

**WIR FÜR  
TARIF!**



# Employers Abruptly Discontinue Talks

Were they ever intending to negotiate?

Bargaining info  
January 2022

In September 2021 the employers' association for the private banking sector presented a completely insufficient offer causing the outraged ver.di bargaining commission left the negotiating table. After this the communication between the bargaining parties was interrupted for several months.

In December the employers' association finally demonstrated willingness to negotiate and also signalled readiness to speak on a level playing field. Thus the fourth bargaining round was initiated on 17 January; due to the Corona pandemic, this event could only be carried out digitally.

In the spirit of this new understanding, ver.di presented a new, condensed and revised offer in order to emphasize the employees' determination to reach a timely conclusion.



**"The employers have not presented any new offer and shown no willingness to negotiate. This means that the employers' association for the private banking sector never sought to conclude an agreement, whatever they may claim."**

Jan Duschek, ver.di chief negotiator

## Our new offer

Tax free Corona premium in February 2022  
(independent of working hours):

- 1,500 Euros for regular employees
- 600 Euros for junior staff

Wage increases:

- 3.5 per cent retroactively from January 1, 2022;  
for junior staff 75 Euros per month
- 2.5 per cent from January 1, 2023 onward;  
for junior staff a second hike of 75 Euros per month.

All employees as well as junior staff receive two extra free days per year.

The term of the pay agreement is 24 months (until June 2023). The result of the bargaining round applies also to employees above the general pay scale.

We have confirmed our preparedness to negotiate all open subjects (for instance a collective agreement for junior staff and mobile working).



**"Our employers keep talking about their appreciation for their junior staff. Their actions speak a completely different language, disregarding our worries and wishes."**

**Anne Kreuel, member of the junior staff bargaining commission, Commerzbank AG**

The result: No answer, only empty statements. Neither have the employers' association for the private banking sector addressed our suggestion regarding its content, nor have they produce any improved offer themselves.

Hence the current offer remains the one formerly presented by the employers:

- nine months without pay rise
- 1.2 per cent from April 2022
- 1.0 per cent from April 2023
- 1.0 per cent from April 2024

Over a term of 36 months this offer would equal a real wage loss amounting to more than 5 per cent. This is the appreciation the employers are prepared to grant us. And the months they have used to reflect have changed nothing; even worse! Sabine Schmittroth, chief negotiator for the employers' association, came up with the following statement: 'As you certainly will know, every extension of our offer will further enforce staff cuts at our institutes!'

Instead of entering serious negotiations after nearly seven months all they produce is the usual polemics. By no means will wage sacrifice save any jobs! The enterprises will always reduce staff they consider expendable (all though this often isn't the case) and by doing so worsen the work conditions and income situation for the remaining work force.

This is an intolerable way to treat your employees and bargaining partners! This is not a manner to hold serious negotiations! The message of the day is easily summarised: sink or swim, take it or leave it!



[mitgliedwerden.verdi.de](https://mitgliedwerden.verdi.de)



## This bargaining round will not be decided at the negotiating table!

Now we need to act collectively and show the employers how many employees support the demands of the ver.di negotiating commission and are committed to enforcing them.

Inform yourselves at your ver.di representatives on location, ask them if and when industrial action and other activities are planned at your banking institute! Strengthen our position by participating in the activities and warning strikes to come!

Our demands for this bargaining round are to be found in the materials area under [wir-für-tarif.de/private-banken](https://wir-für-tarif.de/private-banken).

**Support our efforts and join your trade union ver.di together with man thousand other colleagues!**



**"We really want to negotiate. Unfortunately we lack a constructive negotiating partner!"**

**Andrea Hartmann, member of the bargaining commission, Bausparkasse Schwäbisch Hall AG, Schwäbisch Hall**

Our response to this is clear: Only strikes and industrial action as well as a clear message from the employees will demonstrate our will to achieve our goals! Only a respectful offer will enable this negotiating round to be concluded!

We are at a make-or-break point; the future of the sector as well as the regional collective agreement for the private banking industry is at stake! If we wait now, we could just as well wait for the next holiday charter flight to leave Berlin Tegel!

## More info about the bargaining round:

[facebook.com/verdi.Finanzdienstleistungen](https://facebook.com/verdi.Finanzdienstleistungen)  
[linkedin.com/company/ver-di-finanzdienstleistungen](https://linkedin.com/company/ver-di-finanzdienstleistungen)  
[telegram.me/verdi\\_fb\\_finanzdienst\\_bot](https://telegram.me/verdi_fb_finanzdienst_bot)  
[wir-für-tarif.de/private-banken](https://wir-für-tarif.de/private-banken)

Fachgruppe Bankgewerbe

