



# IG Metall Betriebsräte 4 You: ➔ List 1

Dear Colleagues,

On **March 27th 2014** we will elect a workers' council for the first time in our Service Center. We, the **list 1 „IG Metall Betriebsräte 4 You“**, is running in this election because we want to stand up for you and your needs.

We are committed to bring our corporate values for the benefit of all colleagues to life. In particular, we want to make **openness, respect and fairness** the basis of our work.

Some time ago we went through our Service Center, introduced ourselves and discussed these values with you. Thank you for the openness and the **positive feedback**. During these visits we learned about your worries and concerns. This was, and will always be, very important to us, since we can only represent **your interests** with your input and with your trust.

Some issues have been addressed specifically by you again and again.

- **The selection process for internal staffing,**
- **The collection and analysis of personal data,**
- **The composition of our salary scale,**
- **The integration of our colleagues in the European team.**

We will ensure that the internal job placements will be **transparent and understandable** by participating actively in the selection process. For each personnel decision the workers' council must be consulted. We will speak with you when it comes to your future in our Service Center. We stand for that and would like to be measure on our commitment to include the views of all stakeholders in our decisions.

We will **prevent the abuse** of IT tools for performance and behavioral control and strengthen the employees' data privacy. We know the rules, structures and experiences of colleagues in other companies within the Daimler Group. Therefore, we are able to examine the existing processes and projects in the context of our extensive operational experience critically and we will consider the results in the operating agreements to be concluded.

As members of the workers' council will work hard for you **to be paid individually fair**. Our candidate Susanne Hensel was a member of the Tariff Commission, which negotiated our collective agreements in 2010. She knows the details of the agreement and the job classification. We will not be afraid to challenge the classifications as long as it takes to adequately represent all jobs in our service center on our salary scale.

We welcome our **new European colleagues**. We will assist in the **further integration** in our office and will represent their interests absolutely equal. We are very pleased that this is also personified by candidates from the respective teams on our list and thus ensured. The list 1 speaks many languages to speak for the entire staff.

From experience we know: The company could try in the coming years to shift cost pressures to us, the employees. Only a strong council will have a chance to effectively protect the workforce. Our goals are not just electoral promises, but values which we will be living here permanently, all together, and with the strong backing of the IG Metall.

There is no competition here, but it is evident that only the workers' council, which has the widest support of the workforce and, moreover, the support Europe's largest trade union, can realize the best ideas and solutions for our service center. The **IG Metall** does not dictate any of us an agenda, but is an influential, **powerful partner with advice and practical help**.

The IG Metall negotiated the today here valid **collective agreements**. Without the IG Metall and the strength of our colleagues, our Service Center would not have any established salary scales. There is absolutely no contradiction between the interests of employees and the union,

as the union works on a basic democratic principle. The members of IG Metall are the IG Metall, and only they determine the interests of the IG Metall.

We ask you to go to the polls and give us your trust. We speak your and also the languages of our European colleagues, we represent the real diversity. We are networked with other councils in the Daimler Group and can benefit from their experience for the benefit of all of us. We have the powerful support of the Union, we have experience with the company and know through our work in various committees, how to negotiate with the management and the board of directors. We are therefore able to really understand your interests and ultimately enforce them.

Only you can ensure with your vote that our council has a solid and professional basis. We, the candidates of the list 1 „IG Metall Betriebsräte 4 You“, have different political and ideological beliefs, but we share a common goal:

**We want to live our values together with you: openness, respect and fairness!**

Therefore:

**➔ List 1**  
**„IG Metall Betriebsräte 4 You“!**

