

## **Why ver.di? Because...! Good reasons to be involved!**

### **There are many reasons to join ver.di**

The name ver.di stands for Vereinte Dienstleistungsgewerkschaft – United Services Trade Union. Our members are employees, freelancers, civil servants and students drawn from over 1,000 different occupations. People from all walks of life come together in ver.di, all of them working in services or related industries – in the fields of education, art and culture and the media. Our goal is to achieve solidarity and justice in working life. We want people's efforts to be properly recognised and valued.

Diversity is our strength: occupational or specialist groups and projects in 13 different sectors enable our members get to grips with issues of direct concern to their industry. Whatever occupation is involved, ver.di has specialists to support members in that particular industry.

Membership of over 2 million means ver.di has the strength to secure working conditions for many millions of people and fight for social justice. We work to achieve humane working conditions and preserve jobs, carrying out collective bargaining, advising works and staff councils and pursuing political lobbying at national and international level. We put pressure on politicians to create a framework that enables broad sections of society to live in peace, security and prosperity.

There are plenty more reasons for joining ver.di!

### **SOLIDARITY AND JUSTICE**

#### **ONE TRADE UNION FOR ALL**

Unity is strength! We consolidate the interests of our members – and by working together empower the individual! We create unity out of diversity. Unlike professional associations, we bring together people from quite different occupations within one industry. We set solidarity against group egoism and all pull in the same direction.

#### **A JUST BASIS FOR SUBSCRIPTIONS**

Those who have more, pay more - those with less money pay less. Our members subscribe one percent of their basic gross income to support the union and enable it to operate effectively. And the jobless pay a reduced subscription. The subscription is also tax-deductible.

#### **EXERTING AN INFLUENCE**

ver.di is a tireless advocate of the right to work, acceptable workplace and training conditions, fair rates of pay, equal pay for equal work, an acceptable minimum wage, a good work/life balance and a health policy based on the principle of solidarity...

#### **UPHOLDING INDIVIDUAL RIGHTS IN THE WORKPLACE**

ver.di supports basic workplace rights, co-determination, equality and recognition. It supports and advises youth representatives, works councillors and staff council members with the aim of ensuring

effective representation of employees' interests and providing every member with support in disputes with his or her employer or client.

## **REPRESENTING EMPLOYEES' INTERESTS WORLD-WIDE**

ver.di representatives work at international level to improve working conditions and ensure that employees are not played off against one another.

## **GETTING INVOLVED IN VER.DI**

ver.di is a democratic organisation: everyone is invited to become actively involved in determining the union's policies. That is the purpose of the members' assemblies, collective bargaining committees and company-specific groups. ver.di members work in works and staff councils together with their organisation and trade union secretaries to find solutions, for example to in-company problems. Our representatives also bring their skills to bear in the supervisory bodies of sickness and pension insurances, statutory insurance and accident prevention institutions and collecting societies.

## **PROTECTION AND SECURITY**

### **LEGAL RIGHTS DERIVED FROM COLLECTIVE AGREEMENTS**

ver.di members employed in companies subject to collective agreements enjoy the protection offered by such agreements. And they receive support when they have to enforce their rights. Non-members can only hope that the employer grants collectively agreed payments – they do not have any legal claim to them.

### **COLLECTIVE AGREEMENTS REGULATE WORKING CONDITIONS BETTER THAN MANY LAWS**

In addition to wages, collective agreements also regulate working times, vacation entitlements, vacation bonuses and many other matters – to the advantage of employees. Many collective agreements, for example, contain an entitlement to 30 days' vacation on the basis of a 5-day week. Without a collective agreement or equivalent employment contract, federal law applies – and vacation entitlement shrinks to a mere four weeks. Special payments such as vacation bonuses are only secured by collective agreements. This also applies to release from work in special cases.

### **COMPETENT LEGAL ADVICE AND REPRESENTATION**

An important service offered by ver.di is the provision of legal advice. Whether labour, social or contractual law is involved, competent advisors are available to help members. And if a legal dispute arises, legal specialists offer not only advice but also comprehensive, free-of-charge legal protection – only for members, of course. ver.di legal protection even covers representation in court, if necessary. This applies equally to disputes involving the social security system, pension and accident insurance companies, the statutory insurance scheme or the Federal Labour Agency.

### **STRIKE PAY DURING INDUSTRIAL DISPUTES**

Sometimes collective bargaining grinds to a halt or employers try to force through their own point of view and industrial action becomes unavoidable. As employers do not continue to pay wages during strikes or lockouts, ver.di intervenes to help its members, providing strike pay to help them avoid financial hardship.

## **EFFECTIVE REPRESENTATION OF MUTUAL INTERESTS AT WORK**

Member assemblies, collective bargaining committees, shop stewards, statutory and in-company representatives and ver.di work together to protect your interests and resolve in-company problems.

## **INFORMATION AND TRAINING**

### **BE BETTER INFORMED**

In addition to ver.di-Publik, members also receive the supplement for their particular sector and special information on current social, economic and sectoral issues. There are newsletters on various different topics – and of course also the possibility of face-to-face conversations. ver.di members are quite simply better informed!

### **JOIN THE VER.DI MEMBERS' NETWORK**

The ver.di members' network is more than just a once-stop shop for services – it also offers scope for becoming actively involved as well as containing commentaries and assessments related to various aspects of policy: <https://mitgliedernetz.verdi.de>

### **CONTACT US: THE VER.DI CALL CENTRE**

If you have questions or problems you can reach us by telephone from Monday to Friday between 7.00 and 20.00 and on Saturdays between 9.00 and 16.00 at 01802 – 222277\*. Or you can just send us an email to [info@verdi.de](mailto:info@verdi.de). It will be processed immediately.

### **IMPROVE YOUR KNOWLEDGE**

ver.di offers members a wide range of training and professional development options. Training seminars on political, social and specialist subjects are either available free of charge or for a modest fee. [www.verdibildungsportal.de](http://www.verdibildungsportal.de)

### **SPECIAL SEMINARS FOR STATUTORY REPRESENTATIVES**

And of course we also offer training for members of works councils or staff councils, youth representatives and others. The ver.di training and advice section organises basic and specialist seminars for statutory representatives: [www.verdibub.de](http://www.verdibub.de)

## **ADVISORY SERVICES AND SPECIAL OFFERS**

### **FREE INCOME TAX ADVICE FOR MEMBERS**

ver.di helps members save money and assists them in preparing their tax returns – either in specially-arranged personal advice sessions or via e-mail. For more on this see: [www.lohnsteuerservice.verdi.de](http://www.lohnsteuerservice.verdi.de)

### **FREE TELEPHONE ADVICE ON TENANTS' RIGHTS**

Between 12.00 and 14.00 on Mondays and Tuesdays ver.di members can receive telephone information and assistance from the German Tenants' Association (Deutscher Mieterbund) on issues related to tenancy law (0302232373, (normal telephone charges apply). For more on this see: [www.verdimitgliederservice.de](http://www.verdimitgliederservice.de)

## PERSONAL PENSION ADVICE

This is included in the membership subscription: pension insurance experts provide you with competent on-the-spot information.

## LEISURE ACCIDENTS

In case of leisure accidents an insurance scheme has been set up for ver.di members that provides financial support in the form of a hospital allowance as well as compensation for death or invalidity.

## ADVISORY SERVICE FOR THE SELF-EMPLOYED

www.mediafon.net ensures that self-employed members of ver.di are kept up to date with the latest information. You can find out more at [www.freie.verdi.de](http://www.freie.verdi.de) or by calling the advice hotline at 01805754444\*.

## ISIC – INTERNATIONAL STUDENT IDENTITY CARD

ver.di meets the cost of the identity card. Trainees, school pupils and students can use it to receive support and discounts from participating companies in more than 110 different countries. ([www.isic.de](http://www.isic.de)). Application forms are available from the relevant ver.di district organisation or online via the members' network: <https://mitgliedernetz.verdi.de>.

## ATTRACTIVE DISCOUNTS THROUGH VER.DI MEMBER SERVICE

ver.di members benefit from a wide range of offers from participating companies. The companies have to adhere to trade union standards but can still offer savings: selected insurance and financial services, attractive holiday and travel offers, shopping at reduced prices, cheap tickets for leisure activities etc. Information on current offers can be found by calling the telephone hotline on 01802222299\* or on the Internet at [www.verdimitgliederservice.de](http://www.verdimitgliederservice.de).

## GUV-FAKULTA TRADE UNION SUPPORT INSTITUTION

Work-related incidents can lead to costly claims for damages. For such cases, GUV Fakulta offers subsidies, legal protection and emergency support. The additional subscription for this service is EUR 21 per year (2010). For more on this see: [www.guvfakulta.de](http://www.guvfakulta.de)

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For the service numbers ver.diDirekt (0180/222 22 77) and ver.diServiceGmbH (0180/222 22 99) the landline charge is 6 cents per call, the maximum mobile charge is 42 cents per minute. Calls to mediafon (0180/575 44 44) cost 14 cents per call (landline) and a maximum of 42 cents per minute on mobile networks.

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