



**vaa**

# For a successful professional life.

Representing specialists and managers  
in the chemical and pharmaceutical  
industries



# The VAA is one thing above all. There for you.



Dr. Birgit Schwab,  
1st Chairwoman,  
and Stephan Gilow,  
Managing Director

We are living in turbulent times. Many things are changing, globally and locally, in politics, in society, in the economy and in working life. In our chemical and pharmaceutical industry, too, change is shaping events in the markets and in the companies themselves. It is precisely in times like these that our commitment as a representative of specialists and managers in the chemical and pharmaceutical industries and related sectors is of the utmost importance and more important than ever.

In the more than 100 years of our existence, we have come through such times together more than once. Today, our association has around 30,000 members. From

our head office in Cologne and our office in Berlin, we offer advice and services from proven experts. With our 167 works groups, we are active as a strong representative in almost all companies in the industry. Volunteer VAA members are committed to the rights, needs and interests of their colleagues. In other words: We are there for you! Wherever you need us – on site in the companies, in our plant groups and centrally at our head office in Cologne and our office in Berlin.

All this just for you: our members.

# The most important thing first: your benefits.

We represent you as a member vis-à-vis employers, politicians and society. We support you individually with your professional career. And we connect you within the community. This has many advantages!



»I experience the protection of a community that I am part of.«

»I am increasing my expertise through the mediation of industry-specific knowledge.«

»I enjoy legal protection and I will be advised and represented by a lawyer free of charge .«



»I improve my professional and career opportunities through comprehensive advice and support.«

»I am expanding my professional network by exchanging experiences with VAA members.«

»My rights and interests as an employee are not only represented, but strengthened.«



»I gain security for me personally and for my professional life.«



»I benefit from discounted purchasing conditions for professional and private services.«

# The booster for the start of your career.

Into working life – self-determined and with equal rights! In a job that makes sense. And is in balance with your private life. The VAA supports you with this. We know what you can earn, and we know the culture in the companies. We give you the right advice and the decisive network contacts to make your career start a success.

## **Industry knowledge**

The annual VAA Employee Opinion Survey and the VAA Income Survey of non-tariff and executive employees provide information on current working conditions and remuneration in companies. And the VAA application check enables VAA members to have their application individually reviewed by a top-class industry and HR expert.

## **Network**

The VAA application network gives VAA student members the opportunity to clarify questions and potential problems relating to their application to a particular company in advance and to

obtain useful background information. This can give you a decisive knowledge advantage over other applicants.

## **Career counseling**

Whether it is a management position, self-realisation, further development, a change of direction or reorientation: careers mean different things to different people. In these cases, the professional career advisors that the VAA offers through its cooperation partners at exclusive member conditions and with a free initial consultation can help.



# A successful professional life, for sure.

You are in the middle of life. You work hard, have responsibilities and obligations. You have achieved a standard of living that you want to maintain. We are at your side.

Our legal service is there for you when you need it. Just like our broad VAA network. And we are also an effective representative of your interests in collective bargaining.

## **Legal service**

The VAA provides legal protection far beyond the usual scope, reviews contracts, negotiates with employers and conducts litigation. The VAA's lawyers are experts in employment law and have an insight into individual companies and their structures and particularities. Whether severance pay or warnings, termination agreements or employee inventions, non-competition clauses or dismissals: We are independent and provide objective advice.

## **Network**

The VAA facilitates and promotes networking in many ways. With an application network, with the "VAA connect" network for female members or at our many events, where the focus is on personal encounters and the exchange of opinions and experiences.

## **Representation of interests**

The main goal of the VAA is to represent the interests of its members as a trade union for academics and an association for specialists and managers. In supervisory boards, speaker committees and works councils, our elected representatives are an essential part of co-determination. As an association, we are in constant and trusting contact with our social partners.

## **Collective agreement**

The chemical industry has a long tradition of pluralistic collective bargaining. As a recognized trade union, the VAA has concluded a collective agreement for academics with its social partners in the chemical industry. This applies to university graduates from scientific and technical disciplines.





# Experience community, even in retirement.

The path from working life to retirement is not a walk in the park for many people. This transition is often characterised by a lack of appreciation, resignation and heteronomy.

Especially then, it is invaluable to have excellent legal representation and be well informed by the VAA. And it is good to know that you will remain part of the VAA family in retirement.

## **Community**

The community of VAA members ensures that members are always up to date even after retirement. Events such as the annual retiree trip offer the opportunity to experience attractive lectures and destinations tailored specifically to the interests of retirees with like-minded people.

## **Information**

The VAA Commission 60plus monitors relevant topics and is responsible for the annual VAA information for pensioners. The members' area of the website also contains plenty of brochures and information on topics like retirement provision, company

pension adjustments, early retirement, pension taxation and much more.

## **Legal service**

The association helps its members with the transition to retirement – and beyond. They are entitled to legal advice and legal protection in matters relating to employment, inventor protection and pension law. This also includes regular checks on company pension adjustments, for example. In the event of death, the VAA member's spouse is of course also entitled to these benefits.



# Making specialists and managers stronger.

The VAA strengthens its members, the specialists and managers of the chemical-pharmaceutical industry, for a successful professional life. That alone is the purpose of our actions – in representing the interests of our members vis-à-vis employers, politicians and society as well as in providing individual support in your professional life. And also, when we help you to network within the community.





# Openness

We are open to the diversity of job profiles and career paths in our industry.



# Passion

We passionately represent the interests of our members as an experienced trade union, personal supporter and active multiplier.



# Cohesion

We cultivate networks and live community. We know, share and emphasise the added value of togetherness.



# Reliability

Our professionalism, knowledge and organisational strength make us a reliable partner for our members.

# Represent, support, network.

As an employee association, we essentially fulfill three service promises to our members: represent, support and network. We represent their interests vis-à-vis employers, politicians and society. We support VAA members individually with their professional development. And: We help our members to network with each other and form a collegial community for the exchange of knowledge, opinions and experience.

“What exactly do I get for my fee?” Our answer is our benefits catalog.



## Representation of interests

- in society, the business world, politics
- as a social partner (collective agreements)
- in the company (Works Council, Executives' Committee, Supervisory Board)



## Legal protection

- Labour, social and employee invention law
- Extrajudicial advice and judicial representation
- Specialised in specialists and executives in our industry



## Network

- Cross-company contacts
- Exchange of experience
- Application network



## Career and professional life\*

- Salary check, application check
- Further education and training (seminars, conferences, congresses)
- Career counseling, leadership coaching, new placement



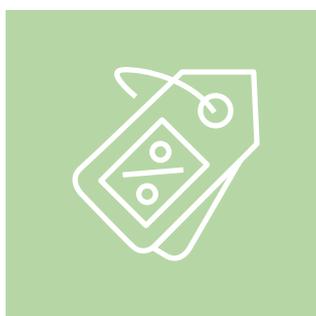
### **Tax and inheritance law\***

- Tax consulting, tax software
- Advice on inheritance law



### **Finances and insurance\***

- Financial advice: retirement provision and assets
- Insurance, VAA Mastercard



### **Private and leisure\***

- Corporate benefits
- Travel

\* In some cases, external services at attractive, discounted rates

# The works group: the VAA on site.

More than two thirds of VAA members are organised in plant groups. Works groups are active in companies and at chemical sites. They can also be organised on a cross-company basis. There are 167 works groups nationwide. They shape the work of the association in local VAA communities.

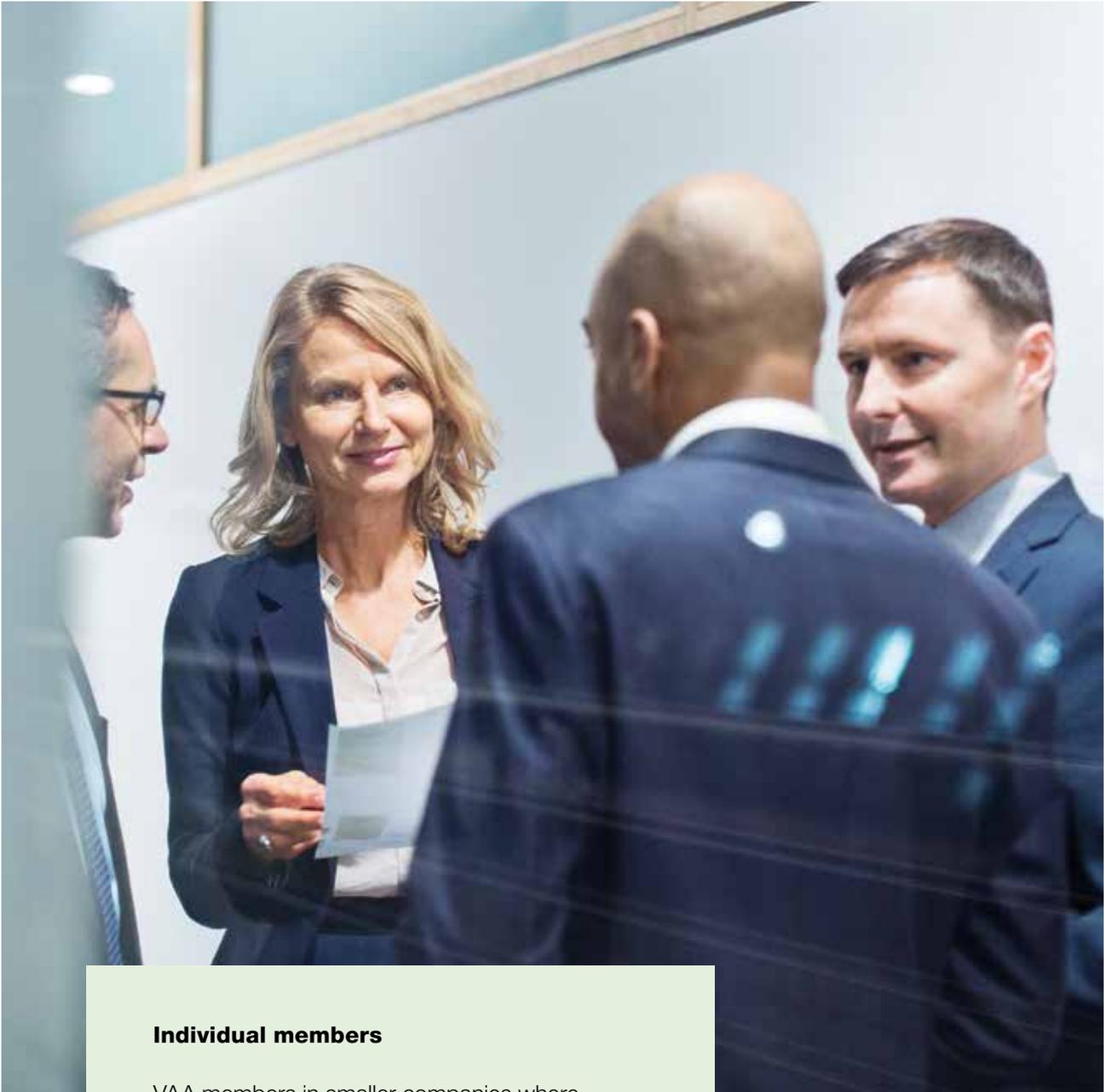
## 167 works groups

Our most important goal as the VAA is to represent the interests of our members as effectively as possible. This relates to both individual and collective interests. The members themselves play a key role in this: by organising and getting involved in the VAA communities at the locations of their companies. The communities are made up of the members

of the local VAA works group and the elected representatives on the Supervisory Boards, Works Councils and Executives' Committees. The VAA offices support this commitment through targeted projects. Our full-time advisors at the Cologne head office and the VAA office in Berlin offer elected representatives the opportunity to take part in works group and works group board meetings by telephone or video

conference or, if necessary, on site. Presentations, consultations and events for interested parties are also held regularly, either in person or using online tools.





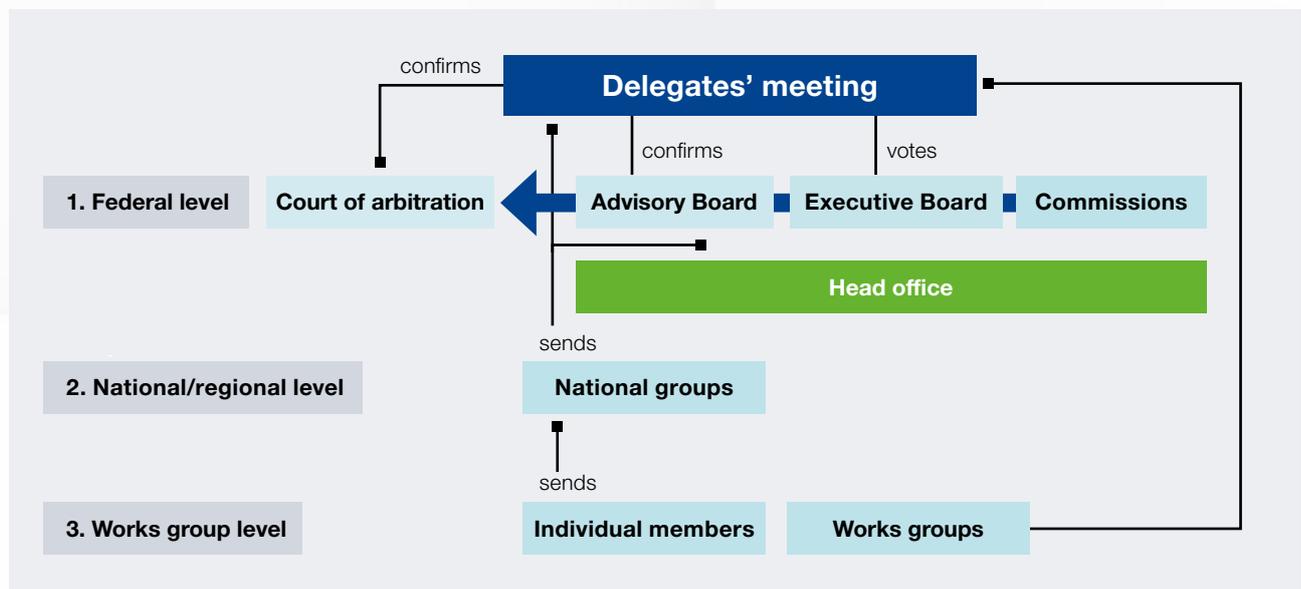
### **Individual members**

VAA members in smaller companies where there is no works group are managed as individual members and are looked after directly by the VAA head office in Cologne or the VAA office in Berlin. Regionally, the members are united in eight national groups.

# Association structure

The VAA's highest decision-making body is the Delegates' Meeting. This is where the representatives from the works and regional groups define the basic principles of the association's policy and elect the honorary Executive Board. This is supported by the Advisory Board and the Commissions. The association's business is managed by full-time employees in the Cologne head office and the VAA office in Berlin.

The Advisory Board supports the Executive Board in managing the association. All eight VAA regional groups delegate one member of the regional group board to the Advisory Board. In addition, the Executive Board is advised by commissions on various specialist areas. The VAA regularly sets up working groups to address pressing current issues relating to the representation of the interests of specialists and managers in the chemical-pharmaceutical industry and related sectors.



## Umbrella organisations

### ULA – German Management Association

The German Management Association ULA is the political voice of managers in Germany. ULA represents their interests in labour, tax, social and education policy vis-à-vis the government and parliament – both in Berlin and in Brussels. With 13 member associations and a total of around 70,000 members, it is the largest umbrella organisation of executives in Germany. At the European level, ULA is a founding member of CEC European Managers.

### European Federation of Managerial Staff in the Chemical and Allied Industries FECCIA

FECCIA, the European Federation of Managerial Staff in the Chemical and Allied Industries, is the leading managerial organisation in the chemical industry at the European level. Through its member associations, FECCIA represents the interests of 100,000 managers. FECCIA also coordinates relations with the European Chemical Employers Group ECEG and the European Trade Union IndustriALL.

### CEC European Managers

CEC European Managers is the umbrella organisation of European management associations. It represents more than one million managers from 17 different EU member states. It is recognised by the European Commission as one of six cross-industry social partners. CEC cooperates with the European Trade Union Confederation ETUC, which coordinates the three social partners on the employee side, and maintains close links with BusinessEurope, the Confederation of European Business.

## The Executive Board



**Dr. Birgit Schwab**  
1st Chairwoman,  
Wacker Chemie



**Dr. Christoph Gürtler**  
2nd Chairman,  
Covestro



**Ruth Kessler**  
Treasurer,  
Bayer



**Dr. Monika Brink**  
Member of the  
Executive Board,  
Boehringer Ingelheim



**Dr. Roland Fornika**  
Member of the  
Executive Board,  
Röhm



**Martin Kubessa**  
Member of the  
Executive Board,  
Evonik Industries



**Dr. Thomas Schmidt**  
Member of the  
Executive Board,  
BASF

## The Management



**Stephan Gilow**  
Chief Executive Officer



**Stefan Ladeburg**  
Deputy Chief Executive Officer,  
Head of the Berlin office



You can find all contact details at  
<https://www.vaa.de/en/association/organisation>



**Ilga Möllenbrink**  
Managing Director  
Cologne



**Thomas Spilke**  
Managing Director Berlin



**Dr. Torsten Glinke**  
Managing Director  
Cologne



**Christian Lange**  
Managing Director  
Cologne



**Hinnerk Wolff**  
Managing Director  
Cologne



**Christof Böhmer**  
Managing Director  
Cologne



**Pauline Rust**  
Managing Director  
Cologne



**Catharina Einbacher**  
Managing Director  
Berlin



**Ida Tolksdorf**  
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THE REPRESENTATIVE BODY  
FOR SPECIALISTS AND MANAGERS  
IN CHEMICALS AND PHARMACEUTICALS