



AUB The Independent
Employee Representatives




**WE STRENGTHEN
EMPLOYEES**

www.aub-braunschweig.de

AUB-Express

Special Edition for the Works Council Election 2022

Employee Info for the Siemens locations Braunschweig, Irxleben and Ulm

-  English summaries of articles in our print edition
-  full English articles in our English online edition <https://aub-braunschweig.de/en0222>
-  German online edition <https://aub-braunschweig.de/de0222>

Release the Brakes!

Works Council Election 2022

In our company there are many brakes to be released: in management, in processes, but also in the Works Council and the and the General Works Council.

Give us your vote, we will identify the "dragging brakes" and take the initiatives to "release the brakes"!



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Foto: Simon Walter/www.dampflok7.de



Photo: Sebastian Höhn



Dear Colleagues,

you may be wondering what the two white signal lights on our cover picture mean. They show a brake test signal that is currently signaling the command "release brake" to a locomotive driver with the signal term Zp 7. Now, a so-called "brake appointee" (formerly "brake officer") has to check along the entire train whether the brake shoes on all wheels have been properly released. In the previous step, "Apply brake" had already been signaled with Zp 6 and checked in the same way. If both steps were successful, this is signaled to the driver with Zp 8 "Brake OK". In passenger service with modern trains, the brake tests are now largely automated, but in operation with old rolling stock or in freight service, this manual form is still common practice.

We have chosen the motto **"Release the Brakes"** for this edition of our AUB Express. We did this because our daily work routine could become more employee-friendly (and at the same time more productive) in many aspects if our company were more willing to remove unnecessary obstacles and restrictions in our

processes. The "dragging brakes" and efficient countermeasures are usually well known, and have not infrequently even been submitted as 3i proposals. Nevertheless, the company often does not consistently follow up on the "dragging brakes", ignores them or even partly drags them out. The reasons for this are complex: lack of insight by decision-makers into user concerns, lack of clarity and divergences in responsibilities and financing, and not infrequently excessive thriftiness. Yet the damaging effects of "dragging brakes" are largely the same in real rail operations and figuratively in everyday working life: Waste of energy, wear and destruction up to possible fires (burn-out).



We therefore demand regular "brake tests" and consistent elimination of "dragging brakes" in our everyday work. If, when assessing a "disinhibiting" measure, final profitability doubts cannot be dispelled, the new benevolent decision-making principle must be "When in doubt, go for the measure"! With every brake released, the company can improve the atmosphere in the workforce. A good atmosphere always has a self-reinforcing effect - and so does a bad one. And don't forget: With the railroad one would not drive off with dragging brakes at all, let alone at maximum speed, and expect punctuality!

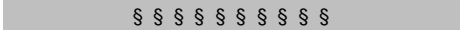
Give us your vote in the 2022 works council election - we will put our energy, competence and heart and soul into ensuring that unnecessary brakes are released everywhere in the company!

Your AUB Group Braunschweig



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Our "Labor Law Guide" now available in English

Our 2022 location guide and annual calendar has been eagerly awaited by many and has now been distributed. As always, in addition to the detailed calendar section, you will find lots of information about the site, a site map, contacts, phone numbers and our tried and tested "Brief Labor Law Guide". If you have not received a copy, please contact your AUB works council members.



Unfortunately, for reasons of effort and cost, we are not able to offer our non-German-speaking colleagues a complete English version of the calendar. But in order to be able to offer this group of colleagues a little added value at the turn of the year, we have now at

least translated our "Brief Labor Law Guide" into English and published it at the address https://aub-braunschweig.de/brief_guide_german_labor_law.php

Please draw the attention of potential interested parties to this in your environment. Making basic labor law knowledge available to all parts of the workforce without foreign language obstacles is undoubtedly also a contribution to "Release the Brakes!"



Corona bonus 2021?

In fiscal year 2021, employees again gave their best under Corona conditions: Goals were more than met, profits and sales exceeded all expectations. Thank you to everyone at the site (especially in production) who continues to excel under difficult conditions and maintain our ability to deliver! Thanks to all employees in the Home Office, who now become aware of the financial impact of Home Office in their annual energy bills and continue to do their work with high motivation despite, for example, cramped work surroundings and other adversities!

Siemens AG shareholders will be handsomely rewarded for their loyalty in fiscal 2021: The dividend will be increased by a whopping 15% to 4 EUR per share, which means a profit payout of around 3.2 billion EUR (+400 million EUR compared to the previous year).

Photo: istockphoto/dragana991



Immediately after the end of the fiscal year, we broadcast through various channels our demand that all employees be paid a special Corona bonus, similar to last year, in recognition and compensation for their additional financial, psychological and other burdens. With a bonus of 1,000 EUR, for example, this would mean in Germany only around 80 million EUR paid out from profits to employees. Our demand has been studiously ignored so far; here, too, it would only be fair and overdue to "release the brake!"



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Our location must become climate-proof

This was the title of one of our articles in the AUB Express of October 2021 (<https://aub-braunschweig.de/de1021>). In it, we call for greening and forestation of our site so that tolerable temperatures can be ensured at the

workplaces in future hot spells. In it, we also call for the implementation of "sponge city" measures to prevent water from running into our buildings in future heavy rain events as it did last summer.



Forestation proposal AUB-Express 02/2020

The measures we propose are largely without alternative. However, anyone who believes that we are preaching to the choir will be proved wrong, because instead of rolling up the sleeves and getting down to business, management is unfortunately once again giving the impression that they are delaying and sitting it out. Whether this is the result of calculation, ignorance or incompetence, we cannot say with absolute certainty.

In any case, nothing has been done about this so far. However, we have noticed that some managers are stubbornly putting our proposals in the "biodiversity promotion" drawer. That is why we want to make it clear here: Promoting biodiversity is a positive side effect of the measures we are calling for, but it is only a minor side effect and certainly not one that is obligatory for employers: Whether our wild bee hotel at the fire extinguishing pond is home to twenty species of wild bees instead of ten in the future - that would be promoting biodiversity - can be of little concern to a commercial enterprise. On the other hand, an employer cannot be indifferent to whether he can ensure the maximum permissible temperature of 35°C (95°F) at the workplaces according to the Workplace

Ordinance. However, we have heard from a reliable source the idea that employees could simply stay at home and work in their home office if it gets too warm in the offices on Ackerstrasse. That's how simple the world can be at Siemens....

We therefore hereby call on our management to immediately abandon its "head-in-the-sand policy" and now seriously address the issue of climate resilience at our locations: "Release the brake!"



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Why AUB?

AUB works council members have been able to achieve quite a bit in recent years in addition to providing advice and support to many employees as part of their works council work. We want to show examples of this.

What were we able to achieve?

- *Takeover of temporary workers*

As AUB, we have always been critical of the expansion of precarious temporary work in production, especially if the obligation to take over after 18 months of employment is also undermined by so-called project agreements. Through our criticism, we were able to achieve that it is now regularly checked whether temp workers can be taken over. The success rate of these reviews has been pleasingly high recently.

- *Free coffee at the vending machines*

We could not prevent the change of the cafeteria operator from former Selecta to the higher-priced Chicco di Caffè GmbH. However, our protest has led to the fact that since then, as a deal for approval, hot drinks have been offered free of charge at over 40 vending machines at the site. Click here for the map of the vending machines:

https://wse02.siemens.com/content/P0005375/WC_MS3_Downloads/Standorte/braunschweig/betriebsrat/Lageplan%20mit%20Kaffeeautomaten.pdf



Photo: istockphoto/GREATISTA

- *Payment of flexitime within the framework of the T-ZUG Agreement*

The employer wanted to pay out flexitime credits without overtime bonuses within the framework of the T-ZUG agreement without the consent of those affected. We in the works council prevented this and payment is now only made on a voluntary basis.

- *Job Ticket Subsidy*

For years, we in the works council have promoted the topic of mobility. Initially ridiculed, it is now recognized as an important issue and has received its own committee. In this context, we as the works council were able to enforce the job ticket subsidy.

- *Corona Special Bonus 2020*

We have repeatedly called on all parties involved on both the employer and works council sides to compensate employees for the difficult conditions and additional costs during the corona pandemic with an additional payment. For 2020, a corona bonus

was paid. For 2021, the employer is unfortunately still reluctant.

- *Time4You - unfortunately not for Mobility*

The "Time4You" company agreement allows all Siemens AG employees greater flexibility with up to 20 additional days off. Unfortunately, we have not yet been successful with our demands for the adoption of this model in Siemens Mobility, but we are still working on it.

Our agenda for the new works council

- *Prevent overload and frustration*

The moderate number of new hires despite the growing order intake is increasingly causing problems and leading to overload and frustration. This applies to all areas, from production to project management. As a works council, we must actively work to ensure that more people are hired and that we provide more training and offer dual study places. However, we must also become more attractive for skilled workers on the labour market in view of the shortage of skilled workers.



(You are welcome to interpret this photo with a high water level ambiguously, e.g. in the actual sense (see our "climate-proof" article on page 4) or in the figurative sense with regard to working volume/overload.)

- *Home office and new workplace design*

An important topic will be the implementation of the "New Normal". In addition to the design of the workplaces in the future, this also includes the handling and regulations of working time. We will fight to ensure that there is no unequal treatment despite the weak general works agreement on mobile working. We will also continue to fight for reimbursement of the additional costs of home office.

- *Creeping know-how shift*

A shift in production, software development and engineering capacities to low-cost countries is unfortunately becoming increasingly necessary in view of the lack of skilled workers and age-related departures. However, this must not lead to a creeping shift of core know-how to low-wage countries. We want to secure our location in the long term. Therefore, we must take a close look at which technologies are being relocated or promoted to where.

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"Release the brakes" with the AUB

Why should I vote for AUB?

The AUB works council members pursue an independent and, above all, company-related approach. As with daily work, the 4-eyes principle should also apply to the works council. The aforementioned examples show how important it is that a "different pair of eyes" checks and evaluates the dominant party in the works council and pursues the company-related approach instead of simply implementing trade union ideas.



Why should I become an AUB member?

The AUB is an independent employee representation. Unlike traditional employee representations, the AUB is not based on ideologies.

Legal protection: The AUB knows its way around and advises neutrally, in more difficult cases also with the support of a lawyer specializing in employment law. In the event of a legal dispute, AUB membership offers employment and social court legal expenses insurance, with a free choice of lawyer for a small additional contribution.

Successful operating policy for the Braunschweig location: The top priority of the AUB works council members is to stand up for the interests of the workforce at our site. We ensure transparency and the protection of workers' interests - regardless of trade union doctrine.

Personal advice and support: We AUB works council members advise and support personally on site: honestly, competently and confidentially. The AUB works council members are representatives from all segments (from development to sales), but also from all levels (clerks, project managers and executives). In addition, a lawyer specializing in employment law is available to us at any time.



Information: We regularly provide independently researched information on operational topics (newsletter, AUB-Express, etc.).

All this for a monthly contribution of currently 18,- EUR (normal contribution with legal protection - reduced contributions for groups of people with reduced income). Compare for yourself. For more information, please see <https://aub.de/mitgliedschaft/>. There or on page 13, you will also find our application for membership form.



Old white men?

Fifteen years ago, the "old white man" was not yet established in our linguistic usage as a (double-edged) phrase for preservers and abettors of patriarchal power structures. But even at that time, Supervisory Board Chairman Gerhard Cromme and CEO Peter Löscher agreed that many of the problems in the Siemens Group were due to a "too white, too German and too male" composition of management.

Subsequently, various key positions in top management were filled with women, but most of them left us again sooner than expected, including, recently, our labor directors Janina Kugel (AG) and Sabrina Soussan (SMO). Siemens has traditionally maintained strict silence about the motives behind such personnel changes in the management circle. Only a few business editors have tried their hand at an interpretation. This leaves the question unanswered as to whether the female managers have capitulated in the face of a largely immovable and, in some cases, toxic management culture. And do numerous

talented women perhaps harbor corresponding presumptions, so that they do not even offer to apply for positions in top management? Is this possibly a fatal vicious circle/deadlock preventing us from making a decisive breakthrough in our stagnant diversity promotion?



Photo: istockphoto/Jacob Wackerhausen

This vicious circle could only be broken with much more open communication. Critical and self-critical, but nevertheless cautious and appreciative openness for all parties concerned with regard to management culture, leadership behavior and personnel changes - this is not exactly one of Siemens' strengths, however. We also know examples of the sometimes mafia-like culture of silence in Braunschweig when a project manager was fired "overnight".

For the group leader level, the "leadership discussions" (which have unfortunately largely fallen asleep in the meantime) have largely confirmed a good management culture. But it is well known that the style of leadership at the higher management levels is getting rougher - a significant reason for this could be exaggerated and nevertheless mercilessly cascaded profit expectations. In any case, there seems to be a certain breeding ground for less positive management styles at the higher levels, which are then apparently gladly covered by the cloak of silence. In any case, the SGES employee survey Q1/2021 attests to clear potential for improvement in this area, with an approval

rate of only 76% (Siemens-wide) for the statement "I see leadership role models in my environment". Probably not only the remaining 24% know the following four leadership types that need improvement:

- *The KPI Disciple*

If you want to determine the current weather, you can't be content with reading the barometer; instead, you should venture outside and take a look at the sky. It is much the same with many operational key performance indicators (KPIs). They usually only describe a very small section of the very complex operational events. Too much focus on KPIs often leads to pseudo-optimization or spurs the environment to pranks in order to trick the KPI system (see also our article below). Supervisors with little insight and know-how about their employees' activities often lean towards a very KPI-oriented leadership style, which is rather detrimental to their natural authority and thus to a healthy team climate.

- *The Fear Ruler*

This type should have died out long ago, because it is by far the most harmful - for an open error culture as well as for the asset of employees' mental health. But apparently, he still exists - and, according to recurring hints, even in the upper management of the Braunschweig site. However, those who do not want to write off their careers entirely as sufferers are more likely to escape from a fear-driven environment than to reveal themselves. An apparently self-protective system.



- *The Super Saver*

He exists preferably, but not only, in commercial roles: With maximum frugality, a super saver tries to optimize his economic figures. In doing so, he likes to confuse "cheap" and "value for money," underestimates the expenses for an exaggerated search for supposedly even more favorable solutions, and finds it extremely difficult to take into account

soft factors such as employee satisfaction, employee health, or corporate image in his decisions. This kind of leadership style is hardly likely to win the respect and support of the team.

- *The Siemens Soldier*

The Siemens soldier is characterized by unconditional loyalty to the written and unwritten Siemens regulations. He tries to ignore inadequacies and need for improvement in the organization as far as possible. Especially the unwritten regulations are often interpreted even more narrowly in anticipatory obedience than the official governance officers might sometimes like. The Siemens soldier may be considered a largely harmless type of leader, but he is a major brake on overcoming the well-known organizational problems and on creating truly diversity-friendly conditions.



We were already on the right track with the instrument of "leadership discussions", so we are calling for a modernization and revival of this instrument. However, this alone will probably not be enough for the middle and upper management levels, because here we are not dealing with an unsolvable chicken-and-egg problem, but the useful sequence sequence is this: First, the culture must be right at these levels. After that, we will be able to sustainably fill the relevant positions with diversity and, in particular, with women, which will ultimately lead to a consolidation of the positive culture. The recipes for this must come from the labor departments of Siemens AG and SMO. They must replace male-

dominated margin mania and its after-effects with empathy, trust, and cooperation: "Release the brake!"



**Home Office:
Co-determination undermined
Weak negotiation results of the AG and
SMO Central Works Councils**

In March 2021, Siemens AG concluded a General Works Agreement (so-called GBV) for mobile working with IG Metall in the General Works Council (GBR). We had identified various weaknesses (see also our AUB information on Yammer from March 2021), which were unfortunately also adopted in the GBV for Siemens Mobility.

The main shortcoming of the GBV for Siemens AG is the voluntary waiver of the legally prescribed co-determination - the decision-making power remains solely with the executives. However, a Siemens AG GBV does not automatically apply to Siemens Mobility GmbH, because it first has to be given passage in the Mobility GBR. Due to our criticism, the GBR management promised not to give passage to the GBV. After long negotiations, the GBV was revised and adopted for Siemens Mobility GmbH by the end of 2021. However, the result is devastating: the GBR made an effort but achieved nothing. A few nice warm words were added, but the content of our criticisms remains exactly the same. The managers still decide at their own discretion whether and to

what extent individual employees are allowed to work from home or not. In addition, there is no discussion of home office and related issues such as office equipment or reimbursement of infrastructure costs. There is thus a risk of unequal treatment, which can lead to resentment in the various departments, depending on the boss's taste. The works council's statutory right of co-determination for possible escalation and conflict resolution has been neatly undermined.

We are surprised at the lack of negotiating commitment on the part of the Siemens AG GBR on such an important issue as the organisation of the home office. On the other hand, it is of course one of the unwritten laws in the company that a regulation on the same issue in a subsidiary cannot be more employee-friendly than in the parent company. Therefore, we are not really surprised by the meaningless "negotiation success" of the SMO GBR. Nevertheless, the assertion that IG Metall and the other trade unions have no particular interest in the employees' spending a lot of time in the home office, in order to be able to better exert their political influence on the workforce with a high employee presence on site, is something we would rather assign to the realm of conspiracy theories.

Here is the link to the SMO GBV, if you want to read it for yourself. Only the last paragraph in chapter 3 has been modified.

https://siemens.sharepoint.com/teams/P0005124/Anlagen_zu_MO_HR_RS/2022_17_GB_V_New%20Normal_SMO.pdf



What is the minimum we would have wished for?

- No unilateral decision-making authority for managers. This leads to unequal treatment of employees in the different departments. The resolution of conflicts by the works council as the representative of the employees' interests must be regulated!
- Clear regulation of the equipment in the home office regarding monitors, docking station, office chair (after all, the employer saves costs to a considerable extent by reducing the necessary space on site).
- Reimbursement of costs through e.g. an annual fixed rate for electricity, heating, etc.



As long as the definition of home office is legally and fiscally unresolved, the employer - who benefits from this state of affairs in terms of operating costs alone - must bear these additional costs.

At least it can be said that this time the GBR did not simply give passage. However, it's a pity that they didn't achieve anything. But now, the works council elections are coming up. The employees can then vote on who they trust to have the competence to negotiate with the employer.



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The feedback from the IG Metall base is also interesting, see the IG Metall publication "zügig" #90, quote: "Home office is also a workplace: ergonomics and technology are subject to the same requirements as in the office! The company must support the employees with the equipment." Unfortunately, warm words alone don't help. If IG Metall is not prepared to enforce these issues against the employer and does not dare to confront him, the employer can continue to do whatever he wants.

We therefore call on both central works council committees: Make use of Chapter 10 "Living Document" to renegotiate: "Release the brake"!

We're running it into the ground Staff shortage, but hiring hesitant

We are winning many orders, and the project volumes are becoming increasingly larger. For years, we have had the strategic goal of keeping up with market growth and increasing our order intake. But we have been very slow to build up the personnel needed to do this. Now we are threatened with collapse.



For years, we have been pursuing the goal of not only participating in the market growth of

signalling technology, but also increasing our own market share; we are "hungry" - and this makes us very successful. However, it must also be possible to complete the projects we have won. At the same time, due to the age structure at the location, we are threatened with a significant bloodletting in many areas over the next five years. Unfortunately, the management - driven by the constant expectation of profit increases - has been very hesitant in agreeing to new hires. This far too simplistic headcount philosophy and stinginess is now driving us into the ground. Approved new positions can hardly be filled with qualified staff because of the shortage of skilled labour. We are now lucky if we find and hire skilled labour in India or elsewhere in the world so that the workload here in Braunschweig does not increase even further. We are threatened with collapse if we do not finally recruit on a broader front, but also offer training positions. In order to attract skilled labour, we have to be an attractive location. In addition to salaries, what is expected nowadays are exciting tasks, a high degree of personal responsibility, and future prospects. An attractive, modern workplace design including an open home office arrangement is also part of it.



The already existing overload among many professionals quickly leads to a culture of finger-pointing instead of good cooperation. This increases the risk of non-conformance costs, and project milestones are no longer met. People are quick to look for who is to blame instead of looking ahead to how we can do it together. But this only leads to more frustration, the motto "He who does nothing, does nothing wrong" is spreading. We must get away from that. All of us, i. e. management, executives, works council and employees, must work to ensure that we at Siemens Braunschweig can successfully implement the current and upcoming projects.

But first of all, the management should "release the brakes".



And "DEGREE" stands for Decarbonization, Ethics, Governance, Resource efficiency, Equity and Employability.

Even if you haven't yet developed an allergy to forever new program names, acronyms, and other lofty word concoctions in from the management kitchen, the sustainability report remains a difficult lump to digest. But the contents are too valuable to be understood only by analysts and academics. The essentials should therefore be made known to the workforce in a language that is easy to understand. Instead of KPI satisfaction, they should create an appetite for committed participation: "Release the brake!"

Participatory action "Release the brakes"

Almost all the articles in this AUB Express edition give concrete examples of where the company should "release the brakes" for its own benefit and that of the employees. We would also be happy to take your examples and, if possible, concrete suggestions on this and forward them (anonymized, of course) to possible decision-makers or the entire works council as a "more powerful mouthpiece". Send us your ideas at the specially created e-mail box feedback@aub-braunschweig.de.



Meanwhile, some employees have proven that Till Eulenspiegel's genes can still be traced in the Braunschweig region and that the Global Learning Portal is quite easy to trick:

mfG ESG-KPI-DEGREE 🌱🔪🚰

Have you ever wondered why your digital learning hours are suddenly shown on your personal intranet home page? You can find the solution in the Siemens AG Sustainability Report 2021 on page 13: According to the "ESG Ambition" No. 12 in the "DEGREE" framework, the digital learning hours of Siemens employees are to be doubled by 2025.

That's all Greek to you? Don't worry, you're not alone in this, and we're happy to provide a little translation help here: ESG ambitions are nothing more than key performance indicators (KPIs) for environmental (E), social (S) and responsible business practices (G for governance).

A dark blue dashboard showing digital learning hours. At the top, it says 'DIGITALE LERNSTUNDEN (GJ22)'. Below that, 'Meine Lernstunden' is followed by a large green number '2420,6h'. Underneath, 'Siemens-Durchschnitt' is followed by a large white number '1,6h'. At the bottom, it says 'Deine Lernstunden liegen über Durchschnitt: 2419h'. At the very bottom, there is a teal link 'Lerne und entwickle dich ... >' and a teal question mark icon in a circle.

please copy and send by mail, fax or e-mail to:

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a writable pdf file is also offered under <https://aub.de/mitgliedschaft/>

Application for membership

Please fill in in block letters! Please mark with a cross ☒ !

recruited by

Surname, first name

Street, house number

Zip code

Place of residence

Mobile no.

Telephone business private

E-mail address

Date of birth

Gender various female male

Company/address Industry, e.g. trade

I am active in Works Council Staff Council Youth Representative
 Representative for the severely disabled

Normal contribution Pensioner, job seeker
 Trainee, student, part-time employee on maternity/parental leave
 Part-time employee under 20 hours per week in family care leave until expected:

The monthly membership fee is € _____ Date of entry: _____
Membership is to include labor court and social court legal protection: yes no
Membership is to include 24-hour accident insurance: yes no
Membership shall include affiliation to the Siemens Mobility Braunschweig company AUB group: yes no
Payment will be made monthly. I agree to have the membership fees debited from my account until revoked in writing.

IBAN

BIC

I acknowledge the statutes of AUB e. V. and agree that AUB e. V. may store personal data about me for the purpose of member care and for the fulfillment of its statutory tasks and pass them on to the responsible legal protection insurance carrier (Art. 6 Para. 1a DSGVO) or that I wish to receive important communications and information from AUB e. V. by e-mail without an electronic signature (§ 6.2, § 23 of the statutes).

Place

Date

Signature



AUB-Braunschweig: Positions and future topics



Making the "New Normal" employee-friendly

- Give employees a strong say in the choice of work location (on-site/at home/desk sharing)
- Regulate the company's contribution to the workplace at home
- Regulate accessibility and do not let it get out of hand
- No mandatory splitting of daily working hours for widely spread meetings
- Life work-time accounts
- Night shift for over 57-years-olds only on a voluntary basis
- More flexible options for reducing and increasing working hours
- Provision of stress-free IT ("IT well-being") and further development of digital collaboration



Making the sites future-proof

- Critical attention to COBRA and portfolio shifts
- Critical attention to work/service contracts and temporary work
- More permanent hires, more takeovers of temporary staff and student workers
- No further outsourcing of central services (e.g. canteen)
- Ensure transfer of know-how through early succession planning
- Training in accordance with the needs of our location and young people instead of central "ivory tower principles"
- Establishment of a two-year apprenticeship program (opportunity for young people and suitable for our production, leading to a lower fluctuation)
- Making sites climate-proof (tolerable workplace temperatures even in hot summers, flood prevention)



Socio-political role model and pioneer role

- Equal opportunities for men and women in all roles and at all levels
- Equal pay
- Fair pay for our canteen employees in line with collective wage agreement
- Dignified treatment of temporary workers instead of systematic circumvention of the obligation to take them on after 18 months
- Corporate communications in German and English
- Sustainability policy without "selling indulgences" and fraudulent labeling
- For people and the environment: ecological redesign of company premises, e.g. greening and forestation, application of "sponge city" measures
- Introduction of job bikes (leased bikes with salary conversion)
- Reinstatement of an addiction counselor
- Modular meal composition in the cafeteria according to individual personal, health and cultural requirements
- Expand health services again (Siemens health spa, on-site physiotherapy, etc.)



Our company must become even safer

- More heart and soul and commitment in EHS policy
- Consistent ZeroHarm strategy against occupational and commuting accidents
- Protection of mental health (e.g. consistent substitute regulation against overload and burn-out)

Our first eight list candidates for the 2022 works council election

(with their previous works council functions and focal points of interest)

	Peter Sieverding SMO RI MT BID • Safeguarding employment and location development	☎ (0173) 2427 246 🗣️ de, en, 🏠
	Dirk Schaper SRE FIN RS SMO • Works committee • Personnel matters • 3i Commission	☎ (0172) 3505 440 🗣️ de, en, es, ⚽
	Reinhard Niewerth Full-time works council member • Works committee • Occupational safety and social affairs • Mobility	☎ (0531) 5934-2547 🗣️ de, fr, 🚲, 🧑
	Christina Bosse SMO RI MT SIG-COC • Organizational development • International collaboration	☎ (0172) 3801 641 🗣️ de, en, es, 🏭
	Guido Zabski SMO RI D PIC 4 10 • Outdoor installation • Representative for data protection and information security	☎ (0531) 5934-2587 🗣️ de, en, 🏍️, 🚚
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