

SIEMENS

Central Works Council



# **Workshop of the labor unions and Siemens in the USA and Canada**

**Harald Kern, Central Works Council**

# Codetermination and Siemens

## How does that work?

### Agenda:

- \* The three pillars of codetermination in Germany
- \* How does it look at Siemens



# Codetermination based on:

Trade union

Works Council

Supervisory Board



# Trade union

## \* Legal background:

- \* German constitution
- \* Law of Labor agreement

## \* Organization:

- \* the majority of trade unions in Germany is organized as industry or branches trade unions under the DGB (confederation of trade unions Germany)

## \* Job description:

- \* general agreement
- \* influencing the political process in the society for employees



# Works council

## \* Legal background:

- \* Labor constitution

## \* Organization:

- \* all facilities with more than 5 employees are supposed to elect a works council every four years
- \* the size of facility and company defines the number of members and structure

## \* Job description:

- \* all laws and agreements in favor for the employees
- \* cooperation with management in favor of the interest of the company and employees



# Supervisory Board

## \* Legal background:

- \* law for companies on the stock market
- \* law of codetermination

## \* Organization:

- \* representation of owner and stakeholder
- \* 50 % of the members are employee representatives and trade union representatives

## \* Job description:

- \* Hiring the management board, control of strategy and performance



# Code termination@Siemens:

Trade union

Works Council

Supervisory Board



# Trade union @Siemens

## \* IG Metal:

- \* Electro and metal industry
- \* around 2,3 Million members

## \* Organization:

- \* 7 districts
- \* administrative offices country wide
- \* member organization within facilities over shop stewards Siemens-Team

## \* Job description:

- \* general agreement with income, working time, holiday...
- \* qualification of shop stewards and works council members
- \* Siemens: qualification and campaign for strategically issues





# Works council @Siemens

## \* Data:

- \* 100.000 employees in the Siemens AG in 95 facilities, further 20.000 in the group

## \* Organization:

- \* 95 works councils, around 75 % are members of IG Metal
- \* Central Works Council Germany (GBR)
- \* Group Works Council (KBR)
- \* European Works Council called SEC (but no codetermination there)

## \* Job description:

- \* local: working time, income, hire, security, qualification,....
- \* almost all issues in connection with work organization
- \* Germany: economical development and changes
- \* broad complex of issues where more than one facility is involved or company wide regulations are needed



# Supervisory board @Siemens

## \* Data:

- \* total of 20 members, 10 owner, 10 employee representatives
- \* the employee representatives are elected for 5 years
- \* chairman comes always from the owner side (Gerhard Cromme)
- \* deputy is Birgit Steinborn, head of Central Works Council

## \* Organization:

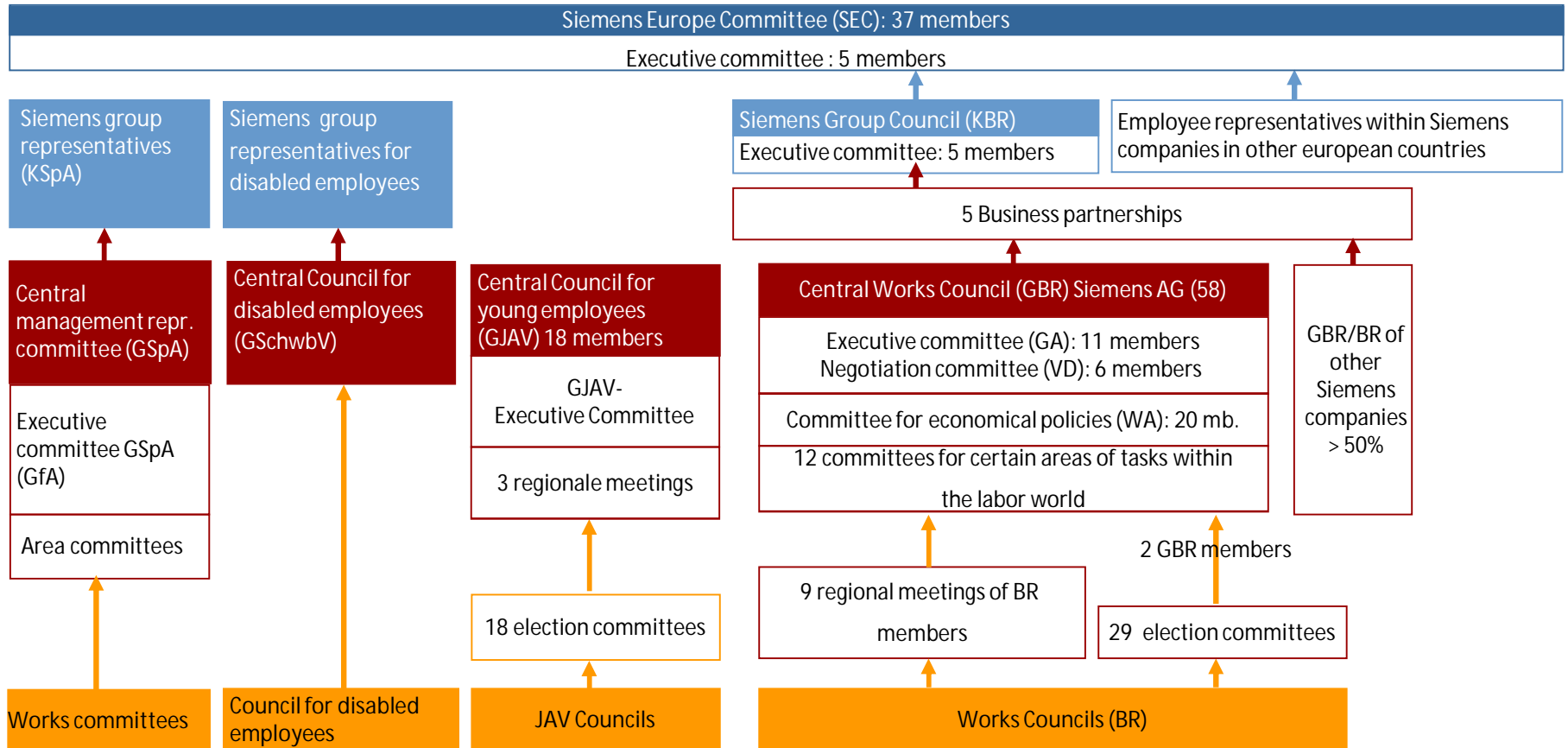
- \* owner: one member of the Siemens family, Nathalie von Siemens
- \* works in different committees of the supervisory board

## \* Job description:

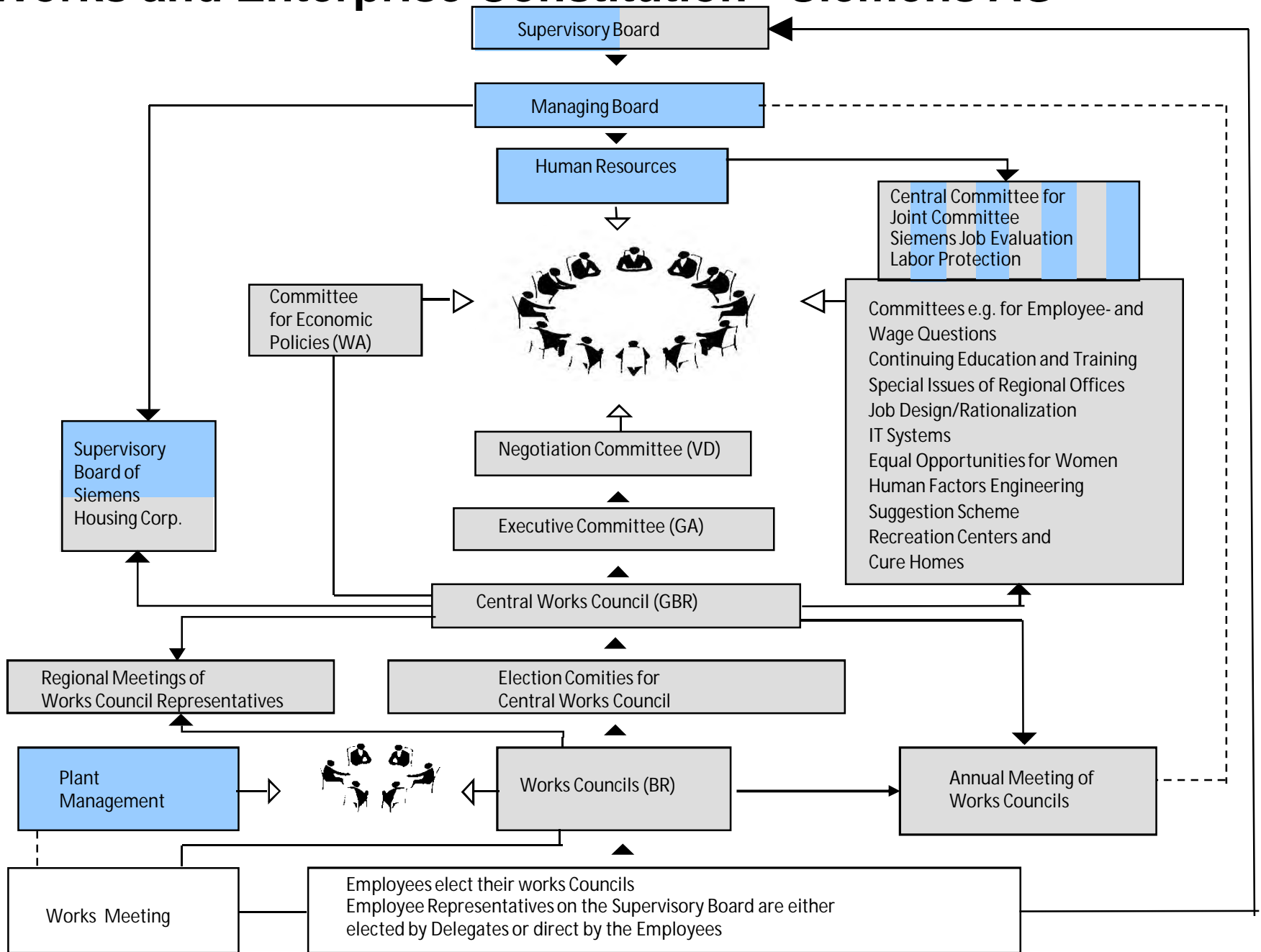
- \* employer of the management board, control of strategy and business development



# Siemens AG – map of labor relations



# Works and Enterprise Constitution - Siemens AG





**People before profits**

