

Collective Pay Agreement on Agency Work

Between

**Interessenverband Deutscher Zeitarbeitsunternehmen (iGZ e.V.)
(German Association of Temporary Work Agencies)
PortAL 10, Albersloher Weg 10, 48155 Münster**

and the

undersigned member unions of the Confederation of German Trade Unions (DGB)

Industriegewerkschaft Bergbau, Chemie, Energie (IG BCE) [Mining, chemical industry, energy],
Königsworther Platz 6, 30167 Hannover

Gewerkschaft Nahrung - Genuss - Gaststätten (NGG) [Food and catering],
Haubachstraße 76, 22765 Hamburg

Industriegewerkschaft Metall (IG Metall) [Metalworkers],
Wilhelm-Leuschner-Str. 79, 60329 Frankfurt am Main

Gewerkschaft Erziehung und Wissenschaft (GEW) [Education and science],
Reifenberger Straße 21, 60489 Frankfurt am Main

Vereinte Dienstleistungsgewerkschaft (ver.di) [Services],
Paula-Thiede-Ufer 10, 10179 Berlin

Industriegewerkschaft Bauen – Agrar – Umwelt (IG BAU) [Construction, agriculture and environment],
Olof-Palme-Straße 19, 60439 Frankfurt am Main

Eisenbahn- und Verkehrsgewerkschaft (EVG) [Railway and transport],
Weilburger Straße 24, 60326 Frankfurt am Main

Gewerkschaft der Polizei (GdP) [Police],
Stromstraße 4, 10555 Berlin

the following **Collective Pay Agreement** on Agency Work is hereby concluded:

Collective Pay Agreement on Agency Work

Section 1

Scope

This Collective Agreement shall apply:

- geographically to the territory of the Federal Republic of Germany,
- technically to all ordinary members of Interessenverband Deutscher Zeitarbeitsunternehmen (iGZ e.V.),
- personally to all employees who are assigned to client businesses within the scope of temporary-employment agency work and are members of one of the unions which are Parties to this Agreement.

This Collective Agreement shall not apply to temporary work agencies or parts thereof which form an affiliated group within the meaning of Section 18 of the German Stock Corporation Act (Aktiengesetz) with the client business if

- a) to a considerable extent, the temporary work agency takes over employees who were employed by the client business previously, and
- b) the employees concerned are assigned to their original position or a comparable position at the client business, and
- c) as a result, any existing collective pay agreements effective at the client business are circumvented to the disadvantage of the employees concerned.

The masculine word "Arbeitnehmer" (employee) in the German version of this Agreement shall include female and male employees. It is used for convenience only; so is the masculine pronoun "he" referring to an employee in the English version of this Agreement.

Section 2

Pay

The hourly rates listed below shall be paid. The claim for the basic wage (entry level) shall be governed by Section 4 of the Collective Agreement Governing Pay Groups and

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Levels. The claim for the assignment-related allowance shall be governed by Section 5 of the Collective Agreement Governing Pay Groups and Levels.

The pay rates listed in the table of pay rates shall be increased by any industry-specific extra payment which may have been agreed for the industry concerned. Such industry-specific extra payment shall be regulated in a separate collective agreement.

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Table of Pay Rates for West Germany (till 31/12/2013)

Pay group	Entry level	Allowance (0.20 €)	Allowance (0.35 €)
1	8.19	8.39	
2	8.74	8.94	
3	10.22	10.42	
4	10.81	11,01	
5	12.21		12.56
6	13.73		14.08
7	16.03		16.38
8	17.24		17.59
9	18.20		18.55

Table of Pay Rates for West Germany (from 01/01/2014)

Pay group	Entry level	Allowance (0.20 €)	Allowance (0.35 €)
1	8.50	8.70	
2	9.07	9.27	
3	10.61	10.81	
4	11.22	11.42	
5	12.67		13.02
6	14.25		14.60
7	16.64		16.99
8	17.90		18.25
9	18.89		19.24

Table of Pay Rates for West Germany (from 01/04/2015)

Pay group	Entry level	Allowance (0.20 €)	Allowance (0.35 €)
1	8.80	9.00	
2	9.39	9.59	
3	10.98	11.18	
4	11.61	11.81	
5	13.11		13.46
6	14.75		15.10
7	17.22		17.57
8	18.53		18.88
9	19.55		19.90

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Table of Pay Rates for West Germany (from 01/06/2016)

Pay group	Entry level	Allowance (0.20 €)	Allowance (0.35 €)
1	9.00	9.20	
2	9.61	9.81	
3	11.23	11.43	
4	11.88	12.08	
5	13.41		13.76
6	15.09		15.44
7	17.62		17.97
8	18.96		19.31
9	20.00		20.35

Table of Pay Rates for East Germany (till 31/12/2013)

Pay group	Entry level	Allowance (0.20 €)	Allowance (0.35 €)
1	7.50	7.70	
2	7.64	7.84	
3	8.93	9.13	
4	9.45	9.65	
5	10.68		11.03
6	12.00		12.35
7	14.01		14.36
8	15.07		15.42
9	15.91		16.26

Table of Pay Rates for East Germany (from 01/01/2014)

Pay group	Entry level	Allowance (0.20 €)	Allowance (0.35 €)
1	7.86	8.06	
2	8.01	8.21	
3	9.36	9.56	
4	9.90	10.10	
5	11.19		11.54
6	12.58		12.93
7	14.68		15.03
8	15.79		16.14
9	16.67		17.02

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Table of Pay Rates for East Germany (from 01/04/2015)

Pay group	Entry level	Allowance (0.20 €)	Allowance (0.35 €)
1	8.20	8.40	
2	8.35	8.55	
3	9.76	9.96	
4	10.33	10.53	
5	11.67		12.02
6	13.12		13.47
7	15.31		15.66
8	16.47		16.82
9	17.39		17.74

Table of Pay Rates for East Germany (from 01/06/2016)

Pay group	Entry level	Allowance (0.20 €)	Allowance (0.35 €)
1	8.50	8.70	
2	8.66	8.86	
3	10.12	10.32	
4	10.71	10.91	
5	12.10		12.45
6	13.61		13.96
7	15.88		16.23
8	17.08		17.43
9	18.03		18.38

Section 3

Special Regulation

For employees who are assigned to business in the federal states of Mecklenburg-Western Pomerania, Brandenburg, Berlin, Saxony-Anhalt and Thuringia, their pay shall be governed by the Tables of Pay Rates for East Germany which are shown in this Collective Pay Agreement.

Section 4

Stipulations on Betterment

The Parties to this Collective Agreement and the employer for the customer business may make an agreement on pay scales concerning the payment for the assignments to the customer business (trilateral agreement) if such agreement is more favourable for

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the employees of the temporary work agency who are assigned to the customer business.

Section 5

Effective Date and Termination

This Agreement shall enter into effect on 1 November 2013 for all members of the Parties who are bound by collective agreement and may be terminated with six months' notice as of the end of each month, but as of 31 December 2016 at the earliest.

Section 6

Severability

Should individual provisions of this Agreement be or become ineffective, regardless of the cause, the validity of the other provisions of this Agreement shall remain unaffected. The ineffective provision shall be replaced by the adequate provision which comes closest to what the Parties intended in view of the purpose of this Agreement.

Notes

1. This Collective Agreement shall not be binding upon passive members of iGZ.
2. By mutual agreement, additions may be made at any time.
3. Any claims for minimum wage under the German Posting of Workers Act shall not be affected by this Collective Agreement.

Berlin, 17 September 2013

For

**Interessenverband Deutscher Zeitarbeitsunternehmen (iGZ e.V.)
PortAL 10, Albersloher Weg 10, 48155 Münster**

Member unions of DGB

**Industriegewerkschaft Bergbau, Chemie, Energie (IG BCE)
Königsworther Platz 6, 30167 Hannover**

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