VAA-Information

General information.

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Status: July 2024

Legal advice, aid and protection

All members of the VAA are entitled to legal advice, legal aid (out-of-court representation) and legal protection (in-court representation), as far as matters related to labour law or social law are concerned. Legal advice is always given on an individual and confidential basis by a qualified and competent team of lawyers.

All legal services are included in the membership fee of 267 euros per year. For VAA student members, membership is free for the duration of their initial studies, including the doctorate. New members who are at the beginning of their employment pay 135 Euro for the first two years of their employment. DECHEMA members who join the VAA only pay half the fee for the first three years of their VAA membership.

All new members are immediately entitled to legal advice over the phone, in writing or in person. Legal aid (out-of-court representation) is granted after a 3 month waiting period, legal protection in court after a 6 month waiting period.

About us

The Association of Employed Academics and Executives in the Chemical Industry (in short: VAA – Chemistry Managers) is one of the most important professional associations of managers, executives and professionals in Germany. About 30.000 scientists, engineers and businessmen working in leading positions in the chemical and allied industries are members of the VAA.

Traditionally the largest professional group within the VAA is formed by academics from the natural sciences and engineering. More than half of our members are executives according to the German Works Council Constitution Act. Many members form part of executive and junior executive staff outside the salary scale – in some cases also personnel paid according to the higher collectively agreed wages. As a professional association the VAA safeguards and represents the interests of all of its members in fiscal, social and environmental policy as well as in labour legislation.

A comprehensive representation of the different sectors of the chemical and pharmaceutical industry is achieved through collective agreements, which are negotiated regularly with BAVC – the association of German chemistry employers. In addition the VAA holds regular talks with other industrial organisations.

Structure

The vast majority of our members form part of one of the 160 VAA-groups (in German: Werksgruppen) located directly on each company site. These groups consist of members employed by the same company who have joined forces and form a member group unit within their own company. The VAA-groups are the first and main contact point of members. Each group represents its members' interests and acts independently of the legal status of the works constitution.

VAA-members in smaller companies without a local VAA-group are registered separately. The interests of these so-called single members are attended to directly by our general office in Cologne or by our office in Berlin. Both VAA-groups and single members are integrated into one of the nine regional groups in Germany.

Once a year at the general conference of VAA-delegates up to 200 representatives from the regional groups discuss future strategies and decide on the specific policies of the VAA. The conference is therefore the prime decision-making authority of the VAA and sets the future agenda.

Every three years the delegates also elect the association's board, which consists of seven members. The board then elects its first and second chairman as well as its treasurer. The work of the VAA board is supported by the advisory board, consisting of one representative of the nine regional groups.

Full-time staff members and the team of lawyers based at our offices in Cologne and in Berlin support the board's work and manage the day-to-day-business of the VAA.

Activities

The main activities of the VAA are aimed at achieving adequate salary structures and company provision arrangements. The VAA-groups thus form a bridge between the executive committee (representative body of executives), the VAA-members in works councils and the VAA-members on supervisory boards of companies.

The VAA is also involved in university work by informing natural and technical science students and graduates about employment and career opportunities in the chemical industry.

Membership eases a first-time employee's entry into a company. By belonging to the VAA-network members can easily get in touch with managers and executives from their own and other departments.

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