

Instead of a General Meeting...

... with this document the works council gives its report on activities in the 1st quarter

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- PostDoc representatives together with the works council revealed injustices in the classification of newly employed PostDocs.
 - Payment: Pay table TVÖD Bund, EG13.
 - Classification on new employment: depending on professional experience gained.
 - PostDocs: ≥ 3 years of doctoral studies result in general in remuneration level 3.
 - Several cases in recent years: Evidence of eligible periods has not been requested or not been acknowledged (mainly periods overseas) > underclassification, carried forward as a loss of salary for 16 years.
 - Many discussions of PostDoc representation and works council with the management: Level 3 should be standard.
 - Management has agreed to instruct the group leaders accordingly.
 - Healing of cases afterwards is only partially successful (enabled by the employer only for up to 6 months backwards).
- Student assistants
 - Sideline job at DESY during studies.
 - Aim: Establish a procedure that considers higher qualifications (skilled worker, bachelor) in the remuneration, where applicable.
 - Works council has achieved improvements in a precedent case, but probably not yet a fundamental change in the approach of the HR department.



Disbanding the HR support group at the site



- After the new concept has been announced: a lot of feedback from the workforce.
- Works council has been and continuous to be in constant contact with the management and stands in for the needs of the workforce.
- Mrs. Rogatz Kanty was hired at V2 in Hamburg and is (almost) trained.
 - Successively takes over all groups except three (NIC, ATLAS, MECH) which remain with Mrs. Münsterer
 - The works council sees a sensible substitution solution with Mrs. Münsterer
 - A personal introduction to the Zeuthen workforce had been envisaged at the first works meeting in 2020, to be caught up at the next possible date



Ariane Rogatz Kanty



Anna Sophie Münsterer





- Establishment of a DESY task force: members from the Directorate, the health sector and, fortunately from the very beginning, also the works councils.
- Sensitive problem for works councils: For the forming of opinions and pass decisions works council meetings must be held which, according to the current legal practice, require personal attendance.
 - Statement of the employer: During the pandemic period, works council meetings may be held as video or phone conferences and decisions taken this way will not be rescinded. **THANK YOU MUCH!**
 - In return: Works council approved some ad hoc measures of the employer (partly also retroactive) without insisting on formal procedures.
 - *The works council keeps an eye on co-determination rights and employee interests.*

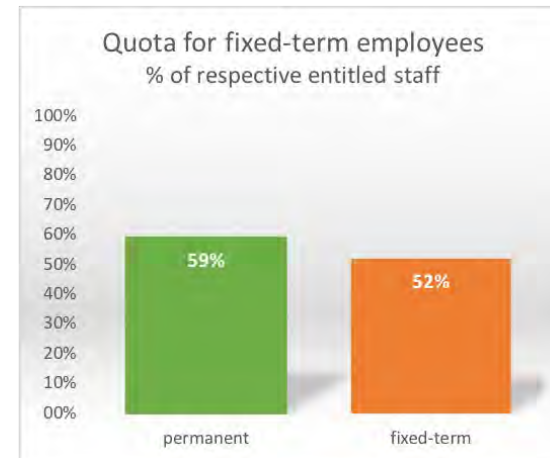
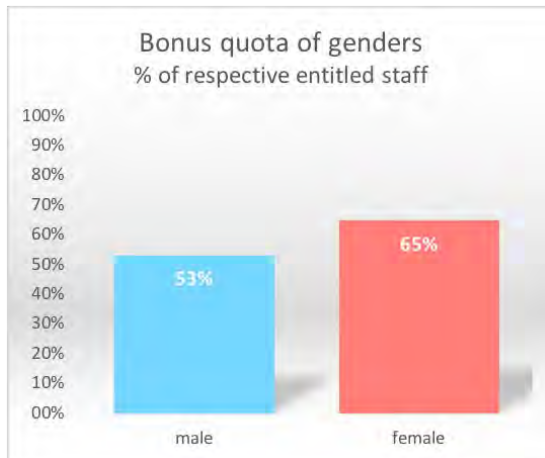


Bonus granting in 2019



- **General**

- High average allocation rate of more than 50%.
- Genders, part-time and fixed-term employees are considered approximately equally.



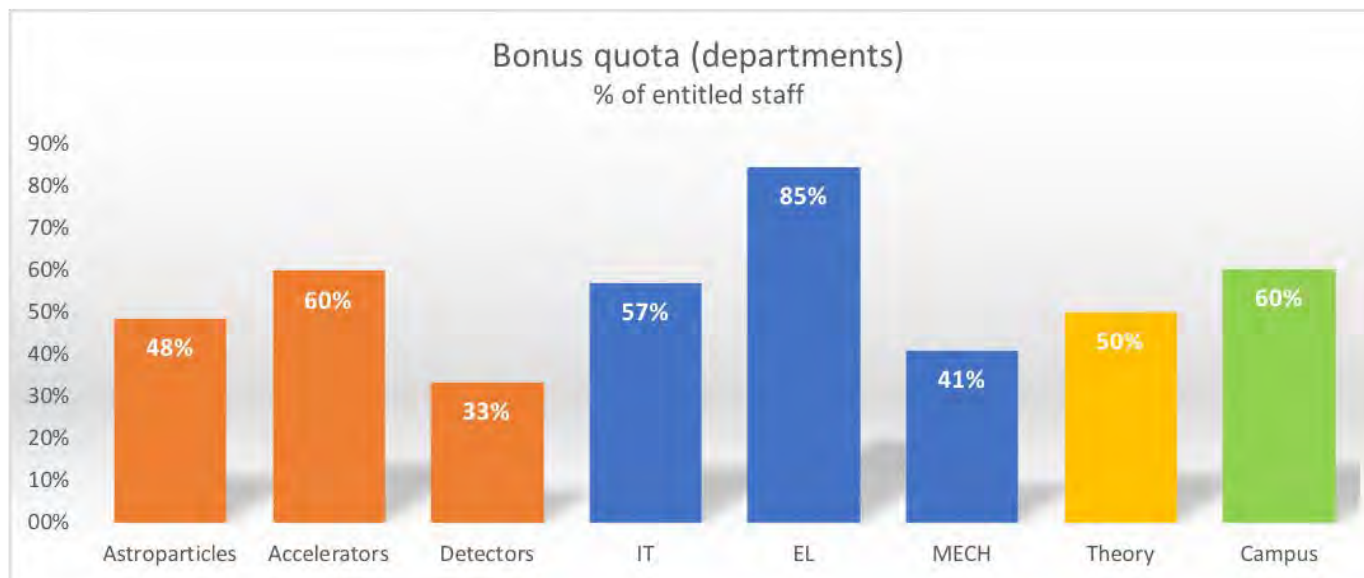
Bonus granting in 2019



- **Departments**

- Bonus rates from between 33% up to over 80%.
- Task and project related differences are normal here.
- However, such a wide range may also indicate that the group leaders exert different standards.

→ Uniform bonus criteria are still missing



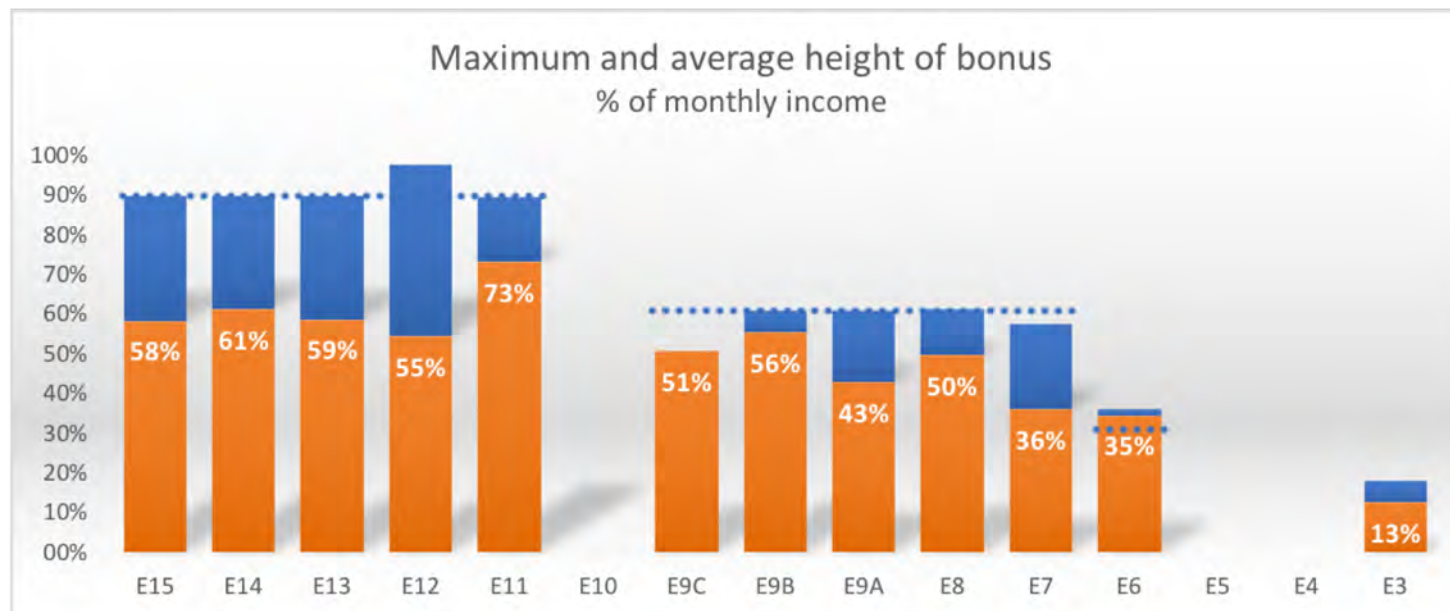
Bonus granting in 2019



- **Bonus amount**

- We no longer observe a general preference for higher pay groups.
- But: "A" grade rating (and thus a bonus amounting to 90% of the monthly salary) was only given to employees in remuneration groups from EG12 to EG15.

→ discrimination of low income earners

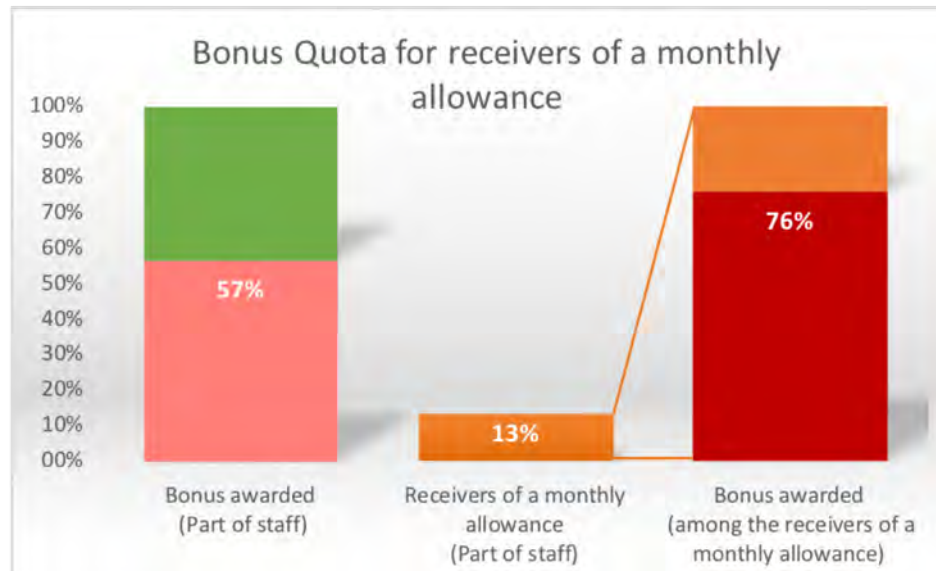


Bonus granting in 2019



- **Allowance practice**

- Since 2019, increased allocation of monthly allowances:
 - on the one hand, the reward for management responsibility: that's OK
 - but also (with mostly tenuous justifications) to anul the tariff system: this is long since criticized by the works council
- Consumes more than one third of the bonus budget.
- Recipients of a monthly allowance have disproportionately often also received a bonus → doubled reward for the same duty!





Communication at the expense of data protection?

- In use for several years: A video conference system operated by DESY - based on Cisco software; servers are located in Hamburg.
- Corona crisis: suddenly strongly increased demand → overload of the servers.
- Situation has now been defused by the commissioning of additional servers.
- Short-term countermeasure of the DESY management: Acquisition of licenses of the conference tool "Zoom" without co-determination of the works council.

Disadvantages/problems with Zoom:

- the servers are located in the US
 - possibility of behavioral and performance control by recording function and attention tracking
 - conspicuous features in the handling of personal data in the past
 - possibly coercion to use private hardware
- The works council values the experience of many users who consider Zoom impressively user-friendly and more reliable than Cisco Meeting and has therefore decided to tolerate the introduction for the time being.
 - For the future: works council expects the in time approval process required by law to be obeyed.





Working hours

- study group with the mandate to develop a uniform working time model for DESY
- planned meeting in May already cancelled before Corona: Unclear how to proceed
- crediting of travel time as working time: Statement announced by V2 is not yet available
- effects of the Corona crisis? For example, trust working hours (for many also in the spontaneous home office):
Precautionary, it should be noted that any measures taken will have no effect on the time after Corona containment.

Teleworking

- Required: Supplementary agreement to the employment contract
- Significant growth in Zeuthen (average 1 day/week) even before the Corona measures
- Welcomed by the works council: Improved application form with clarification of mutual rights and obligations





DESY celebration "60 years of DESY" in Hamburg

- Summer party in Hamburg is to replace company outings in the groups this year.
- At the moment we still assume that this festivity can take place in September.
- Some first cornerstones of how Zeuthen employees may participate have been negotiated, especially regarding the crediting of working and travel time.

Bilingual communication of the works council

- Was started in autumn 2019 at the urging of the PostDoc and PhD representations.
- Consistently implemented since the beginning of 2020.



Thank you very much...

... to the colleagues for your trust!

*Please send questions and comments to
our email address*

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