

Ideas for good work

Ideen für gute Arbeit: **ver.di**

Dear colleagues,

The staff council elections at TU Berlin will take place in November. It is foreseeable that we are entering a challenging term in office: Cutbacks and structural changes are looming on the horizon, the state of Berlin is calling for a consolidation of space. Especially in times of change and transformation, it is important to have a reliable Staff Council that continues to critically monitor the ongoing digitalization. At the same time, we must also focus on **good workplace design**, a good work-life balance and the implementation of **personnel development** measures. Demographic change is likely to exacerbate the shortage of skilled workers in the coming years, and we want to prepare ourselves.

There is a lot to do!

Many new problematic topics have emerged and are affecting us greatly, including the dilapidated building structure, for example. Unfilled positions, particularly in IT and the construction department, are paralysing the progress of digitalization projects and the elimination of (construction) defects. Many employment groups, such as building mechanics, electricians and IT employees, are working overtime, which puts a huge strain on employees - something needs to change.



Further displeasure is caused by the fixed-term contracts for a large number of positions; the staff council also continues to focus on **pay grading**. Partial successes have been achieved here, but there is still criticism, e.g. of the low classification of the former SHK positions and the long processing times for transfer procedures in the IT area.

There is also a **need for regulation** when it comes to the granting of **personnel retention** and **recruitment** measures because we do not want action to be taken arbitrarily.

Another important concern is the further **flexibilization** of working hours and the digitalization of **work processes**. Both are important prerequisites for a modern working environment and the expansion of mobile working. However, despite all the flexibilization, it is necessary to maintain a separation between work and private life.

One of our list's key demands is that **structural planning** and the associated cuts be based on a genuine critique of tasks and that this be discussed publicly within the university. Employees should not be presented with a fait accompli, but rather be allowed **to participate in** the discussion and **help shape** the university. As the digitalization process accelerates, the interests of employees must not be neglected. The **participation of** employees in the current process of change is **particularly important**.

One of the results of the Staff Council's work in the past was the "struggle" for service agreements with the employer TU Berlin. As an example, we would like to remind you of

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the DV **Mobile Working**, which provides many of us with a flexible tool for organizing our time, making it easier to reconcile work and family life. The Staff Council also actively promoted the topic of **conflict management** together with other stakeholders. The position has finally been filled and an agreement is currently being negotiated. A framework service agreement on IT, which regulates the rights and obligations of TU and its employees, is also pending. The ver.di list has been very active in this area in particular, as well as in the SAP project: we have been committed and persistent in our efforts on your behalf and have repeatedly put our finger in the wound.

Furthermore, a strict line was taken on the subject of remuneration grouping

Thanks to our continuous training, we were able to persuade the department to draw up BACs that were in line with the collective agreement, particularly for positions in the "secretarial area".

To support the work of the Staff Council, we call on you to take part in the Staff Council elections. Go and vote and support the new Staff Council with a **high voter turnout**.

We would be delighted if you cast your vote for the ver.di list. By voting for our list, you will get a well-networked representation through our work in collective bargaining committees and with representatives of other bodies. In addition, we are backed by a union in an advisory capacity and the ver.di legal advice service is available to us at all times, in order to provide the best possible advice. For us, "In-house democracy needs employee participation!": **Your vote is needed!**



Over the past few years, we have proven that we are continuously committed and reliable in our work for the Staff Council, whether it be through our participation in meetings, working groups, contributions to staff meetings or in an advisory capacity. We were, are and will continue to be there for you!

Therefore: vote for ver.di!

Election dates, locations and information on postal voting	
<p>Election dates and locations:</p> <p>Tuesday, November 26, 2024, 10-14h TIB 20, Room 004, Gustav-Mayer-Allee 25, 13355 Berlin</p> <p>Wednesday November 27, 2024, 12-16h Thursday November 28, 2024, 9-13h Main Building, Room H1035 (atrium), Straße des 17. Juni 135, 10623 Berlin</p>	<p>Postal vote</p> <p>The necessary forms are available on our homepage: https://www.verdi-tu.de</p>

V.i.S.d.P:

