

UNIVERSITY DAY OF ACTION ON 20TH NOVEMBER 2023



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NOVEMBER 2023

WE'RE STANDING UP FOR DECENT PAY

Together with many other organisations, ver.di is calling for a **nationwide University Day of Action** on **20th November**. We are joining forces to demand **job security and decent pay for all employees!** For the current wage negotiations with the federal states this means: **increased pay for everyone, and a collective agreement for student employees.**

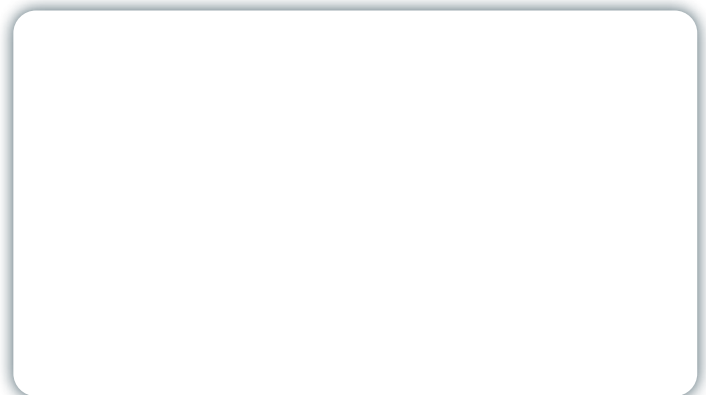
**HIT THE
STREETS!**

IT'S UP TO US NOW!

Even in the second round of negotiations launched in Potsdam in November, the German Federal States' Employers Association (TdL) has failed to put any offer on the table. Instead it is trying to isolate employees in the individual German federal states from wage developments at central and local government level. And more than 300,000 student employees are still being denied the protection of a collective agreement. This disregard for people's basic rights calls for strong protest!

KEEP AT IT!

Pay at the level of individual federal states must keep pace with national and local government rates. If this



doesn't happen, then even more employees will desert the sector. Many universities and other institutions are already facing recruitment problems.

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Workloads for those who do remain in the sector are increasing. Public employees should be able to earn enough to live on – and for years this hasn't been the case for everyone at universities. In particular, employees in low and medium wage bands urgently need more money – which is why ver.di is calling for a pay increase of at least 500 euros per month. Anyone who thinks it is normal for hard-working employees to have to apply for housing benefit, simply doesn't understand the problem. But it's not enough to argue the case – what is needed is grass roots pressure!

FAIR DEAL FOR STUDENTS!

Employers are also using abstruse arguments against any collective agreement for student employees. They argue that, combined with the minimum contract length and weekly hours that are being called for, this "would infringe academic freedom", as the chair of the Employers' Association, Hamburg Finance Senator Andreas Dressel (SPD) puts it. The same absurd argument is used to justify across-the-board fixed-term contracts. In fact the opposite is true: secure employment and appropriate pay ensure ongoing, high-quality academic work. Consecutive short-term contracts and low pay have the opposite effect. The vast majority of federal state governments have promised

to improve working conditions for student employees – in some cases as part of their coalition agreement. But their representatives in the Employers' Association are ignoring this. We have to spur them into action!

END PRECARIITY IN ACADEMIA!

The work undertaken by university employees is both important and demanding. Good quality teaching and research benefit society as a whole and should be adequately rewarded. We must end ongoing precarity in the academic sector - that is why we are taking joint action!

ACHIEVE MORE TOGETHER!

Together with other colleagues at federal state level, university employees are battling to achieve a good collective agreement. But it won't be presented to us on a plate – we have to get out there and make sure it happens! Which is why we are exerting pressure with this nationwide day of action. **Join us!**

STAND UP AND BE COUNTED!
GET ORGANIZED IN VE.RDI
ONLY TOGETHER WILL WE WIN.

**JOIN
UP NOW!**



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