



GOOD JOBS **IN TEMPING**

Dear colleague,

You work as a temp. You may have had some bad experiences in this field because some temporary workers are treated like second-class employees. This is unfair and disrespectful.

Do you earn less than your colleagues with permanent contracts? Are you working in a field that does not reflect your education and training? Have you ever been let go by a company? Have you been fired after a temporary contract ended? Many temp workers have had experiences like this. But it doesn't have to be this way.

We're making a difference! Over the last few years, IG Metall has collaborated with temporary employees and succeeded in implementing a range of improvements. We have achieved significantly higher earnings through industry bonuses. And temporary employees' chances of being taken on in permanent positions have also improved. In addition, we have achieved longer holidays, bigger holiday and Christmas bonuses, and extra payments for our members. We achieved all of this through collective agreements.

Unions such as IG Metall negotiate collective agreements on behalf of their members. Through collective agreements, we improve the living and working conditions of members and employees, and enforce increased fairness in temporary contracts.

Good pay for good work. But we don't want to stop here! We want all temporary workers to have the right to the same working conditions and wages as permanent staff. Together we want to achieve good jobs for all employees.

More than 100,000 temp workers have already joined forces by becoming members of IG Metall. They know that they can only make improvements by building a strong community. So get involved and choose good jobs.

Join now!

We're here for you:

- ▶ We provide active support to temp workers.
- ▶ Expert help at your local IG Metall branch (➔ [igmetall.de/vor-ort](https://www.igmetall.de/vor-ort)).
- ▶ Comprehensive information on temp work.
- ▶ Expert advice on employment and social law.
- ▶ Free legal protection in disputes covered by employment or social law.

Complete the application form or simply join online at: ➔ [igmetall.de/beitreten](https://www.igmetall.de/beitreten)



IG Metall – the union for temporary workers.

IG Metall is at your side as an expert partner: For all your questions about temp work and beyond.

- ▶ We are here **to ensure that you get paid fairly.**
Temp agencies often group temporary workers into lower-paid salary classifications, even when they are carrying out skilled work in companies. Together, we check your salary classification and help you to enforce your rights.
- ▶ We are here for you **when you are threatened with unemployment.**
Temporary workers are five times more likely to be let go than permanent employees. Companies that hire temp workers often let them go when a specific customer contract comes to an end. If that happens to you, we're here for you. We check whether the termination is really justified and whether you can make a financial claim against your employer.
- ▶ We are here for you **when it comes to occupational health and safety.**
If you need special clothing (gloves, protective goggles or shoes) to ensure your safety at work, your employer has a duty to provide them. Refusing to provide them or deducting their cost from your earnings is not an option. We advise you in these cases.
- ▶ We are here **for your legal protection.**
The most important points of your employment relationship must be specified in writing in your employment contract: Characteristics of your work (e.g. shift work, night work or weekend work), salary classification, working hours and holiday entitlement. We check your employment contract and help you to spot traps.
- ▶ We are here **to enforce your right to paid holidays.**
If the employer has no work in a certain moment, temporary workers are often given leave or hours are deducted from their time account. You cannot, however, be forced to take unpaid leave! We advise you on all such issues.
- ▶ We are here **to provide legal advice.**
In the employment relationship, when you sign something you are irrevocably declaring your consent. We check your employment contract, pay slips and all ancillary agreements – before you sign them.
- ▶ We are here **to provide advice on social security legislation.**
Due to their low income, many temp workers qualify for supplementary social security benefits from the state. We help you to check and enforce your claims with the employment agency and to resolve any problems.



Temp worker hotline

Our free advice line for IG Metall members in temporary employment.

0800 446 34 88

Monday to Thursday from 9 am to 3:30 pm
and Friday from 9 am to 12 noon

Calls from landlines are free of charge. For calls from mobile networks, fees of up to 42 cents/min. may apply.

➤ gute-arbeit-fuer-alle.de

➤ facebook.de/gutearbeitfueralle

➤ igmetall.de

✉ leiharbeit@igmetall.de

Find your local branch at

➤ igmetall.de/vor-ort