



Fachbereich C
Gesundheit, Soziale Dienste, Bildung
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Vereinte
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Landesbezirk Berlin-
Brandenburg

**Important information on the implementation of the new ver.di
Collective bargaining agreements at the Vivantes subsidiaries //
ver.di membership certificate for submission to the HR department**

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Dear colleague,

Last year you pushed through the new ver.di collective agreement with a 30-day strike. The Vivantes management fought tooth and nail, tried to ban your strike with legal means and fought for every euro in the negotiations. This argument was not easy, but together with many of your colleagues you manned the picket lines and stayed strong. So you won in the end!

The new collective agreement provides, among other things:

- Significant wage increases for almost all employees at the subsidiaries and the adoption of the TVöD remuneration system
- The national minimum wage of 12.50 euros is paid at least
- Gradual approximation of your salaries to the salaries in the TVöD by 2025 (VSG and rehabilitation up to 96%, Vivaclean, MVZ and SVL up to 91%)
- Extensive alignment of the regulations of the collective agreement with the TVöD (including surcharges, allowances, special annual payments, vacation, etc.)

This result was accepted by the collective bargaining committee and the team-delegates with a large majority. It was confirmed by 95.7% of the ver.di members in a ballot. These new collective agreements have been in force since January 1st 2022. However, for many colleagues, the implementation by Vivantes is not what they fought for and how it was negotiated last year.

Groupings do not correspond to what was agreed in the negotiations

Many colleagues - especially in the lower salary groups - were classified too low by the Vivantes management. During the negotiations, the employer presented a table with classifications. In it, many of the colleagues who are now grouped in E2 should at least come to E2Ü (including cleaning staff, PBS, kitchen help, etc.). Trained gardeners who work in the garden should of course be classified in the E5 and not in the E2. Vivantes is now not sticking to these agreements from the negotiations and is devaluing the hard work of many subsidiary employees through incorrect classifications.

This was followed by protest actions with collections of signatures, tough talks with the health senator Ulrike Gote and several public statements in the press.

As a reaction, further talks took place between ver.di and Vivantes Human Resources Director Schmidt about a possible solution. Most recently, these talks were close to an agreement. It stipulated that all colleagues who are currently grouped in E2 would be grouped in E2Ü at least retrospectively from January 1st. At the same time, it should be agreed that employees who do higher-level activities must of course also be classified higher than the E2Ü (e.g. cleaning staff with tasks in special cleaning). But Mrs. Schmidt was not ready to agree on clear and legally secure formulations with the ver.di tariff commission - and then unilaterally broke off the talks. Your ver.di tariff commission would be ready to resume talks at any time and has asked Vivantes to do so.

What's next?

Your works council is currently examining your classifications. He will only agree to classifications that are correct. Any misclassification may require legal action. As a ver.di member, ver.di legal protection will of course be at your side.

You can find out when such a step makes sense for whom and for which professional group via the new WhatsApp channel for the Vivantes daughters. There you will always receive the current status and the legal recommendations.

You are not in the new WhatsApp channel yet? Then follow the QR code with your mobile phone and join the channel:

**Whatsapp channel
Vivante's subsidiary:**



Increasing hours at Vivaclean and increasing exploitation due to heavy workload

According to the new collective agreement, all employees at Vivaclean who have worked more hours in 2021 than their employment contract provides for have the right to increase their employment contract accordingly. But there are still female colleagues at Vivaclean who are not allowed to do this. This is a clear violation of the collective agreement! If you are affected by this, please contact us by email:

info@berliner-krankenhausbewegung.de

or contact your local works council.

In addition, many Vivaclean colleagues report unsustainable conditions in the hospitals! Numerous colleagues have resigned or are ill, so there are not enough staff. The existing staff have to bear the brunt of this problem and are supposed to clean more wards and areas at the same time. At the same time, almost no more overtime is approved. More work in less time: that is increasing exploitation!

In the coming months there will be meetings and assemblies for Vivaclean colleagues to discuss how you can resist this.

Dealing with new employment contracts and submitting the membership certificate to the HR department

Vivantes is of the opinion that all employees of the subsidiaries must sign a new employment contract so that the new ver.di collective agreement applies to them. That is not correct! We recommend that you do not sign the new employment contract.

As a ver.di member, you are entitled to all regulations and remuneration in the ver.di collective agreement, even without a new employment contract. But beware: the Vivantes management threatens that all employees who do not sign will fall back on the old collective agreement and thus have some significant deterioration!

Instead of signing the new employment contract, you can submit the membership certificate sent with this letter to the human resources department and thus have the right to be paid according to the new ver.di collective agreement.

Danger! Wait until we inform you via the WhatsApp channel and by email.

What's next? From January, the pay round in the public sector will start at Vivantes!

From January 2023, the large collective agreement in the public sector will be renegotiated nationwide and also for Vivantes. You will also be directly affected by the wage increases implemented in the future, but the increase will come into effect for you later. Together with your colleagues from the care and all areas at Vivantes, you can therefore campaign for this next year - if necessary with strikes.

This discussion is very important in view of the high inflation and rising cost of living!

The more people take part in the demand survey, join your union ver.di and take action together, the more we can achieve together.

A large meeting of the Berlin hospital movement will take place on September 26 from 5 to 8 p.m. in the CCG (Franz-mehring Platz 1).

At the meeting, you evaluate the demand survey and make a recommendation about the amount of the demand for a wage increase. It is important that colleagues from all areas of the Vivantes subsidiaries are involved.

You fought for a strong collective bargaining agreement last year. But your Vivantes management is not implementing it the way it was negotiated. Only if you as trade unionists continue to work together and in solidarity will you assert your rights. Right now - in times of price increases and war - your cohesion is more important than ever.

Greetings from your ver.di tariff committee Vivantes daughters