



# 3.3 PERCENT WAGE INCREASE FROM MAY 2024 ONWARDS

Before heading to the negotiation table between IG Metall and Volkswagen in the fall, employees will receive another substantial increase of 3.3 percent on their monthly salary starting in May. Already in January, part II of the inflation compensation payment amounting to 1,000 euros was paid, thanks to the collective agreement from the 2022 bargaining round.

Last year, in June, monthly salaries were already increased by 5.2 percent, and in February 2023, the sum of 2,000 euro tax-free, effectively net, was transferred to the employees' accounts - all in all, this means a strong plus in terms of

money. However, this didn't just happen; it had to be fiercely fought for: In three rounds of negotiations, the company tried to fend off our demands and argued vehemently against salary increases. Parallel to the Volkswagen bargaining round, more than 500,000 people in the metal and electrical industry went on the streets in warning strikes.

Just before the end of the non-strike period, the company realized: Volkswagen faced a similar scenario. VW relented in time - not least because more than 3,000 employees made a significant noise and pressure for their collective bargaining demands during the second ne-

gotiation in Wolfsburg. Additionally, it was agreed in the in-house collective agreement of Volkswagen AG at that time that the collective agreement on partial retirement would continue under the existing conditions and be extended until December 31, 2027.

This fall, negotiations will resume, and our demands will be set before the summer holidays. The discussion on demands in the bargaining committee is already starting now. All IG Metall members at Volkswagen are called upon to participate in our survey and contribute to the bargaining round.



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# BARGAINING ROUND 2024 CASTS ITS SHADOWS AHEAD: **ONLY A STRONG IG METALL CAN DEFEND AGAINST THE COMPANY'S ATTACKS!**

The foundational aspects of the Performance Program have been set – with the partial retirement regulations for the 1967 cohort having been communicated back in 2023. For the years 2024 to 2026, employees in the bargaining unit will no longer have the option to cash out their Contractual Supplementary Pay (T-ZUV).

Instead, they will receive additional days off (six days for those working full-time), with all other collective bargaining terms remaining unchanged. The flexibility to choose between receiving this pay or additional time off was a notable victory in collective bargaining. Although this choice has been suspended until 2026, it stands as a reason-

able compromise given the company's initial push for deeper contractual cuts.

Volkswagen's management was planning significantly more extensive reductions: They were not content with merely proposing a freeze on monthly wages, but were pushing for a significant reduction in the salary framework. Additionally, the company questioned the viability of the collectively negotiated training positions, directly impacting the nurturing of Volkswagen's future talent. Additionally, the company lacked a clear commitment to the collectively agreed employment security up until 2029. This situation underscores once more the importance of a strong and robust IG Metall at Volkswagen, which

has been instrumental in safeguarding against the company's attempts to undercut wages, jeopardize future employment prospects, and erode job security.

Moreover, the Performance Program negotiations signal challenges for the 2024 bargaining round: it's expected that Volkswagen's management will revisit their profit-boosting strategies at the autumn negotiation table. Now more than ever, it's vital to stand united with IG Metall as we approach these negotiations. If you're not a member yet, now is the time to join and make the difference!



**Thorsten Gröger, District Manager and Chief Negotiator for IG Metall**

"IG Metall at Volkswagen has historically earned every advancement without any giveaways from the company. As we approach a particularly tough set of negotiations, the importance of standing united and strong as IG Metall at VW cannot be overstated. Discuss the upcoming bargaining round with your colleagues and lend your support through membership, reinforcing our collective strength as we enter these negotiations."



**Daniela Cavallo, Chairwoman of the General Works Council of Volkswagen AG**

"I anticipate a challenging bargaining process ahead. The gap between our expectations and the company's stance is likely to be substantial, echoing our recent experiences with the Performance Program and the salary bonus discussions, where VW was unwilling to consider increases. This situation underscores the importance of us, as metalworkers, being well-prepared to face a demanding autumn, standing firm for what we rightfully deserve."

