You voted!

368 employees from all divisions and locations of DW took part in the survey. The evaluation revealed three major aspects:

1. INCOMES!

Safeguarding income is a high priority for freelancers, employees, trainees and volunteers! Freelancers voted by a large majority in favour of increasing the effective honoraria, permanent employees voted in favour of the collective wage increase of 6% and greater consideration of middle and lower salary groups, trainees and volunteers voted for an increase of a fixed amount. That is why we demand:

- Increase in the total volume of 6% for salaries, effective honoraria and remuneration for apprentices and trainees* with a term of one year. At least one increase of €300 for permanent employees and €100 for trainees and volunteers.

2. SOCIAL COMPENSATION!

According to the survey, the following structural improvements are particularly important for DW colleagues*:

- Sickness allowance subsidy for freelancers from the first day of sickness
- Improvements in the protection of existing contracts and employment guarantee for freelancers
- Equal money for equal work: Elimination of inequalities by increasing honoraria and salaries which are too low
- Increase in sickness benefit allowance for freelancers
- More money for training for freelancers
- Improvements in or relating to surcharges
- Increase in holiday pay for employees

3. EDUCATION AND TRAINING!

In addition to the collective wage increase, we demand the following for trainees and volunteers:

- Coverage of the job tickets by DW.

as well as binding collective bargaining agreements in the case of

- Surcharges
- Family home trips
- Holiday pay
- Free time to join meetings of trade unions
- Vacation for examination days
- Takeover / follow-up employment

ver.di DW supports the legitimate interests with the demand for a

additional increase of 1% for structural adjustments related to salaries, effective honoraria and remuneration of volunteers and trainees*.

If DW and trade unions achieve substantial improvements on these issues, any associated costs may be deducted from the volume of this demand.
**Solidarity in Numbers**

In the case of a collective agreement, it depends on whether the salaries are increased by the same amount or whether the increase is purely a percentage increase. The latter means an increasing spread between upper and lower salaries.

Let us give you an example of how this effect can be reduced: the salaries of permanent employees will be increased by 6%, by a minimum of €300 and a maximum of €380. Compared to a purely percentage increase - depending on the number of employees - this example even includes a slight saving for DW, which could be invested in further social components. For about 2/3 of the permanent employees, the model - compared to a linear percentage increase - would either be beneficial or neutral.

**WHAT WOULD A MINIMUM INCREASE OF €300 MEAN FOR ME?**

Compare yourself: Previous remuneration in € -> remuneration new (comparative value for percentage increase)

<table>
<thead>
<tr>
<th>Vergütungsgruppe</th>
<th>Stufe 1</th>
<th>Stufe 2</th>
<th>Stufe 3</th>
<th>Stufe 4</th>
<th>Stufe 5</th>
<th>Stufe 6</th>
<th>Stufe 7</th>
<th>Stufe 8</th>
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<tbody>
<tr>
<td>I</td>
<td>6274 € -&gt; 6650</td>
<td>6906 € -&gt; 7286</td>
<td>7538 € -&gt; 7918</td>
<td>8170 € -&gt; 8550</td>
<td>8802 € -&gt; 9182</td>
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<td>III</td>
<td>4721 € -&gt; 5021</td>
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<td>5599 € -&gt; 5893</td>
<td>5978 € -&gt; 6337</td>
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<td>IV</td>
<td>4141 € -&gt; 4441 (4389)</td>
<td>4460 € -&gt; 4760 (4728)</td>
<td>4779 € -&gt; 5079 (5066)</td>
<td>5098 € -&gt; 5404 (5404)</td>
<td>5417 € -&gt; 5742 (5742)</td>
<td>5736 € -&gt; 6080 (6080)</td>
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<td>V</td>
<td>3652 € -&gt; 3952 (3871)</td>
<td>3925 € -&gt; 4225 (4161)</td>
<td>4198 € -&gt; 4498 (4450)</td>
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<td>VI</td>
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<td>3155 € -&gt; 3455 (3344)</td>
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**IN A NUTSHELL**

**What's the Point?**

Collective bargaining is on the agenda for the DW. It’s about higher salaries and fees for permanent employees, freelancers and trainees.

**Who's Negotiating?**

The trade union ver.di with the employer DW. ver.di represents the interests of its members and all professional groups, regardless of department, editorial office or job.

**What Does ver.di DW Demand?**

Increase of all effectively paid salaries by 6% with 1 year duration and a minimum increase of 300 € for all permanent employees. Additional 1% for structural adjustments of salaries and honoraria. And for apprentices and trainees* a pay increase of 100 €, the adoption of the job ticket and further improvements under collective bargaining agreements.

To this end, we have called on Deutsche Welle to enter into immediate collective bargaining with the aim of a new collective agreement for salaries and wages and other collective bargaining provisions, valid from 1 January 2020.