

Stage-Entertainment | Info Extra Nr. 11 | 15 March 2022

# Collective agreement reached! Secure jobs and fair wages!

On 15 March 2022, in the ninth round of collective bargaining between ver.di and Stage-Entertainment, a collective agreement was reached for the employees of the Stage theatres. A solution has finally been found to the long-running wage dispute. After the long period of short-time work due to the Corona pandemic, it was particularly important to the collective bargaining committee that there should be no redundancies. However, in order to counteract the high inflation, a Corona special payment and pay increases in line with the scale were also to be part of the agreement package. With the agreement, we were able to achieve protection against redundancies outside of production changes and outsourcing/transfer of tasks, as well as a Corona special payment of 700 euros and pay increases of 2.5% in line with the scale. The Group Collective Bargaining Commission will decide on 22 March 2022 whether to accept the collective agreement result.

The following components are included in the collective agreement:

## Payment:

- Full-time employees will receive a tax- and social security-free one-time Corona special payment of 700 euros in March 2022
- Part-time employees receive the payment proportionately, but at least 500 euros.
- Trainees will receive a tax- and social security-free one-time Corona special payment of 500 euros in March 2022
- On 1 March 2023, the individual remuneration and pay scales will be increased by 2.5%.

## Employment security:

- For the period from 15 March 2022 to 30 June 2022, redundancies for operational reasons outside of production changes are excluded.
- For the period from 1 July 2022 to 30 June 2024, redundancies for operational reasons outside of production changes are also excluded.
  - However, there are the following exceptions to this:
    - Operational terminations due to a show change are possible in the show-related departments in the period of 15-18 months after the premiere
    - operational terminations due to a show change are limited to the extent of a maximum of 4.0 FTE.
    - These show changes are only possible for the productions Eiskönigin (Theater an der Elbe), Hamilton (Operettenhaus) and TINA (Apollo Theater).

### Protection against outsourcing and transfer of tasks:

- For the period until 30 June 2024, the outsourcing and/or permanent transfer of tasks to external companies, but also to other Stage Group companies, is excluded.
- A few exceptions have been agreed for possible outsourcing and transfer of tasks to Stage Group companies. The company bargaining commissions will provide separate information on this.
  - The cornerstones for these exceptions to the protection against spin-offs and transfer of tasks were defined:
    - A spin-off to another group company is only permissible:
      - provided that the place of employment of an affected employee remains in the previous region - Hamburg, Berlin or Stuttgart region -
      - and provided that the receiving group company permanently assumes the fulfilment of the employee's previous collective bargaining rights.
    - Both the spin-off and the transfer of tasks do not lead to dismissals for operational reasons for individual employees, nor to dismissals with the aim of reducing hours.
    - In the event of a spin-off and/or permanent transfer to another group company, affected employees have the right to choose to remain in the previous company, to continue to be employed in another group company or to leave the company for operational reasons while fulfilling the severance payment entitlement under the collective agreement.
- The collective agreement will come into effect retroactively as of 1 July 2021 and can be terminated at the earliest on 30 June 2024.

**The employees' wish for job security was fulfilled with this collective agreement. At the same time, the Corona special payment in 2022 and the linear pay increase in 2023 prevent Stage employees from being disconnected from the development of income.**

### **For each and everyone now:**

Become a member and secure the benefits of the collective agreement! For secure jobs and fair wages!

Membership and more info at: [mitgliedwerden.verdi.de](https://mitgliedwerden.verdi.de)

or <https://darstellende-kunst.verdi.de/theater-buehnen/tarifpolitik-musical>

