has workers' interests in mind when addressing each topic.

The most crucial issue in terms of justice is collective bargaining agreements. These agreements ensure greater transparency, security, and justice. Workers with collective wage agreements earn over 20 per cent more than those without them. IG Metall has emphasised this issue during its negotiations. For instance, in 2016 the metal and electrical industries were able to negotiate collective wage agreements for 36,000 workers.

Our campaign "My Life – My Time: Rethinking Work" concentrated on the issue of working hours, focusing on aspects such as work-life balance, the loss of working hours and increasing workers' self-determination. In addition to successes such as the collectively agreed definition of hours for job training and workers on partial retirement, IG Metall introduces clear, concrete issues into the political debate such as family working hours and workers' right to return to full-time work after having gone part-time.

Please send me the following information free of charge:

You're better off as a member.

There are many reasons for being in IG Metall.



Here you will find a summary of the services offered by IG Metall. Find out about the many advantages of membership.

Available in German English

Legal protection for members

This is our forte.



The flyer provides concise information about the strengths of our legal protection insurance and lists some of the issues for which IG Metall provides legal protection in the event of a dispute.

Available in German English

Collective bargaining successes

The success of IG Metall from 1956 to 2018



Send for a summary of our collective bargaining successes. Opens up in useful business card format.

Available in German English

Statutes of IG Metall

Our trade union principles



In this brochure you can find out more about the structure, scope and services of IG Metall.

Available in German

I am a member of IG Metall yes no

↓ Cut off here and post in a **DL window envelope**.

Personal details

Last name, first name

Street / House number

Postcode / Town or City

Available by phone on (optional for any further enquiries)

E-mail (If you enter your e-mail address you will receive our monthly "Infoservice" by e-mail.)

I consent to IG Metall sending me regular invitations to enter into a dialogue by post or e-mail.

Date

Signature

Personal details will be recorded and processed in compliance with the provisions of the Federal Data Protection Act.

IG Metall

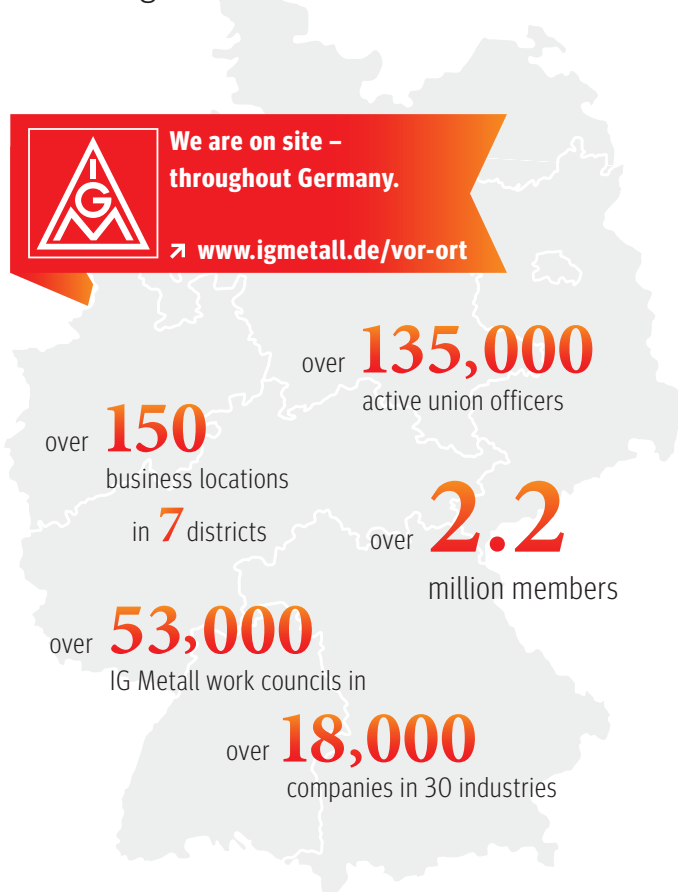
Mitgliederservice

Postfach 11 48

01871 Bischofswerda

Heavily engaged.

From Flensburg to Lörrach, from Aachen to Bautzen.



We are on site –
throughout Germany.

➔ www.igmetall.de/vor-ort

IG Metall Vorstand

FB Mitglieder und Erschließung

60519 Frankfurt am Main

IG Metall connects.

We are many. Be a part of it!



facebook.com/igmetall

twitter.com/igmetall

flickr.com/igmetall

youtube.com/igmetall



Yes. Count me in.

Please give to a IG Metall work councils, the IG Metall workplace representative or IG Metall locally. Or simply put it in a window envelope and send it back.

Prefer to become a member directly online?

➔ www.igmetall.de/beitreten

MEMBERSHIP DECLARATION



Please complete in block letters and send to your local office or to IG Metall in 60519 Frankfurt am Main. *Mandatory information **To be completed by IG Metall You can complete this form online at: www.igmetall.de/beitreten

**Membership number, please insert in case of change of details

Membership start date

Personal data	Last name*		First name*		Date of birth*										
	Country*		Postal code*		Town/City*										
	Street*		House number*		Phone number <input type="radio"/> work <input type="radio"/> personal										
	Mobile <input type="radio"/> work <input type="radio"/> personal				Email <input type="radio"/> work <input type="radio"/> personal										
Employment information	Employed at company/postal code/city				Profession/occupation/course of study/vocational training										
	Type of membership <input type="radio"/> Full-time <input type="radio"/> Part-time <input type="radio"/> Self-employed <input type="radio"/> Apprentice <input type="radio"/> School pupil, university student <input type="radio"/> Retrainee <input type="radio"/> Integrated degree program														
	<input type="radio"/> Temporary workers/Contract work; name of company														
	<input type="radio"/> Fixed-term employment of deployment				Training/Comparable institution/University from to										
Bank details	Approached by (last name, first name) or marketing team								Membership number of referrer (if applicable)		Gross income		Fee		
											Gross monthly income				
	IBAN*								Bank/Branch				Account holder		

Membership declaration:

I herewith join "Industriegewerkschaft Metall", "IG Metall" for short, and accept the statutes of this trade union. I herewith confirm the correctness of the details about myself, which I have made available to IG Metall for the purposes of data collection with regard to my enrolment as a member.

Data protection notice: My personal data is collected, processed and used by IG Metall and its union shop stewards for the purpose of setting up and administering my membership in compliance with the data protection provisions of the EU General Data Protection Regulation (GDPR) and German data protection law (BDSG). Within these specified purposes, my data is only disclosed and used for the performance of union responsibilities by persons specially commissioned for these purposes. The data is not shared with third parties, unless I have given my specific consent. This data is not disclosed to any other parties for the purposes of marketing. The European and German data protection rights apply as amended. More information about data protection is available at <https://igmetall.de/datenschutz-dok>. If I would prefer a printed version of the data protection information, I can request this at datenschutz@igmetall.de.

SEPA direct debit (recurring direct debit)
IG Metall creditor identifier: DE71ZZ00000053593
Mandate reference: membership number 01

SEPA direct debit mandate: I herewith authorize IG Metall to debit my bank account on the agreed due date by way of direct debit with the membership fee payable by me in accordance with Section 5 of the Statute of 1% of my monthly gross income. Simultaneously, I instruct my bank to authorize the debiting transactions in my bank account requested by IG Metall.

Please note: I may request a refund of the debited amount within eight weeks of the day of debiting of the account. The terms and conditions agreed with my bank apply. I will inform IG Metall without undue delay of any changes in my details.

Consent to the transfer of my personal data to the bank for the purpose of processing the SEPA direct debit. I herewith consent to IG Metall disclosing my personal data (particularly name, IBAN/BIC, amount), which may disclose my trade union membership, to the implementing payment service provider(s) for the purpose of processing the SEPA direct debit. According to current data protection law, trade union membership is a specially sensitive piece of personal information which is specially protected. The transfer of the aforementioned data is a precondition for IG Metall to be able to debit the membership fees by SEPA direct debit in accordance with the Statutes. My consent forms the legal basis for data processing for the aforementioned purpose. My consent is voluntary. I have the right to revoke this consent at any time with effect for the future. A revocation does not affect the lawfulness of any processing which has taken place up to the time of revocation on the basis of my consent. The information document on the processing of personal data, available at <https://www.igmetall.de/datenschutz-dok>, contains further information on data processing.



Place / date / signature



Place / date / signature



Place / date / signature

Glossary

Legal matters

Our strongest showing. We are effective and well-represented in honorary positions – More than 3,000 IG Metall members serve in court as honorary labour court or social welfare judges.

Tariffs

Our collectively negotiated wage agreements tariffs have been setting standards since 1956 – and the success story of IG Metall goes on.

Leisure time

Secure, even in your leisure time. The leisure time accident insurance covers all accidents outside of work.

Information material

Answers to all the fundamental questions about IG Metall can be found in our comprehensive information package.

You have more **questions?**

For questions about membership in IG Metall or other topics on secure and good work, please don't hesitate to get in touch with us.

✉ **mitglieder@igmetall.de**

☎ **069 66 93-2221**

Wir. Die IG Metall.



A Trade Union introduces itself.

Would you like to know more about IG Metall? Our magazine "Wir. Die IG Metall." vividly conveys what we stand for, what we offer and what Trade Union means. It is included in every info package and can be ordered free of charge at

➤ **www.igmetall.de/duauch**

Be connected and informed. Order our newsletter at

➤ **www.igmetall.de/infoservice**