



To all workers at CCE AG

9 April 2013

Last-minute agreement!

Collective agreement reached after 11 rounds of collective bargaining

Dear Colleagues,

Under pressure from the announcement of a 24-hour warning strike and a strike ballot, Coca-Cola backed down at the last minute. An acceptable collective agreement was finally concluded on 9 April 2013 after 11 rounds of collective bargaining.

This year, pay will rise by **3.5%** taking Baden-Württemberg as a basis and will rise **next year** by a **further 3%** based on regional pay-scale areas. All training allowances will be increased by €100.

The collective agreement sets out the following key provisions:

- No enforced redundancies for the duration of the collective agreement.
- 450th measure governing job security.
- 40% of training course participants will be employed on open-ended contracts, with the remaining 60% being taken on for 12 months.
- Workers shall be notified earlier that they are required to work on Saturdays thanks to a 13-week rotating schedule.
- Saturday work is organised 10 days in advance rather than 36 hours as previously.

Please turn over





GEWERKSCHAFT **N**AHRUNG · **G**ENUSS · **G**ASTSTÄTTEN



- If Saturday work is cancelled on or after the Friday of the previous week, that Saturday is considered as used up. If Saturday work is not cancelled until on or after the Monday of the same week, the Saturday must also be paid for.
- Coca-Cola can instruct employees to work on eight Saturdays (previously 10).
- Workers may work on five Saturdays only when work is co-organised with local works councils. These 13 Saturdays are capped. Additional Saturday work cannot be enforced via an arbitration board. This applies for production and storage activities at production sites.
- Other activities: Coca-Cola can instruct workers to work on five Saturdays.
- Equal pay for temporary workers after 12 months.
- Employment contract extensions shall not be used to reduce the company's workforce.
- Step-up payments for part-time employment for older workers increased to 85%/90%.
- Shift handovers are classed as working time.
- Time spent changing clothes for storage, production and CDS activities is either compensated in time (three holiday days) or money (€300 gross).

Your trade union officers and bargaining committee members will provide you with more details. Member and/or employee meetings are also planned to provide more information.

**This last-minute agreement was only possible thanks to your
commitment and solidarity.**

**We would also like to thank the members of the bargaining
committee.**

Coca-Cola Erfrischungsgetränke AG

**If not now, then when?
Become a member of the NGG!**

**Nur Gemeinsam Geht's!
(ONLY together will we achieve
our Goals!)**