



**MITBESTIMMEN
MITTENDRIN**



Those who vote, have a say and are in the thick of action. VAA.

OUR VIEW OF OURSELVES

Our take on the tasks of the works council: Engage in constructive and cooperative co-determination, take personal responsibility, and help the company to move forward in the interest of the employees.

Involve all categories of employees: All candidates involved in VAA run in order to shape the work of the works council in the interest of the entire work force. We moderate between employees and their superiors and build bridges because we know and understand both sides.

VAA works council members understand the concerns of employees not covered by standard collective agreements, because that's what they are themselves. They know the in-house rules and act as advisors and contact partners on an equal footing. They air grievances and devise ways to remedy them.

VAA

As a union, VAA represents the interests of employees not covered by standard collective agreements and senior employees as well as highly qualified professionals and young university graduates.

30,000 members of all professional groups in the chemical, pharmaceutical and allied industries are organized within VAA and make it powerful.

THE INFLUENCE OF THE WORKS COUNCIL

The works council wields decisive influence on the working conditions of employees not covered by standard collective agreements – something many people are unaware of.

It decides about the pay and bonus systems for these employees and the distribution of pay as well as determining the bonus criteria and conditions for variable emoluments, the company pension plan and the organisation of working time.

The expertise of employees not covered by standard collective agreements must be tapped when dealing with issues that affect them.

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170 VAA groups serve as the backbone and voice of VAA in businesses and companies. The VAA groups are the link to the VAA members on the works councils, executive staff committees and supervisory boards.



OUR TOPICS

HAVE A SAY AND PLAY A PART —
**SAFEGUARD THE INTERESTS
OF ALL EMPLOYEE GROUPS**

SALARY AND BONUS SYSTEMS —
**CREATE FAIR AND PLAUSIBLE
CRITERIA**

ASSESSMENT SYSTEMS —
**SET TRANSPARENT,
CLEAR-CUT AND LOGICAL
PERFORMANCE ASSESSMENT
STANDARDS**

FLEXIBLE ORGANISATION OF
WORKING TIME —
**OFFER WORKING TIME MODELS
GEARED TO THE DIFFERENT
STAGES OF LIFE, USE THE
ADVANTAGES OF MOBILE WORK
ARRANGEMENTS**

COMPANY PENSION PLAN —
**DEVELOP EFFECTIVE
APPROACHES FOR THE
FUTURE – ESPECIALLY ON
BEHALF OF YOUNGER
COLLEAGUES**

PROFESSION, FAMILY
AND CAREER —
**STRIKE A BALANCE
ALSO FOR THOSE IN
MANAGEMENT POSITIONS**

DIGITISATION —
**SEIZE OPPORTUNITIES
WITHOUT BEING
EXPLOITED**

EMPLOYEE DATA PROTECTION —
**ASSURE COMPLIANCE WITH
HIGHEST STANDARDS**



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