



Annex to Statutes: **Collective bargaining policy**

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A. Collective bargaining principles

I. The General Syndicate Berlin aims to close only company-level wage agreements. The industry-level syndicates of the FAU are responsible for any collective bargaining policy beyond the company-level.

II. The collective bargaining policy of the General Syndicate Berlin is based on the principles of self-organization and grassroots democracy. The initiative for collective agreements must come from the respective branch group.

III. A bargaining commission must be formed for collective agreements. It consists of two members of the branch group elected by the branch group, one member of the Secretariat or one member of the General Syndicate Berlin elected by the secretariat and one delegate of the General Syndicate Berlin elected by the General Assembly (GA). In justified cases, the GA may expand the bargaining committee, with the branch group's permission. The share of women in the bargaining committee should be equal to or higher than the share of women in the branch group. All commission members must be affirmed by the branch group. The commission members are held accountable and may be dismissed at any time by the organizational level whose mandates they hold.

IV. The bargaining commission works in close collaboration with the entire branch group to develop demands and courses of action. The bargaining commission and the branch group are expected to involve the staff affected by the collective agreement in the process.

V. Demands and courses of action developed by the bargaining commission must be voted upon by the affected branch group. A minimum turnout of 30% and an approval of at least 50% are required to pass the vote.

VI. The Secretariat of the General Syndicate Berlin must check, if any of the demands subvert the principles of the General Syndicate Berlin. The Secretariat may propose a veto to the GA of the General Syndicate Berlin. The GA can then confirm the veto.

VII. Developed and approved demands must be proposed to the staff covered by the collective agreement at an assembly and put up for discussion.

B. Active collective bargaining policy

I. The General Syndicate Berlin only becomes an active party to the collective agreement, if the collective bargaining principles under Section A of this Annex are fulfilled, and if a) the branch group includes at least 10% of the staff; and/or b) the demands of the branch group are supported by at least 50% of the affected staff.

II. Negotiations with the employer are prepared by the bargaining commission in coordination with the branch group. The negotiating group must include at least one elected delegate of the branch group and one member of the Secretariat. Other members of the negotiating group may be appointed by the branch group. The negotiating group is subject to an imperative mandate of the branch group. (I.e., they may only negotiate those issues, which the branch group authorizes them to.)

III. A negotiation result may be approved, if a) in case of Section B, para. I, option a), the branch group has a turnout of at least 30% of which more than 50% approve the result; or b) in case of Section B, para. I, option b), more than 50% of the staff approve the result in a general vote.

IV. The collective agreement must be signed by the members of the negotiating group. They may only sign the agreement, if it does not undercut similar collective agreements. This must be verified by the Secretariat. If the negotiating group signs the agreement, although it is less favorable than other comparable agreements, their mandate expires upon signature and the collective agreement is to be considered invalid.