

**UNITED WE  
BARGAIN!**



# PRIVATE BANKING COLLECTIVE BARGAINING 2024

**Bargaining info  
March 2024**

Until 22 March, ver.di members were able to vote on the demands for the 2024 collective bargaining round in the private banking industry through a member survey. Based on the result, the ver.di bargaining commission has now made decisions regarding our demands for the upcoming bargaining round.

From June onwards, joint negotiations will be held for the employees and junior staff in the private banking industry.

## **Our salary requirements at a glance**

- Salary increase of 12.5%, yet at least 500 euros
- Transfer of the salary agreement to employees above the pay scale (also known as non-pay-scale employees)
- Increase in remuneration for junior staff by 250 euros
- The agreement is to be applied to a term of 12 months

## **We have agreed on negotiation dates between ver.di and the employers' association:**

1st round of negotiations: 06 June 2024  
2nd round of negotiations: 17 June 2024  
3rd round of negotiations: 03 July 2024

## **Entry into negotiations on life-phase orientated working time organisation**

We are consciously focussed on the issue of salary increases in this collective bargaining round.

Furthermore, we recognise an urgent need to discuss the various aspects of our working hours. Many colleagues would like to have more opportunities for reducing their workload by organising their working hours more flexibly. Whether you are just starting out in your career or in the final phase of your working life, we all have individual needs and requirements regarding modern working time organisation. We have recognised this and want to assert more sovereignty over our own working hours for the future. Specifically, our first step in this round of collective bargaining is to enter into corresponding negotiations.



**We have a challenging round of collective bargaining ahead of us: we are demanding a significant increase in income in order to compensate for the real wage losses suffered by private bank employees. We are not seeking a long, hanging game as during the last round of collective bargaining, but wish to reach an agreement before the end of July. In order to achieve this, we now need the broad support of all employees within the private banking sector.**

**Jan Duscheck**  
Chief negotiator for ver.di

**Bargaining movement private banking**  
[wir-für-tarif.de/private-banken](http://wir-für-tarif.de/private-banken)

**Banking industry**

## For a secure future: Takeover for junior staff

A successful career start is particularly important for junior staff after completing their training or studies. We are therefore campaigning for the takeover clause agreed last year in the collective agreement for junior staff to be converted into a binding takeover regulation.

## Standing together in challenging times

The upcoming round of collective bargaining will be extremely challenging. What matters now is that we all stand together. There is a lot at stake: stopping our inflation-induced real wage losses is now in our own hands. By joining ver.di and taking part in our first campaigns, such as collecting signatures for our demands, everyone can now make a concrete contribution and benefit.



With our demands, we are also placing a clear focus on junior staff and career starters. In addition to a significant increase of 250 euros in the remuneration of trainees and students on dual study programmes, those just starting their careers will also benefit from a minimum increase in remuneration of 500 euros. With our demand for a binding takeover regulation, we want to create secure prospects.

**Xenia Fritsche**  
GJAV director at Deutsche Bank and member of the ver.di bargaining committee



In this round of collective bargaining, we have deliberately focussed on salaries as we need decisive increases in the near future. In the future, however, we must also continue to pursue the issue of working hours. That is why we need a clear commitment from the employers' side to enter into talks with us on this topic. We want to develop the framework for a working time model that takes into account the different life phases and needs of us employees. The topic of reducing working hours must not be taboo.

**Andrea Hartmann**  
Schwäbisch Hall building society and member of the ver.di bargaining committee



We will stick to our guns and are working to ensure that employees paid above the collectively agreed pay scale also will benefit from negotiated pay increases. This is crucial at this point in time.

**Markus Zittlau**  
Commerzbank headquarters and member of the ver.di bargaining committee

## Latest information and materials

Bargaining movement private banking:  
[wir-fuer-tarif.de/private-banken/](http://wir-fuer-tarif.de/private-banken/)



The options for organising in a trade union and campaigning for good income and working conditions are an important part of our democracy. These must be protected. Let's take a stand together. On the street. At the bank. With family and friends.



[join.verdi.de](http://join.verdi.de)

Banking industry

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