

STANDING TOGETHER FOR A STRONG WORKERS' COUNCIL NOW!

A few days after the February 2021 snow storm, some workers at Gorillas Berlin began organising against their precarious working conditions. With time and a lot of determination, discipline and mutual care, this group of workers grew and kickstarted the process of creating a Workers' Council [Betriebsrat] within the company.

Up to now, this has led to both the realization of a General Assembly and to the creation of an Electoral Council, which has been organizing the Betriebsrat elections for the last 3 months.

Recent events have shown us that many things need to change in Gorillas, and by democratically choosing an Electoral Council, Gorillas' employees have already taken the first important step towards having a Workers' Council.

Kudos to all of you!

Advocating for your own matters by means of a **strong workforce representation**, and electing a Workers' Council for this purpose is one of the best available options. It allows you to initiate and implement changes

that can positively impact your workspace and working conditions. ver.di supports this 100 percent and we want to work with the elected Workers' Council in order to achieve as many beneficial changes as possible for the employees.



Join in, get involved!

A high turnout in the election can signal strong support for the Workers' Council right from the start. This can definitely increase management's willingness to cooperate. Therefore: **Join in, get involved!**

Various studies have shown how beneficial the election of a Workers' Council generally is for the workforce: **Wages and salaries are higher** in companies with a Workers' Council. Also, jobs there are safer and the working conditions better.

→ Workers' Council members who are engaged will listen to and understand their colleagues' problems and grievances, and will act upon their coworkers' critiques or demands against management. They can also support with problems related to collective bargaining law and can thus promote a fairer workplace.



Under the German Works Constitution Act (BetrVG), Workers' Councils have strong rights: they can weigh in on all social matters and must be informed by the employer about the



economic situation of the company. This enables them to quickly induce measures to secure employment if problems occur.

Workers' Councils:

- Ensure that everyone in the company is treated as equally and fairly as possible, and not arbitrarily [and by everyone we do mean everyone, particularly the more legally disadvantaged colleagues on working holiday visas].
- See to it that laws, collective agreements, works agreements, occupational health and safety are complied with
- Contribute to shift and personnel planning
- Have a say in hiring, firing, transferring or classifying employees
- Inspect business balance sheets and secure employment
- Manage employee data protection
- Weigh in on workplace design and work processes

- Approve – or reject – overtime
- Inform employees through works meetings
- promote the compatibility of private life and gainful employment

ver.di gets Workers' Councils in shape for their job

Law & justice: In the event of conflict, Workers' Councils can rely on their trade union ver.di: they receive support and legal protection, for example, in the enforcement of regulations and collective agreements.

Advice & action: ver.di trains elected Workers' Council members in legal/social as well as economic issues and supports them in their daily tasks.

Networked & connected: The ver.di Workers' Council networks ensure that good Workers' Council practice gets around and serves as an inspiration for other bodies.

Word & image: ver.di offers Workers' Council information material, background knowledge and recommendations for action in the case of conflicts.

As a collective bargaining union, ver.di is responsible for concluding **collective agreements** in the retail sector. Together with ver.di Workers' Councils form a strong axis for representing, promoting and defending the interests of employees.

Together even stronger

Without trade unions, today's world would be a very different place. Many of the working and living conditions that we take for granted are the fruit of hard work by the unions – which is why it is important for us to protect and expand them. To be able to do so, we need a solid foundation of membership

– and that's where you come in!

Many good reasons to join ver.di you may find here:



verdi.de/ueber-uns/verdi-international

We are sure: This can and will also be the future at Gorillas.

That is why we are calling on you to strengthen the **trade union base** in the company and to run in the Workers' Council elections!

Support each other, join forces - let's stand strong together!

Jetzt Mitglied werden. Es geht auch online:



mitgliedwerden.verdi.de