



Arne is committed to a carefree tomorrow.

## Reliable jobs!

IG Metall labor agreement or Capgemini Engineering agreement?

Active with IG Metall or just a spectator?

Higher pay or endless arbitration board?

Employee involvement or a long wait and see approach?

**You. We. Strong together!**



**IG Metall**  
Capgemini Engineering

# IG Metall - Members enforce labor agreement and rights!

## Capgemini Engineering: Hire & Fire

Around 250 jobs will be cut at the Wolfsburg site, including through compulsory redundancies.

Approximately the same number of jobs are to be cut with voluntary cancellation agreements via the "Focus Program", throughout Germany.

Short-time working, job security and a future with training have not yet been an issue for the employer.

And the big question is:

Will there finally be the promised pay rise in 2025?

Only if the employer wants to...

## How can it be better?

### With a collective labor agreement:

The existing labor agreements to safeguard jobs and secure the future could be quickly and easily adapted for Capgemini. Pay is higher overall in labor agreements, is regularly adjusted and is regulated transparently for everyone.

### Unfair:

Instead, the employer prefers to negotiate with the works council, which has less legal leverage.

### Fair:

Good negotiation results can be achieved with the trade union on an equal footing with the employer. This requires many employees to be members of IG Metall:

### If not now? Then when?

## Labor agreement result for metal & electrical 2024:

Salary increases for 2025: 600 euros special payment in February, on 1 April 2025 +2% and on 1 April 2026 +3.1% salary increase and additional approx. 300 euros special payment. In addition, there are collective agreements to secure employment and the future!

**We need YOU for a labor agreement!  
Become a member.**

