

# Collective Agreement 2022

## in the German MET industry

DIE **ME** ARBEITGEBER

### Runtime and remuneration

inflation compensation premium of 3.000 euro gross equals net:

Increase of the remuneration in 2 steps:

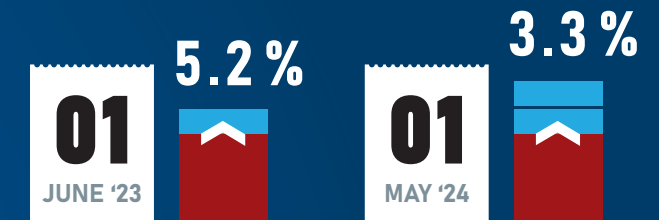


24 months (long runtime)



#### Flexibility:

Exactly when the bonus is paid out and when it is entered in the balance sheet can be determined by the company in within set limits.



### Permanent Automatic Differentiation

Increase of the T-ZUG (B) to 18.5 %.  
If the net return on sales is below 2.3%,  
the payment of the T-ZUG (B) can be  
postponed until 30 April of the  
following year and in the second step  
also be waived.

Net return on  
sales < 2.3 %



The company only has to indicate the  
decision to differentiate. IG Metall has  
no say in the matter.

### Obligation to talk in the event of an energy emergency



Talk about all collective bargaining  
processes with short and  
medium-term assistance for the  
preservation of companies and jobs



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