



On the move

The Mining, Chemical and Energie Industrial Union





The Executive Main Board of the IG BCE.

welcome

The Mining, Chemical and Energy Industrial Union is a lively organisation of people who come together in order to give active support to their rights and convictions. The Mining, Chemical and Energy Industrial Union achieves improvements in the working lives and protects the rights of workers.

As a member you are in a stronger position in your working life. You are better informed, you will be given qualified advice and competent support in the case of conflicts.

You can commit yourself to activities within the IG BCE, you can cooperate to work on trade-union goals, on concrete problems and their solutions. In working groups, you can bring to bear your expert knowledge, your experiences and your opinions, you can attend seminars and courses of further training, and you can take over responsible honorary functions as a lay member.

You can influence your daily job routine and you can help shaping the future of our society.



Liberty

Equality

Fraternity

*Hubertus Schmoldt
General Secretary
of the IG BCE*

*Jürgen Walter
Member of the Executive Main Board
of the IG BCE*



strong – democratic – focused

The Mining, Chemical and Energy Industrial Union acts on behalf of the interests of its members.

As one of the large trade unions within the DGB, the German TUC, we are a noticeable reform power in Germany.

Our goals are the creation of equal opportunities, equal rights, the improvement of the living and working conditions in a social market economy.

We adhere to the concepts of solidarity and social justice as our guiding values and as prerequisites for the freedom and individuality of every person in society.

We are organised in a democratic way: the members in their companies and in local groups at their places of residence, trade union representatives in the companies, the districts, state districts and the Main Board – at all levels, the trade union members decide by means of elections which are taking place every four years.

Our basis is provided by the more than one-hundred years of service, success stories and experiences.

In the year 1997, the Mining, Chemical and Energy Industrial Union was formed by the merger of the three traditional trade unions Mining and Energy, Chemical, Paper and Pulp and Ceramic Workers Union and the Leather Workers' Union. On the basis of co-determination and shared responsibility, we stand for the preservation and promotion of the economic and social interests of our members.

We are independent of political parties and other institutions in society. We are seeking critical and constructive debates with the employers and the political parties and governments. We want an open dialogue and a fair balance of interests.

We understand politics to be oriented towards solutions. We want to help shaping Germany's industrial position in its social, economic, and ecological dimensions.

We want to secure and create jobs, and in order to do so, we want to promote the active cooperation between the political and the economic world and support this with our company-related and bargaining work.

We want to play an active role in modernising the social welfare state in a unified Europe. For the IG BCE, this means: finding a balanced way to bring about the necessary changes of the social security systems and of the structure of the world of work. Therefore, we participate in the renewal of structures and defend achieved social standards at the same time.

have a say

In order to be among the first in the concert of society's players, workers do need a strong trade union. Strong in this case means with enough members, financial means and negotiation stamina. Therefore, our members, the membership fees, and the union's further training are of high significance.

A high membership results in political weight, and in the case of conflicts it is only a financially strong union that is a really serious opponent, and it is only competent union members who can push through changes.

In this sense, the IG BCE is indeed a strong trade union. It represents your interests effectively and sustainably, so that our society assigns the same importance to your interests as to those of corporations and enterprises, and your interests are heard and taken into consideration by parties and governments.

We are active for you on a national, European and international level.

The international links between the corporations and economies have led to a further intensification of our international trade-union work. This is important in order to be able to keep up with internationally acting corporations and thus, to protect workers' interests also across the borders.

Our trade union is affiliated to the

- European Mine, Chemical and Energy Workers' Federation EMCEF;
- International Federation of Chemical, Energy, Mine and General Workers' Unions ICEM.

Our cooperation agreement with the British trade union GMB (Britain's General Union), for the mutual assistance of members is one example for the ongoing cooperation.

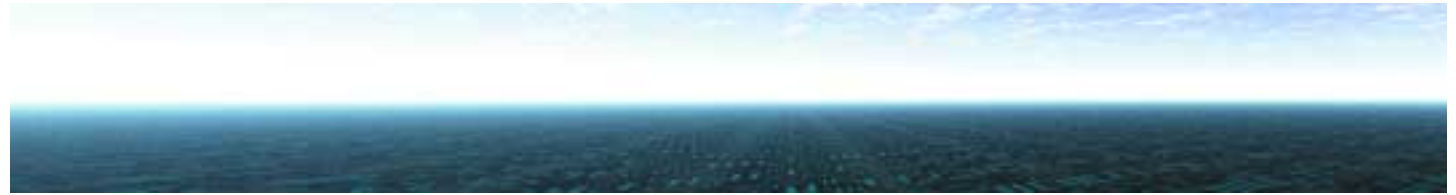
The IG BCE has its own foundations, such as the Foundation for the Promotion of Further Training in the Chemical Sector QFC, the Foundation for Work and the Environment, the Foundation for Further Training WBS, and the



August Schmidt Foundation, which carries out projects and tasks the results of which are useful for our members.

We do render assistance to union training institutions such as the Hans Böckler Foundation, the Academy for Work in Frankfurt (am Main), the Social Academy in Dortmund, the European Trade Union College. We are fervent supporters of the dual system of vocational training and we support university training courses and research in the field of occupational medicine and adult education at various universities and colleges.

Numerous lay members and full time officers also do additional work for their union in many areas in our country, be it on the level of local authorities, in the state parliaments or in the Federal parliament, in political parties and other associations, in companies, supervisory boards, advisory boards. The goal of all activities is always to protect your interests strongly and to represent union demands firmly.



individual – active

The IG BCE is present where its members are working and living. In the companies and in the communities, lay members and full-time officers are active in the day-to-day union work.

Every member can talk to his or her union representative directly. These so-called **Vertrauensleute**, are the union representatives in the companies. They take up suggestions and proposals and they also help in solving personal problems at the place of work. They are the first point of contact for the members.

In the communities, we are active through our **local groups**. The members in the local groups can give their communities and regions new impetus and can help organising them by indicating their local positions on topics relevant in socio-political terms, such as the labour market, setting-up of industry, social matters or environmental protection, and by joining public discussions.

The union work done by the local groups and the union representatives on the shop floor adds to and supports the work of the **unionised works councils** in the companies.

All IG BCE members can make their contributions from their experience gained in the daily work and from their technical knowledge. The union offers a lot of possibilities for active cooperation of **experts on their own account**.

Those who want to speak up for the interests of their colleagues can stand for elections to become union representatives, or, as members of the IG BCE, they can stand as candidates for the works council, and they can cooperate in committees and working groups.

The specific economic, social and job interests of young people, women and white-collar workers are given special consideration. Thus, we do have **trade-union groups for young people and for women**, and we do have **various staff groups for white-collar workers**, such as i. e. white-collar workers in senior positions, mine supervisors, technicians or engineers.

In order to represent the interests of certain branches of production, we established **industry group secretariats** which, among other things, observe and evaluate developments and tendencies in various sectors of industry, and make the results known to our members.



learn more

All those who want to represent opinions, discuss trade-union goals, and who want to advertise them and get acceptance for them require up-to-date information and knowledge. **There is a variety of education offers available to IG BCE members:**

- Apart from regularly appearing publications, such as "magazin" and "Umschau", we do issue hand-outs, leaflets and brochures on a lot of socially relevant topics.
- We offer day or weekend seminars to the local groups and to the districts or training courses at our own training centres in Bad Münder, Haltern am See and Kagel-Möllendorst.

Our offers range from business, language and history courses to computer training and further education on union policy. Every member is free to attend these seminars at no cost.

The union-policy further training has the target to give members the tools for an active participation in organising shop-floor matters and cross-company questions.

They are to develop their own perspectives as to how to reflect critically on the social and economic context and how to evaluate it. Thus, the participants of the further training seminars obtain their own personal competence which enables them to help organising matters in society and in the companies.

feel secure

All IG BCE members will be granted **strike pay** when they are entitled to it. The members who will be locked out by the employers in connection with industrial action decided upon by the IG BCE in their collective bargaining area will also be supported.

Not all the problems occurring in the world of work can be solved conjointly between the parties involved.

The IG BCE offers legal protection to its members in all questions relating to exercising a **fundamental right**, and in matters pertaining to industrial law, social security law, civil service law and the public service Staff Representation Act, as well as in other matters, which originate directly from the activity of the member on the shop floor or in his or her activity for the IG BCE.

Members who have been with the union for at least 12 months will have a **personal accident insurance** for their leisure-time activities being concluded for them. The insurance covers all accidents outside the area of work and the direct way to or from work.

attraktiv



The **membership card** has a new and additional function: as from now on, it is also a **Calling Card***.

A new offer is the **IG-BCE credit card** which we developed together with BHW-Bank for you. It is a combination

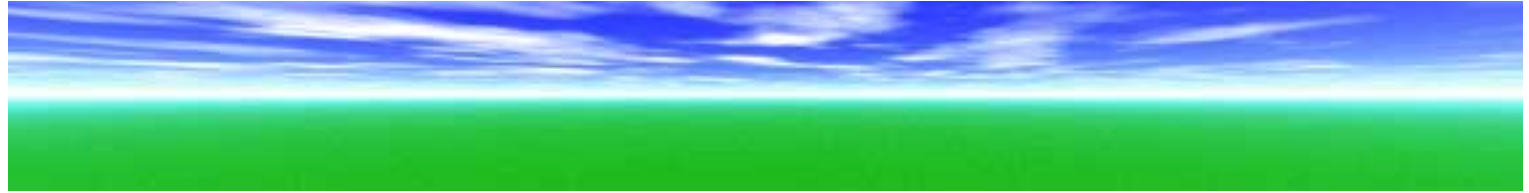


of **EUROCARD MASTERCARD** and **Visa Card**. In the first year, members won't have to pay any fees at all.

With an annual turnover of more than DM 4,000, it is equally free from the second year onwards. The partner cards are free of charge, no matter, how many.

An exclusive offer for IG BCE members: every year, you will receive a new service folder with information and order vouchers for attractive offers, such as travel trips etc. We will continue to extend this service for you.

* With the Calling Card, you can reach the German Telecom network from every phone. Just dial 0130, enter your personal PIN number, and dial the number you wish to call. This is particularly worthwhile when you call from abroad and from hotel phones.



hands on

Our members come from the industrial sectors of mining, chemical industry, energy, crude oil and natural gas, glass, processing of unvulcanized rubber, ceramics, plastics and non-metal materials, leather, paper and pulp, environment, water and from utilities' companies.

Our policy is to work in the interest of all our members, shift workers and trainees, miners and chemists, office employees and mechanics for high-voltage facilities, workers in production and in administration alike.

So far, a lot has been achieved so far in hard negotiations with the employers and the politically responsible: income secured by collective agreements, collective agreements on remuneration in some bargaining areas, Christmas pay, holidays, capital-forming measures and reduction of working hours and much more, such as improvements in the areas of health and safety, vocational further training and industrial environmental protection.

However, there are new tasks:

The creation of jobs is the most urgent task of society as a whole. There are many ways to create more employment opportunities, which will generate effects in their entirety, such as attractive part-time work, raising the pension framework for partial retirement, fighting strongly against undeclared work, finding new regulations for 620-Mark jobs without any social security payments and changing them over into regular employment relationships, developing bio-technologies and genetic engineering technologies to become new and innovative industries.

We demand a reasonable energy consensus. Germany needs energy in order to keep the industry and jobs in our country.

The consequences of rationalisation measures and an increased use of technology must not unilaterally be to the detriment of the workers. We call for more codetermination for the workers in questions of the use of new technologies. New technologies need to be given a social dimension.

The IG BCE stands for a further reduction of the lifelong and the weekly working time. It can be proved that a reduction of the working time secures and creates jobs.

For us, environmental protection does not mean taking a decision in favour of either work or the environment. Work and the environment belong together. There would be more people in employment tomorrow if more jobs were created for our environment today.

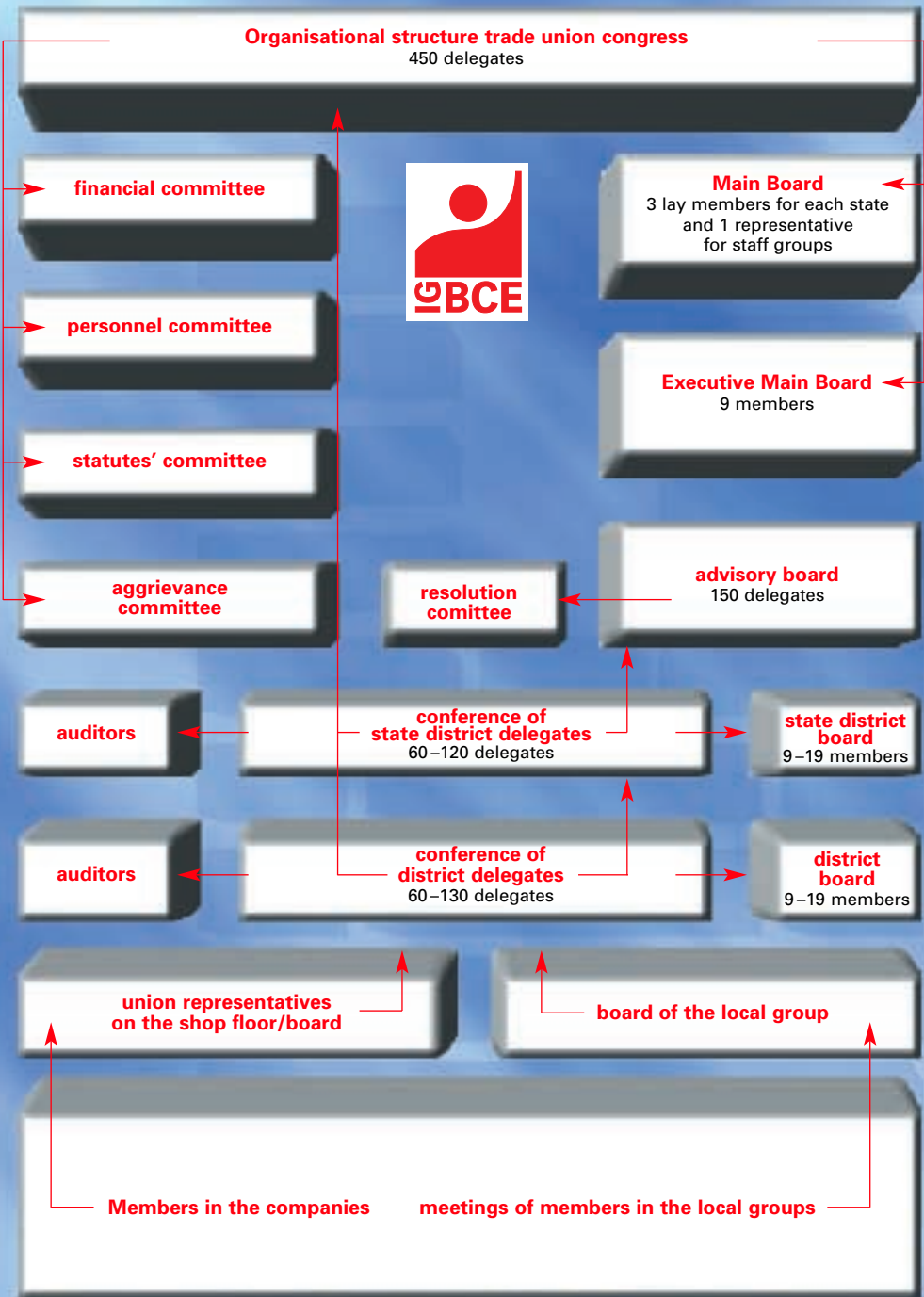
An ecological tax reform must not punish consumption and thus endanger jobs; much rather, it has to create incentives for energy conservation and thus release innovative potential which in turn will create employment.

In export-oriented sectors, which are under extreme international competitive pressure, the Federal Agency for Employment should provide financial support during times of re-organisation and restructuring for those jobs which otherwise would be lost to other countries due to outsourcing.

Building on our strengths and abolishing the weak points of Germany as an industrial location is the challenge in the competition among the various sites; however, this is no competition for cheap labour, decreasing social standards and deficient environmental protection.

We want to strive for a further technological and social development of our society. We want innovations to observe social criteria, and in doing so, contributing to opening up new growth markets, products and product-related services.

Organisational structure



→ election of delegates, board members, committees



Publisher

IG Bergbau, Chemie, Energie
VB 4 Organisation – Bildung
Königsworther Platz 6
30167 Hannover

Editorial department

IG Bergbau, Chemie, Energie
Abt. Organisation/Werbung
Tel. 76 31-2 85

Photographs

IG Bergbau, Chemie, Energie (2)
Charles de Beaulieu (4)

Design

Werbeagentur Thomas Hey

Printing

Buchdruckwerkstätten Hannover GmbH