WHAT CAN WE DO TO ENFORCE OUR DEMANDS?

Participate in warning strikes and encourage your colleagues to join in.

As an IG Metall member, you will receive a bonus for every new member you recruit. For more information, go to:
www.igmetall.de/werbeaktion

WHAT ARE THE ADVANTAGES OF BEING AN IG METALL MEMBER?

IG Metall is committed to good work, fair pay, career prospects, co-determination and democracy and represents more than 2.1 million members from various sectors.

Some of the reasons why you should join IG Metall:
Assistance with strike pay, personal advice on legal issues, legal protection for labour and social issues, leisure accident insurance, support in the event of death, support in extraordinary emergencies, further training, members-only discounts, etc.

For more information:
www.igmetall.de/leistungen

WHO IS MY CONTACT PERSON?

The colleagues in your office will be happy to help you with any labour-related questions.
www.igmetall.de/vor-ort

NOT YET A MEMBER?

Then it's time to join.

It's safe, simple and quick.
www.igmetall.de/beitreten

Legal notice:

IG Metall, Wilhelm-Leuschner-Str. 79, 60329 Frankfurt
Represented by the Executive Board,
1st Chairwoman: Christiane Benner
Contact: vorstand@igmetall.de

Responsible under press law/responsible according to Section 18 (2) MStV: Chief cashier: Nadine Boguslawski
Editorial office: VB 03 / Collective Bargaining Policy and Crafts Unit,
Collective Bargaining Archive Team

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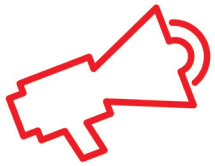
www.igmetall.de

FAQ: WARNING STRIKES

Well advised, well informed

IG METALL
Executive Board
Collective Bargaining Policy and Crafts Unit

Flags, banners, whistles and warning strikes are common elements of every bargaining round. Employers cannot be persuaded without these.



WHAT IS A WARNING STRIKE?

Warning strikes are short, temporary work stoppages. They are permissible once the peace obligation has ended. They show the employer that the employees back the collective bargaining demands and are prepared to strike for them if necessary. Warning strikes come in many different forms, e.g. as a short work stoppage, early closure or a public demonstration. Only the trade union is authorised to call warning strikes.

WHAT ARE FULL-DAY WARNING STRIKES?

If short warning strikes are not enough, IG Metall can call for full-day warning strikes in selected companies. This puts even more pressure on employers in order to achieve a result. The Executive Board of IG Metall decides on how to proceed.

CAN THE STRIKE HAVE CONSEQUENCES?

By participating in the strike, you do not breach your employment contract. You must not receive a warning or be dismissed due to your participation in a strike. If your employer nevertheless threatens to do so, you will receive financial and legal support as an IG Metall member.

DO I NEED TO INFORM MY SUPERVISOR THAT I'M GOING TO BE ABSENT FOR A STRIKE?

If the trade union announces a warning strike, you are relieved from your usual duties under your employment contract for the duration of the strike. This also means that you do not need to inform your supervisor that you're going to be absent for the strike.

DO I NEED TO CLOCK OUT?

Normally, you do not need to clock out for a strike. For the duration of the warning strike, the employer does not have to pay the strikers, so the time does not need to be made up for later on. If you clock out anyway, make sure that wages or working hours are not deducted redundantly.

CAN MY EMPLOYER FORCE ME TO DO EMERGENCY WORK?

No, the employer cannot force you to do emergency work. Necessary work to prevent serious damage, e.g. to machines or products, is excluded from the strike. But this is something trade unions and employers negotiate about. Unilateral determination by the employer is not permitted.

IS STRIKE PAY PAID FOR WARNING STRIKES?

No, strike pay is only paid for strikes following a ballot. In the event of full-day warning strikes, the Executive Board may also decide to pay strike pay.

WHO MAY PARTICIPATE IN WARNING STRIKES?

The right to strike is enshrined in the German constitution and is therefore constitutionally guaranteed, no matter whether you are a trade union member or not. Nevertheless, trade union members have many advantages. They are well protected during a warning strike.

Apprentices
Apprentices are allowed to strike because their apprenticeship conditions are also regulated in our collective agreements. However, they must attend lessons on school days.

Temporary employees
Temporary employees must not be used as strike-breakers! The temporary employment agency must be informed of an announced strike and look for alternative deployment options. The temporary employment agency must continue paying wages during the warning strike.

Employees not subject to collective agreements
Employees in the company who are not covered by the collective agreement may also strike, as they too have the fundamental right to strike.