

# METALL NACHRICHTEN



## A SUCCESSFUL AGREEMENT IN CHALLENGING TIMES

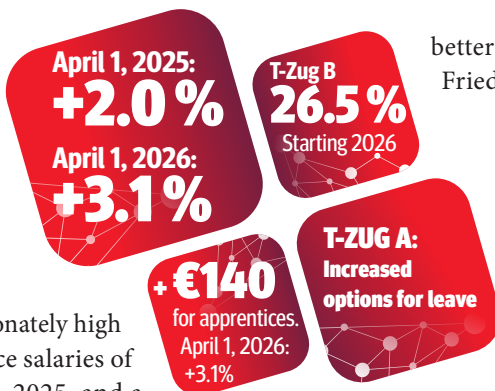
# MORE MONEY AND TIME!

The collective bargaining agreement for the metal and electrical industry has been finalized: in the fourth round of negotiations in Hamburg, and the employers reached an agreement of a 2 % increase in wages starting April 1, 2025, and a 3.1 % increase starting April 1, 2026, with a term of 25 months. In addition, there will be a one-time payment of 600 euros by February 2025 and a permanent increase of the T-Zug B to 26.5 percent starting in 2026. In the IGM Küste district, this amounts to around 900 euros.



In a worsening economic situation, we achieved an agreement that strengthens the purchasing power of employees», said District Manager Daniel Friedrich.

We also secured a disproportionately high increase in monthly apprentice salaries of 140 euros starting January 1, 2025, and a further 3.1 percent starting April 1, 2026. Moreover, opportunities to convert money into time have been expanded: part-time employees will now also be entitled to the so-called »T-Zug-Tage.« In addition, more days off will be available for childcare and caregiving, and access has been made easier for shift workers. »This allows for a



better work-life balance», said Friedrich.

The outcome has only been possible due to the massive warning strikes, in which more than 61,000 employees in the IG Metall Küste district participated over a two-week period. For the first time ever, the IG Metall Küste and IG Metall Bavaria districts negotiated together and reached a pilot agreement, which the boards of IG Metall and Gesamtmetall have recommended for adoption nationwide.

» We, as collective bargaining partners, are stepping up to provide stability for employees and businesses alike in times of uncertainty.«

Daniel Friedrich  
District Manager IG Metall Küste





»DIFFERENZIERUNG« REMAINS

Attempts to cut Christmas and vacation bonuses have been successfully averted.

Companies facing economic difficulties had already been able to »differentiate« the T-ZUG B in 2023 and 2024 – this means they have been able to postpone or completely suspend it if their net profit margin falls below 2.3 percent.

This option to differentiate will remain in place for 2025 and 2026. However, it will no longer apply to T-ZUG B, but rather to the »Transformationsgeld« (T-Geld), which was previously paid out in February at 18.4 percent of the individual monthly salary.

This change maintains T-ZUG B as »the social component« for employees in the lower wage groups, and it will increase by an additional 8 percentage points to 26.5% starting in 2026.

Since companies cannot accurately foresee their economic situation for the rest of the year at the time of the T-Geld payout in February, IG Metall and the employers have agreed to shift the T-Geld payout to July – in exchange for the T-ZUG B, which was previously paid out in July and will now be paid in February.

THE COLLECTIVE AGREEMENT EXPLAINED  
SOLIDARITY HAS WON!

**+2.0 PERCENT**  
**+3.1 PERCENT**  
**MORE MONEY**

Implemented in two steps: +2.0 % beginning April 1, 2025 and another 3.1% starting April 1, 2026  
The term of the agreement is 25 months.

**+ €600**  
**ONE-TIME PAYMENT**  
payable by February 2025 at the latest, covering October 2024 to March 2025

**+ €140**  
**FOR APPRENTICES**  
Demand met: Apprentice salaries will be increased by an above-average €140 as of January 1, 2025. An additional 3.1% increase will follow on April 1, 2026. This increase will also apply to all supplemental Payments

**+ DAYS OFF EXTENDED TO PART-TIME WORKERS!**  
An equitable reform: The full-time work requirement (35 or 38 hours) has been dropped entirely.

**CHILD CARE**  
Days off can now be requested until a child reaches the age of 12 (previously up to age 8). In addition to the previous 2x8 days, an additional 3x6 days are now available.

**SHIFT WORK**  
Access Has Been Eased and Improved!  
From now on, the requirement for all in shift work is: **five years with the company and three years in shift work.**

**CAREGIVING**  
Employees can now request additional days off for each dependent relative requiring care. This adds 3x6 days to the previous allowance of 2x8 days

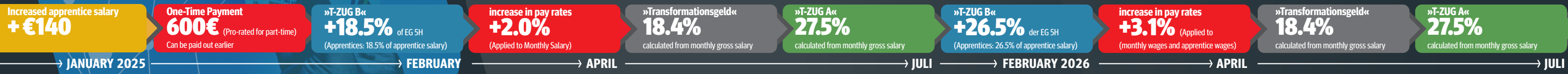
Implementation of leave/paid time off: more options in the workplace

the works council and employer can regulate the following in **voluntary company agreements**:

- Key dates for applying and granting leave can be chosen more flexibly.
- To ensure all requests can be approved, it's possible to set specific periods for taking leave.
- If not all leave requests can be fulfilled, partial granting is possible, e.g., 4 days off plus payment of 50 percent of T-ZUG A.
- To compensate for the reduced working volume, up to 100 hours per year can now be paid out from working time accounts.
- In case of insufficient work to fully occupy all employees, leave days can be mandatorily agreed upon instead of T-ZUG A.

**more than €900**  
The T-ZUG B is the permanent social component, amounting to 26.5% of pay grade EG 5H starting in February 2026. This fixed amount is particularly important for the lower wage groups. (26.5% corresponds to approximately €900 in 2026.)

More Money in 2025 and 2026:



MORE MONEY FOR YOU!

**EFFECTIVE APRIL 1, 2025**

**HAMBURG/UNTERWESER**

|         | 1. Ausb.-j. | 2. Ausb.-j. | 3. Ausb.-j. | 4. Ausb.-j. |         |
|---------|-------------|-------------|-------------|-------------|---------|
| EG1     | 1.332 €     | 1.366 €     | 1.400 €     | 1.434 €     |         |
| Entgelt | Grundstufe  | Hauptstufe  | Z1*         | Z2*         | Z3*     |
| EG2     | 2.821 €     | 2.924 €     |             |             |         |
| EG3     | 2.910 €     | 3.015 €     | 3.120 €     |             |         |
| EG4     | 3.067 €     | 3.156 €     | 3.243 €     | 3.331 €     |         |
| EG5     | 3.377 €     | 3.465 €     | 3.553 €     | 3.637 €     | 3.727 € |
| EG6     | 3.645 €     | 3.732 €     | 3.866 €     | 3.951 €     | 4.038 € |
| EG7     | 3.914 €     | 4.033 €     | 4.164 €     | 4.282 €     | 4.404 € |
| EG8     | 4.611 €     | 4.729 €     | 4.864 €     | 4.985 €     | 5.102 € |
| EG9     | 5.339 €     | 5.494 €     | 5.626 €     | 5.783 €     |         |
| EG10    | 6.089 €     | 6.333 €     | 6.508 €     |             |         |
| EG11    | 6.876 €     | 7.117 €     |             |             |         |

AT-Grenze: 8.517 € | \*Zusatzstufe 1, Zusatzstufe 2, Zusatzstufe 3

**EFFECTIVE APRIL 1, 2025**

**SCHLESWIG-HOLST./MECKLENBURG-VORP./NWND**

|         | 1. Ausb.-j. | 2. Ausb.-j. | 3. Ausb.-j. | 4. Ausb.-j. |         |
|---------|-------------|-------------|-------------|-------------|---------|
| EG1     | 1.332 €     | 1.366 €     | 1.400 €     | 1.434 €     |         |
| Entgelt | Grundstufe  | Hauptstufe  | Z1*         | Z2*         | Z3*     |
| EG2     | 2.821 €     | 2.924 €     |             |             |         |
| EG3     | 2.910 €     | 3.015 €     | 3.120 €     |             |         |
| EG4     | 3.067 €     | 3.156 €     | 3.243 €     | 3.331 €     |         |
| EG5     | 3.377 €     | 3.465 €     | 3.553 €     | 3.637 €     | 3.727 € |
| EG6     | 3.619 €     | 3.702 €     | 3.834 €     | 3.923 €     | 4.011 € |
| EG7     | 3.857 €     | 3.973 €     | 4.106 €     | 4.224 €     | 4.343 € |
| EG8     | 4.494 €     | 4.607 €     | 4.744 €     | 4.860 €     | 4.984 € |
| EG9     | 5.160 €     | 5.318 €     | 5.452 €     | 5.603 €     |         |
| EG10    | 5.854 €     | 6.095 €     | 6.268 €     |             |         |
| EG11    | 6.580 €     | 6.851 €     |             |             |         |

AT-Grenze: 8.160 € | \*Zusatzstufe 1, Zusatzstufe 2, Zusatzstufe 3

**EFFECTIVE APRIL 1, 2026**

**HAMBURG/UNTERWESER**

|         | 1. Ausb.-j. | 2. Ausb.-j. | 3. Ausb.-j. | 4. Ausb.-j. |         |
|---------|-------------|-------------|-------------|-------------|---------|
| EG1     | 1.373 €     | 1.408 €     | 1.443 €     | 1.478 €     |         |
| Entgelt | Grundstufe  | Hauptstufe  | Z1*         | Z2*         | Z3*     |
| EG2     | 2.908 €     | 3.015 €     |             |             |         |
| EG3     | 3.000 €     | 3.108 €     | 3.217 €     |             |         |
| EG4     | 3.162 €     | 3.254 €     | 3.344 €     | 3.434 €     |         |
| EG5     | 3.482 €     | 3.572 €     | 3.663 €     | 3.750 €     | 3.843 € |
| EG6     | 3.758 €     | 3.848 €     | 3.986 €     | 4.073 €     | 4.163 € |
| EG7     | 4.035 €     | 4.158 €     | 4.293 €     | 4.415 €     | 4.541 € |
| EG8     | 4.754 €     | 4.876 €     | 5.015 €     | 5.140 €     | 5.260 € |
| EG9     | 5.505 €     | 5.664 €     | 5.800 €     | 5.962 €     |         |
| EG10    | 6.278 €     | 6.529 €     | 6.710 €     |             |         |
| EG11    | 7.089 €     | 7.338 €     |             |             |         |

AT-Grenze: 8.781 € | \*Zusatzstufe 1, Zusatzstufe 2, Zusatzstufe 3

**EFFECTIVE APRIL 1, 2026**

**SCHLESWIG-HOLST./MECKLENBURG-VORP./NWND**

|         | 1. Ausb.-j. | 2. Ausb.-j. | 3. Ausb.-j. | 4. Ausb.-j. |         |
|---------|-------------|-------------|-------------|-------------|---------|
| EG1     | 1.373 €     | 1.408 €     | 1.443 €     | 1.478 €     |         |
| Entgelt | Grundstufe  | Hauptstufe  | Z1*         | Z2*         | Z3*     |
| EG2     | 2.908 €     | 3.015 €     |             |             |         |
| EG3     | 3.000 €     | 3.108 €     | 3.217 €     |             |         |
| EG4     | 3.162 €     | 3.254 €     | 3.344 €     | 3.434 €     |         |
| EG5     | 3.482 €     | 3.572 €     | 3.663 €     | 3.750 €     | 3.843 € |
| EG6     | 3.731 €     | 3.817 €     | 3.953 €     | 4.045 €     | 4.135 € |
| EG7     | 3.977 €     | 4.096 €     | 4.233 €     | 4.355 €     | 4.478 € |
| EG8     | 4.633 €     | 4.750 €     | 4.891 €     | 5.011 €     | 5.139 € |
| EG9     | 5.320 €     | 5.483 €     | 5.621 €     | 5.777 €     |         |
| EG10    | 6.035 €     | 6.284 €     | 6.462 €     |             |         |
| EG11    | 6.784 €     | 7.063 €     |             |             |         |

AT-Grenze: 8.413 € | \*Zusatzstufe

EFFECTIVE THROUGH OCTOBER 31, 2026



# SOLIDARITÄT GEWINNT

TARIFBEWEGUNG 2024



The one-time payment is substantial. It's the same amount for everyone, and it has a meaningful impact, especially for lower-income employees. This provides a social component to the agreement.



Ralf Wilke, Mercedes Bremen

Apprentices achieved a lot in this bargaining round. An additional €140 in apprentice pay is substantial. We achieved our demand for an above-average increase.

Leon-Adrian Knauer, Körber Hamburg



Money-to-Time Conversion: finally possible for part-time employees. This change is especially meaningful for women, who often reduce working hours to care for family or children, and found the old policy unjust.

Nina Jalass, Airbus Hamburg



This agreement means More money in our colleagues' pockets. They've been waiting for this, and they took to the streets in warning strikes to make it happen.

Carmen Rohlf, Gabler Lübeck



[kueste.igmetall.de](http://kueste.igmetall.de)



## GET INVOLVED!

Become an IG Metall member in just a few steps and enjoy the benefits of the bargaining agreement with a strong team behind you.