

**UNITED WE
BARGAIN!**



Bargaining round private banking 2024

First bargaining round shows:

Nothing to be had for free!

Bargaining info
June 2024

private banks took place on the 6th of June. Even though the atmosphere was clearly positive compared to previous years, the ver.di negotiating team was disillusioned at the end of this first round: The employers rejected our demands as too high, at the same time not making any concrete proposals of their own over the course of this first round of talks. To us it is evident that the loss of purchasing power must be neutralised in this round of collective bargaining. A fast agreement is therefore not in sight,

but we now it lies in our own hands. The next round of negotiations will take place in just a few days, on June 17, in Berlin. Until then, we must stand together for our demands. Over ten thousand colleagues in private banks have already done this in recent weeks, taking a clear stance with their signatures: We fully support ver.di's demands. This solidarity will now also be needed in order to move the employers' association.



« In our everyday lives we are all feeling the consequences of the high inflation of recent years. These have not been permanently neutralised by the inflation compensation premiums. This can only be achieved through wage increases. This round of collective bargaining will determine whether we must accept a loss of real wages in the long term or whether we are able to absorb it together. This is why it is so important that we take action together now.

Peter Aschenbrenner
Unicredit GmbH and member of the
ver.di bargaining committee



« Young professionals need future prospects, and companies will need many well-qualified young professionals in the coming years due to demographic trends. A binding transfer regulation provides security for everyone.

Marie Schreiber
Commerzbank and member of the
ver.di negotiating committee

Our demands at a glance

Salary requirements

12.5 per cent, minimum 500 euros per month, and an increase of 250 euros in the monthly remuneration of junior staff (for a term of twelve months). We are committed to ensuring that the salary agreement is also adopted for employees outside the general pay scale.

Working hours: more autonomy for employees

In addition, we need to discuss the further development of working time regulations (including the issue of possible reductions in working hours) in the private banking sector with the aim of strengthening working time sovereignty for employees. We intend to emphasise this aspect in the negotiations to come.

Extension of existing fixed-term collective agreements

We assume that the collective agreement regarding partial retirement as well as the opening clause for job security (31-hour clause) will be extended.

For secure future prospects: a further development of the takeover regulation

We are in favour of further developing the takeover regulation in the collective agreement for junior staff towards a binding entitlement to permanent employment for junior staff.

It won't work without our collective commitment!

We don't want a tedious, adjourned game as in the last collective bargaining round 2022. Hence we must stand together now in order to compensate for the loss of real wages - that is our goal. And in order to achieve this, we now need the solidarity and commitment of all employees in the industry, regardless of whether they are collectively bargained or paid above the pay scale (as non-pay-scale employees). By taking part in campaigns and deterrent strikes and by joining our trade union ver.di, each and every one of us can make a significant contribution to success. This will be important in the coming days: Please support our collective round of negotiations by approaching colleagues in your area regarding ver.di membership as well as participating in upcoming campaigns and deterrent strikes.



Not tomorrow or the day after – it is now that it is important to stand together and take action collectively. This is the only way we can avoid a long delay in the negotiations. We are seeking to achieve compensation for the loss of real wages for all employees.

Jan Duschek

Head of the Federal Banking Sector Group and head of the bargaining team



We need to persevere with our call to enter into a discussion on the future organization of working hours with its various aspects, as little concessions have been made so far.

Andrea Hartmann

Bausparkasse Schwäbisch Hall and member of the ver.di bargaining committee



The high inflation of recent months has affected all colleagues. Regardless of whether they are paid according to or above the pay scale. Therefore the collective agreement must benefit everyone equally.

Joachim Fehmel

Joachim Fehmel Deutsche Bank AG and member of the ver.di bargaining committee

Reinforce Democracy



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.



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Banking Industry

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