

TRUXX



WORKS COUNCIL ELECTION 2026

**FUTURE
NEEDS U**

GEMEINSAM FÜR EIN SICHERES MORGEN



Dear Readers,

» The year 2025 is drawing to a close. We are looking back on a turbulent year – in operational terms, in the overall economic development, and in the geopolitical situation. The overall situation can only be described as extremely challenging. The automotive industry, including commercial vehicle manufacturers, is facing enormous challenges. It is nothing less than the preservation of Germany as an industrial location – and thus of all our jobs. Our goal must be to stop and prevent the looming deindustrialisation of Germany. In August of this year, the consulting firm Ernst & Young published dramatic figures. According to their assessment, around 114,000 jobs have been cut in German industry over the past twelve months, around 50% of them in the automotive sector. The figures become even more striking in comparison with the pre-Covid period: since 2019, more than 250,000 industrial jobs have disappeared in Germany. These are dramatic numbers and a severe blow to Germany as a business location.

The reasons are complex – partly home-grown, partly caused by external factors. Domestic causes certainly include the persistently weak domestic demand, high inflation, steeply rising energy prices, paralysing bureaucracy, far-reaching regulatory state intervention and burdensome tax policies. All of these issues have been part of the political debate for years, yet no significant improvements have been made. The national automotive summit in October has so far brought little progress – aside from vague political commitments – and no stimulus for growth is in sight. The international environment also remains difficult. In particular, US trade and tariff policies have caused massive distortions this year. The US



administration's departure from "zero-emission" concepts was another heavy setback and a burden on our sales market in North America. But it is not only the United States causing turbulence: the Chinese government has significantly slowed down the global economy by halting exports of rare earths. Without these essential raw materials, the production of computer chips becomes impossible, which has quickly affected supply chains for electronic components. The issue of supply chains and alternative suppliers or strategies remains unresolved. This is also one of the reasons why several thousand vehicles in Würth are currently standing unfinished on the premises, waiting for completion.

In addition to these political and economic developments, the technological transformation is becoming increasingly relevant. The long-term future will involve less mechanical manufacturing and more software, electronic components, and sensor technology. We, as IG Metall in the company, see the need for decisive action to successfully master this transformation. This includes government investments in infrastructure and incentives for purchasing and deploying new technologies.

... Deindustrialization in Germany halt and reverse ...



Traditional drive concepts, on the other hand, are far from obsolete; flexible solutions rather than rigid planning policies are urgently required here. A first small ray of hope is the planned introduction of an industrial electricity price from 2026 onwards. However, this is only a small building block – more measures are needed to sustainably reduce costs, bureaucracy, and regulatory complexity.

Back to our company and the current situation: Sales in the third quarter have stabilised and are showing an upward trend. This is due not only to a slight improvement in the economic situation but also to incoming orders in the defence sector – reflecting the tense global political situation. The implementation of “Cost Down Europe” is now underway, and the respective departments are working on target scenarios. Without doubt, “Cost Down Europe” will also bring further challenges for us, but compared to other OEMs and suppliers, we remain within manageable limits. The Daimler Truck Orientation Platform (DTOP) is likely to become the key topic in the coming months. At present, we still lack reliable experience. How people are treated within the DTOP will show which path we will take together. We, as IG Metall in the company, are prepared for all scenarios and will not shy away from confrontation if necessary. Despite all difficulties, the continuation of the “Zukunftssicherung 2035” agreement and the safeguarding of the Stuttgart site are strong signals to all employees – and clear successes of IG Metall in the company.

What lies ahead? We must continue to stand together, fight for our future, and represent our interests resolutely towards employers and political decision-makers. Next year, two extremely important elections are coming up. First, the Baden-Württemberg state election on 8 March 2026. We need a state government that stands firmly behind the automotive industry and its employees, that represents

our demands clearly in Berlin and Brussels, and that unequivocally supports Baden-Württemberg as an industrial location.

Also in March 2026, the works council election will take place. Here too, reliability and strong connections to business and politics are essential. We, as IG Metall in the company, have proven this for years – both in the local works council and in the group works council. Let us enter a successful future together in 2026 – or, in short: “**F_TURE NEEDS U**”.

We hope you enjoy this issue of the TRUX magazine! Several days off lie ahead, which you can hopefully use for some well-deserved rest. We wish you a pleasant Advent season, a peaceful Christmas, and a good start into the new year.

**See you soon,
Warm regards,**

**Carmen Klitzsch-Müller
und Bernd Öhrler**

**F_TURE
NEEDS U**



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FETU NEE GEMEINSAM FÜR EIN S

Text: **Bernd Öhrler**, Deputy Chairman of the Works Council



WIRTSCHAFTS SICHERES MORGEN

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Works council election 2026
IG Metall in the workplace: Our guidelines and values for the coming legislative period

ZUKUNFT BRAUCHT DICH

**FUTURE
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GEMEINSAM FÜR EIN SICHERES MORGEN



Works Council Election 2026 IG Metall in the Workplace: Our Guiding Principles and Values for the Upcoming Term



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In March 2026, the next works council elections will take place – as scheduled every four years. The election committee has already begun its work several weeks ago and is currently preparing safe and legally compliant elections with great dedication. At this point, we would like to express our sincere thanks to all colleagues who are contributing to ensure free and fair elections.

For us as IG Metall in the workplace, it has always been important to align our work with clear and jointly supported guiding principles. Workplace policy cannot simply respond day by day; it must define goals and priorities for the upcoming term. It is essential to us to clearly state what we stand for and what our objectives are. Equally important is an open exchange and the involvement of all employees. We will continue to keep you informed through various channels – cooperation and communication should go **hand in hand**.

A strong IG Metall works council needs your support and your vote!

Please insert our logo here: FUTURE NEEDS U- together for a secure tomorrow

Attractive and Secure Jobs

Secure jobs and the preservation of industrial employment are top priorities for us in IG Metall. Without secure jobs, everything else loses its value. With the new future collective agreement – including job security until 2035 and the safeguarding of the Stuttgart site – we have created and expanded essential protective regulations.

Older employees benefit from extended protection from the age of 53, and from age 57 they can make use of an attractive partial retirement model, ensuring a dignified transition into retirement. The site security agreement for Stuttgart until 2030 also provides long-term stability and planning certainty for the years ahead.

We strongly oppose outsourcing and external contracting that serve only short-term cost cutting. We support sustainable solutions that consider and protect the interests of employees. Decisions on “make or buy” are evaluated not

only from a long-term perspective, but also from the standpoint of quality – and we discuss these matters intensively with the company. Here we have already strengthened our co-determination. As IG Metall, we stand for **socially responsible solutions**.

Secure and Fair Compensation

IG Metall stands firmly for this principle: those who perform good work must be paid fairly – regardless of gender, age, full-time or part-time employment, or any other distinguishing characteristics. IG Metall's collective agreements have guaranteed good, fair, and reliable income in our company for decades – even in difficult economic times.

This must remain the case in the future. We, as IG Metall works council members, will continue to do everything in our power to protect your income. Good work must lead to good pay – and we will continue to advocate for this with full commitment.

Shaping the Transformation of the Automotive Industry

The automotive industry is undergoing profound transformation. Technological innovations, political decisions, and economic challenges are reshaping our industry – and we feel this every day in our workplace. The transformation directly affects many jobs.

Political regulations and decisions influence both the direction and the speed of change. Our industry has never experienced such a balancing act. We in IG Metall are committed to ensuring that employees can navigate this transformation successfully.

Our core principle is: **Transformation must not produce losers!**

Professional development must be supported – regardless of age, gender, origin, or personal network. Our political engagement extends beyond the workplace. We also advocate externally, for example in discussions about the expansion of charging infrastructure. This will continue to be an important focus for IG Metall in the future.

Modern and Self-Determined Working Methods

We as IG Metall in the workplace were pioneers in introducing mobile working in the industrial sector.

A culture of trust and self-determined work are key values for us. They help employees better balance professional and private demands.

At the same time, on-site work remains extremely important. Especially in areas that operate with agile methods or in modern working environments, we advocate for human-centered and healthy workplace design. Good work requires proper equipment and adequate support. We actively help shape collective agreements concerning New Work, the use of artificial intelligence, and relief through new technologies – bringing our experience to the table. We will continue to pursue this path with determination.

A People-Oriented Work Culture

We value efficiency – but equally a humane and respectful approach to one another. We fight for a workplace culture in which people and their interests are taken seriously, while also contributing to the company's overall success. Efficiency and humanity must go **hand in hand**.

ork must not make people ill – and we IG Metall works council members will continue to pursue this goal with full commitment.

Briefly noted



At the market stall on the topic of parental leave/maternity leave/family time in the Leinfelden canteen, Bennet Okorley (TF/ITG-C) was already delighted with his prize.



Food Truck Culinary Solution for TT/X: Picture to follow later today

Text:

Oliver Wetzel, Simone Holland
IG Work Council

Dear colleagues,

Since 20 October 2025, a food truck has been stationed at Sternhöhe in Möhringen to provide lunchtime catering for our TT/X colleagues. This interim solution will remain in place until the new canteen is completed in this building – humorously referred to by former CEOs as the "Bullshit Castle" – is completed.

We tested the food truck on its first day. The menu offered both a vegetarian and a meat option, and both dishes met our expectations in terms of quality and taste. Payment can be made conveniently by debit or credit card.

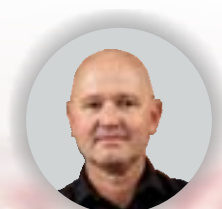
What you should know:

- // The new canteen is expected to open in January.
- // Once the canteen opens, the food truck will no longer be available.
- // The current menu can be found at the following link: [TT/X site relocation to Möhringen end of 2025 | TT/X - Global (e)Powertrain Platforms & Engineering]
- // After the canteen opens, the menu will be accessible via the designated app.

We are curious to see whether the planned opening date for the canteen can be met and will keep you informed.

If you have any questions, please feel free to contact us.

Best regards,
Oliver Wetzel and
Simone Holland



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Text: **Simone Holland**, IG Metall Work Council

A step towards greater care in the workplace – staggered maternity leave

A miscarriage is a profound event – both physically and emotionally. For many women, it means not only the loss of a child, but also a period of grief, withdrawal, and reorientation. This makes the new legal regulation granting women staggered maternity leave after a miscarriage – depending on the week of pregnancy in which the loss occurs – all the more significant.

This regulation is more than just a step forward in labor law. It is a sign of recognition – for the suffering that many women experience silently and often invisibly. It creates space for grief, healing, and self-determination. And it sends a clear message: society is watching. It protects. It supports.

What does staggered maternity leave mean?

Since June 1, 2025, women have been entitled to voluntary protection after a miscarriage, which is staggered as follows:

Week of pregnancy	Protection period
From the 13. Week	2 Weeks
From the 17. Week	6 Weeks
From the 20. Week	8 Weeks

These periods are intended to allow time for physical recovery and emotional processing – without the pressure of having to return to work immediately.

Important aspects of the regulation

// **Voluntary nature:** The protection period is not compulsory. Women decide for themselves whether they wish to take advantage of it.

// **Employment ban:** During the protection period, there is a legal ban on employment - unless the woman expressly agrees to work.



Foto: freepik.com





- // **Maternity benefits:** Entitlement to maternity pay and other benefits also applies during this period.
- // **Scope:** The regulation applies to employees, self-employed persons entitled to sick pay, civil servants, and female soldiers. • Stillbirths from the 24th week onwards: In this case, the protection period of 14 weeks remains in place.

The use of the protection period must be reported with a corresponding confirmation by email to HR Services at:

hr-service@hr-daimlertruck.com

In the context of work, it is crucial that women do not have to choose between their health and their professional responsibilities. Staggered maternity leave is a step toward a more caring and humane working environment. Since a miscarriage is not only a medical but also an emotional emergency, there are numerous support services available in addition to staggered maternity leave that can accompany women or couples during this difficult time. Psychological support is available from health insurance companies, self-help groups, midwives, and many other counseling centers.



Kinderwunsch in Berlin

Lore Agnes Haus (AWO)



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Berliner
Familienportal



Hebammenhilfe
bei BabyCenter



pro familia Berlin



Fehlgeburt Forum



Frauen beraten e.V.

Review of International Men's Day 2025

Text: **Isabell Wurster** IG Work Council

By now, International Men's Day has become a real little tradition in our company. This year, on 19 November, we were once again able to celebrate International Men's Day together with many colleagues in the DTC. As in previous years, the day was held under a special motto. After focusing on health topics and the positive social contributions of men in past years, this year we explored the question: "It's a man's world – Is it a man's world today?" We specifically examined whether today's society is still as predominantly shaped by men as is often portrayed in the media. Admittedly, this is a rather controversial question, but one well worth exploring.

We were able to engage in numerous conversations with male as well as female colleagues at our information booth. The joint discussion was not about determining whether the thesis was right or wrong, but rather about each person's subjective impression and practical experiences in the workplace. Celebrating Men's Day in this way is unfortunately still far from being taken for granted or considered normal. Our activities have even attracted positive attention from the local German Trade Union Confederation (DGB). Overall, within the broader company-wide diversity dialogue, we once again succeeded in contributing an important building block toward exchanging ideas and fostering mutual understanding. As IG Metall representatives in the company, we want to continue this shared discussion and already invite everyone to



International Women's Day 2026 on March 9 in the DTC foyer in Leinfelden.

We are already looking forward to engaging in dialogue with you!





Aktueller Stand zur Altersteilzeit

Text:

Sebastian Hertweck, Dr. Dieter Wehr
IG Metall Work Council



Dear colleagues,

With this article, we would like to inform you of the latest developments regarding the 'Phased Retirement' ('Altersteilzeit', abbreviated: 'ATZ') at our headquarters.

First of all, it is important to distinguish between the annual 'ATZ campaign' and the 'ATZ' offered with special terms and conditions as part of the efficiency program 'Cost Down Europe'.

ATZ campaign 2026 (Phased Retirement - Options 1 and 2)

In spring 2025, HR launched the campaign and offered the two options to employees born on or before January 2th, 1969 (or January 2th, 1970 for colleagues with a certified disability degree of at least 50%). As in previous years, the options were offered again under the following conditions:

// Option 1: 57 – 63 years old; severely disabled employees 56 – 62 years old; in each case with at least 35 years of paying in the national German pension insurance.

// Option 2: 59 – 65 years old; without pension deductions after 45 years of paying pension contributions.

Interested colleagues could respond until August 31st, 2025. After that, HR sent ATZ contract offers to all interested employees and invited them to an online information event in November.

On October 2nd and 8th, we, the IG Metall works councils, conducted our own campaign including a marketplace and online information event. Hereby, we would like to thank everyone who participated and provided such positive feedback!

Colleagues wishing to sign a contract had to request it from HR by November 30th, 2025. Contracts will be sent afterwards, but not before the end of December.

Phased Retirement under the terms and conditions of Cost Down Europe

In Summer 2025, the Board of Management decided to also offer Option 3. However, this option is offered only once and will not be included in future Phased Retirement campaigns. We, the IG Metall works councils, welcome this decision, as it

gives employees and additional opportunity to retire in a flexible and personally suitable way.

The third option is available to colleagues born between 1962 to 1966, who were contacted by HR at the end of October. Interested colleagues had to submit a valid pension information statement by November 7th. HR then checked whether the requirements were fulfilled and subsequently send contract offers.

When signing a contract, the following applies:

// The Phased Retirement must begin on the first day of a month, but no later than four months after signing the contract.

// For colleagues born in 1966, the start date is the first day of the month following their 60th birthday.

// A contract under Option 3 may still be signed until February 28th, 2026, for colleagues aged 60 to 65.

// The minimum duration is, as in Options 1 and 2, one year (six months active working phase, six months passive phase).

// The maximum duration is six years, but five years for Option 3.

Employees who lost their position due to the Cost Down Europe program and were transferred to the DTOP (Daimler Truck Orientation Platform) may sign Option 3 contract under special conditions:

// Prerequisite: Options 1 or 2 cannot be offered because the requirements are not met. The active working phase of the Phased Retirement must end after the employee's 63rd birthday.

// The contract duration must not exceed 36 months.

// An additional one-time payment of € 10.000 is granted upon signing the contract.

// An additional € 10.000 is provided to compensate for pension deductions. This amount will be transferred by the employer to the German national pension insurance (Deutsche Rentenversicherung)

Important: These terms and conditions apply only to employees up to Management Level 4 (excluding Executive level) in indirect functions, and only to those who lost their position and were transferred to DTOP. As long as the Cost Down Europe agreements between the Board and the works council remain in place, Option 3 contracts based on these conditions may be individually and voluntarily offered and signed until December 31st, 2029.

Further information is available on the Social Intranet:



Serving Trolleys for Colleagues with Disabilities

Since 13/10/2025, special serving trolleys have been available in our canteen. These are located in front of the cutlery station and are specifically intended for our colleagues with disabilities. The trolleys make it easier to transport food and drinks, thereby promoting an inclusive working environment.



Agile Work Environments and Works Council Co-Determination

Text:

Bernd Öhrler, Torsten Schätzle
IG Metall Work Council

The introduction of agile working models in companies is often regarded as a forward-looking step aimed at enhancing flexibility and innovation. However, this development does not always receive unreserved support. Works councils and trade unions, in particular, tend to approach these transformations with caution, emphasising their co-determination rights, which are directly affected by changes in workplace organisation.

The question of where the works council has a say—and where it does not—thus becomes a key issue in the process of agile transformation.

Agile organisational structures are characterised primarily by the weakening or even removal of traditional hierarchies. Instead of rigid reporting lines and top-down management, agile models rely on self-organising, network-based structures capable of responding flexibly to changing demands. Alongside fully decentralised concepts, hybrid forms also exist in which agile elements are introduced only in specific areas—such as product development or innovation projects—while day-to-day operations continue to follow hierarchically organised.

The flexibilisation of organisational structures is often supported by agile working methods such as Scrum, which are already used by around 80% of German companies. These methods aim to make teamwork more dynamic and adaptable, potentially increasing productivity, and improving employee satisfaction.

Transitioning from a hierarchical to an agile organization typically constitutes an operational change within the meaning of §§ 111 and 112 of the Betriebsverfassungsgesetz (Works Constitution Act). This generally requires negotiating reconciliation of interests (Interessenausgleich) and, if necessary, preparing a social plan (Sozialplan). An operational change is particularly likely where the organizational chart is substantially altered—for example, by eliminating hierarchy levels or decentralizing responsibilities and decision-making authority. Such measures fulfil the criteria of a fundamental modification of operational organization under § 111 sentence 3 no. 4 BetrVG and are therefore subject to co-determination.

In this context, the works council plays a crucial role. It is both entitled and obliged to represent the interests of the workforce and to ensure that employee rights remain protected within agile organizational structures. Co-determination may apply at various levels: from workflow design to the

introduction of new technologies, as well as to matters of personnel development and training.

For this reason, the works council should be involved in planning at an early stage. Jointly developed solutions can balance the organization's need for flexibility with the workforce's co-determination rights. This can be achieved through company agreements (Betriebsvereinbarungen) that clearly define the framework for agile work and include appropriate employee protections.

In summary, agile transformation is not only an organizational shift but also a significant challenge with respect to co-determination rights. Its successful implementation depends largely on how well the interests of all stakeholders—particularly employees and their works council—are taken into account. Only by reconciling these interests can sustainable change be achieved, strengthening the company's competitiveness while preserving social cohesion in the workplace.



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Future Collective Agreement at Daimler Truck

Text:

Dominic Steinhauser, Matthias Schloz,
IG Metall Work Council
Fabian Riecke
IG Metall



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The conclusion of the Future Collective Agreement at Daimler Truck marks a major milestone in employee co-determination and social protection for the workforce. From the perspective of the IG Metall works council and the IG Metall Stuttgart union, this agreement is not only a strong commitment to job security but also a clear signal of social responsibility in times of profound transformation. A central pillar of the agreement is long-term job security until the end of 2034. The Future Collective Agreement guarantees that all employees with permanent contracts will be protected from operational redundancies until 31 December 2034. This commitment represents a key achievement in the negotiations and provides colleagues

at headquarters and in the plants with urgently needed reassurance about their future.

At a time when cost-cutting programs such as "Cost Down Europe" are fueling uncertainty and concern, the agreement sends a calming and reassuring message to our colleagues. It establishes a level of security that is currently lacking in many other large companies in the region, where employees face a far more uncertain outlook.

Vision and Site Guarantees – Shaping the Future Instead of Downsizing

Another important element of the agreement is the "vision" for Stuttgart, developed for the first time in collaboration with the central works council. It provides a clear strategic orientation and binding long-term prospects. The Stuttgart vision is a strong example of proactive co-determination and secures the long-term role of the location.

Transformation and Infrastructure Funds – Investing in the Future

To support these visions, a transformation fund amounting to €75 million annually has been established. It is dedicated to measures that safeguard employment. In addition, an infrastructure fund of €10 million



per year will finance site-related investments — for example, improving social areas for employees or up-grading plant infrastructure.

Conclusion – Taking Responsibility, Shaping the Future

The Future Collective Agreement is far more than just a legal document — it represents a shared commitment and a clear determination to actively shape the working environment. For us as a works council, it is a strong instrument to strengthen security, codetermination, and long-term prospects across the company.



What many people don't realize: collective agreements can only be negotiated by trade unions – in this case IG Metall and the IG Metall works councils. Associations or other organizations do not have this legal authority, which is firmly anchored in German labour law.

This legal framework ensures that employee interests are represented professionally, bindingly, and with enforceable strength. The negotiations for the Future Collective Agreement were intensive and demanding, but they demonstrate that constructive dialogue between employer and union can produce concrete solutions — socially balanced, united in solidarity, and clearly focus on the people within the company.



Text: **Susanne Wetzel**, IG Metall Work Council

CJEU strengthens rights for parents of severely disabled children – What does this mean?

The Court of Justice of the European Union (CJEU) has ruled that parents caring for severely disabled children must not face disadvantages at work—even if they are not disabled themselves.

Why was this ruling made?

An employee sued because they were denied benefits like flexible working hours, which were available to colleagues with a severe disability. The CJEU decided that family caregiving responsibilities also matter. Parents of severely disabled children should not be treated worse than others.

What does this mean for employers?

// Show more understanding for parents with caregiving duties.

// Offer solutions like remote work, flexible hours, or job transfers.

// Support a better balance between work and family life.

The goal

This decision promotes equality and inclusion. It reminds us to support people in difficult life situations.

Connection to IG Metall's collective agreement

Parents of severely disabled children can benefit from the T-ZUG A option: converting this benefit into up to 8 extra days off per year for caregiving or shift work. Applications must be submitted by October 31 of the previous year. The CJEU ruling strengthens parents' rights to use such leave. Employers must not only allow these arrangements but actively make them possible - unless it causes an unreasonable burden. The T-ZUG agreement fits well with the CJEU decision and helps combine work and caregiving.

Conclusion

European law and German collective agreements work together to improve life for parents of severely disabled children. Employers should follow the law and use agreements like T-ZUG to prevent discrimination and show social responsibility.

General information regarding T-ZUG can be found here:

igmetall-bbs.de





Text: **Dominic Steinhäuser**, IG Metall Work Council

Shaping the Future Together with the Lösungswerkstatt

With the introduction of the Group Works Agreement, in German Konzernbetriebsvereinbarung (KBV), Lösungswerkstatt and the newly integrated Crowdworks App in the intranet, the initiative "Lösungswerkstatt – mach's einfach besser" officially launched in November. The previous ideas management system has been replaced by a modern, interactive tool that not only facilitates collaboration but significantly accelerates the implementation of submitted solutions.

The Lösungswerkstatt is more than just a successor to the former ideas management system – it is a space where solutions grow, expertise comes together, and change is actively shaped.

What's new in the Lösungswerkstatt?

The redesigned Lösungswerkstatt offers numerous improvements and features that make the innovation process more transparent, faster, and more motivating:

// Digital real-time collaboration:

Ideas can be evaluated quickly and easily – without long communication loops.

// Structured solution processes:

Proposals follow clearly defined steps – from idea submission and evaluation to implementation.

// Transparent feedback:

Users can track the status of their contributions at any time and, if necessary, contact the responsible handler.

// Crowdworks Integration:

The platform is intuitive, user-friendly, and accessible via mobile devices.

Particularly noteworthy is the close involvement of the works council and company management in developing and designing the Lösungswerkstatt. Their shared perspective and joint commitment have ensured that the new agreement and

platform not only deliver technically but also reflect the needs and concerns of employees. This makes the Lösungswerkstatt a genuine joint project – built on co-determination and dialogue.

Why Crowdworks?

Choosing the Crowdworks App offers clear advantages: an intuitive interface, transparent processes, and fast, accessible feedback options for all employees. The KBV Lösungswerkstatt thrives on participation. Every idea matters – whether small or large, pragmatic or visionary. With the new platform, the path from idea to real improvement has become shorter, more transparent, and more effective.

Further information is directly available in the IT tool (App Station "Lösungswerkstatt") and in the Policy Navigator under KBV Lösungswerkstatt.

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Text: IG Metall Work Council

Did you know ?

Did you know that many special leave days are not only guaranteed by law?

Several of them have been specifically negotiated through the cooperation of our IG Metall works councils and the union in collective and works agreements.

This means: together we have ensured that you benefit from greater flexibility for personal occasions.

// Special leave can be taken within six weeks of the event.

// After **six weeks**, no entitlement exists anymore.

// Flexitime, compensation days, or vacation days already taken cannot be converted after the six-week period.

// Changes can only be made in the **current or previous month**.

// No document is required when applying; proof must only be provided upon request by HR Services.

// Employees under the **E4E model** are not entitled to collectively agreed special leave.

Special Leave Overview

Occasion / Event	Entitlement	Besonderheiten / Hinweise
Own wedding	2 Days	Within one week after the wedding or 1 day before
Relocation	1 Day	Within one week before or after the certified move-in date
Birth of own child	1 Day	Within one week after the due date or 1 day before (no entitlement if parental leave starts on the day of birth)
Death of a family member	1 Day	Applies to parents, in-laws living in the same household, and siblings
Death of own child	2 Days	Applies also to adopted children; not applicable to step- or foster children
Death of spouse	3 Days	Requires living in the same household
Wedding of a child	1 Day	Includes step- and foster children, valid on the event day
Silver wedding	-	-
Golden wedding of parents	1 Day	Valid the event day



Christmas Tiramisu – A treat for young and old

Ingredients

200 g whipping cream
250 g mascarpone
250 g quark or low-fat quark
100 g sugar
1 packet vanilla sugar
200 g speculoos biscuits
400 g mixed berries (fresh or frozen)
2 Tbsp berries (for garnish, optional)
Icing sugar or cocoa powder (for dusting)

1. Whip the cream until stiff peaks form.
2. In a separate bowl, beat together the mascarpone, quark, sugar, and vanilla sugar until smooth.
3. Gently fold the whipped cream into the mascarpone mixture.

4. Spread about 3 tablespoons of the cream mixture over the base of a rectangular baking dish.
5. Arrange a layer of speculoos biscuits on top.
6. Spread the berries evenly over the biscuits (if using frozen berries, you can assemble this step the evening before; the flavours will blend beautifully overnight).
7. Cover with the remaining cream mixture and top with another layer of speculoos biscuits.
8. Refrigerate for 4–5 hours, or preferably overnight, to allow the flavours to develop.
9. Just before serving, dust generously with icing sugar or cocoa powder.

Tip: For an extra festive touch, use a stencil when dusting with cocoa to create a decorative pattern on top.

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Foto: freepik.com

Note on the Pay Transparency Act and current information-procedures

Text: **IG Metall Work Council**

Dear colleagues,

As you may already have noticed, the previously used "Pay Transparency Dashboard" has not been available for some time.

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The reason for this is the new EU Pay Transparency Directive (2023/970), which all Member States must transpose by 7 June 2026. Its aim is to increase transparency, strengthen monitoring mechanisms, and shift the burden of proof in favour of employees with regard to recruitment processes, pay structures, and the handling of salary data within companies.

As a result, employers in Germany will need to engage more intensively with pay systems, reporting obligations, and rights to information. The Directive's overarching goal is to prevent pay discrimination by establishing clear legal foundations and effective instruments.

Germany's existing Pay Transparency Act (EntgTranspG) already supports employees in enforcing equal pay for equal work or work of equal value. A key element is the individual, legally guaranteed right to information: employees have the right to understand the criteria on which their pay is based, and what comparator pay applies to identical roles. If there are indications of gender based disadvantage, the employer

must demonstrate that no pay inequality exists.

What does the new Directive mean for our company? First, the above-mentioned deactivation of the "Dashboard", followed by the development of a new solution together with an external partner to ensure compliance with the Directive's legal requirements. The introduction of the new app/tool is planned to coincide with the Directive's implementation. Until then, you may continue to exercise your statutory right to information. Management has set up a dedicated page on the social intranet. Pay Transparency Act | Daimler Truck & Me



On that page, you will also find the following email address:

Auskunft-PayEquity@daimlertruck.com

which you can use to submit your request for information.

In recent weeks, we have repeatedly received feedback that enquiries are either not being answered or not being answered in a timely manner. This is particularly

problematic, as the right to information is a central instrument for achieving pay transparency and identifying potential pay inequalities. It is also a statutory right that obliges the company to provide information.

We, the IG Metall works council members at headquarters, take these reports very seriously. We will therefore raise this issue clearly and insistently with company management and call for a prompt solution. In addition, we demand timely, effective, and reliable handling of all information requests. The company is legally obliged to ensure that employees can fully exercise their statutory right to information and that their enquiries receive an appropriate response. Your IG Metall works council representatives



On the occasion of the information booth on parental protection/maternity protection/family leave in the Leinfelden cafeteria, Bennet Okorley (TF/ITG-C) was already able to enjoy his prize.



Intercultural Competence: A Key to Stronger Collaboration

Text: **Isabell Wurster** and **Ercan Demirci**, IG Metall Work Council

In today's globally interconnected working world, intercultural competence is far more than "nice to have." It is essential for successful collaboration – especially within the diverse teams at our headquarters.

A strong demonstration of this commitment is the role of the Migration Officer, a position created by IG Metall and currently held by our Works Council colleague Ercan Demirci. The Migration Officer supports the integration of employees with international backgrounds through initiatives such as language courses and mentoring programmes. He promotes diversity and equal opportunities in the workplace and develops appropriate projects. In addition, he works alongside external organizations to strengthen company-wide integration efforts.

Progress in the areas of migration and diversity is systematically monitored and evaluated. For deeper insight into his

responsibilities, see his article in TRUX, Issue No. 7 (p. 23). Clearly, diversity here is not only valued – it is actively cultivated.

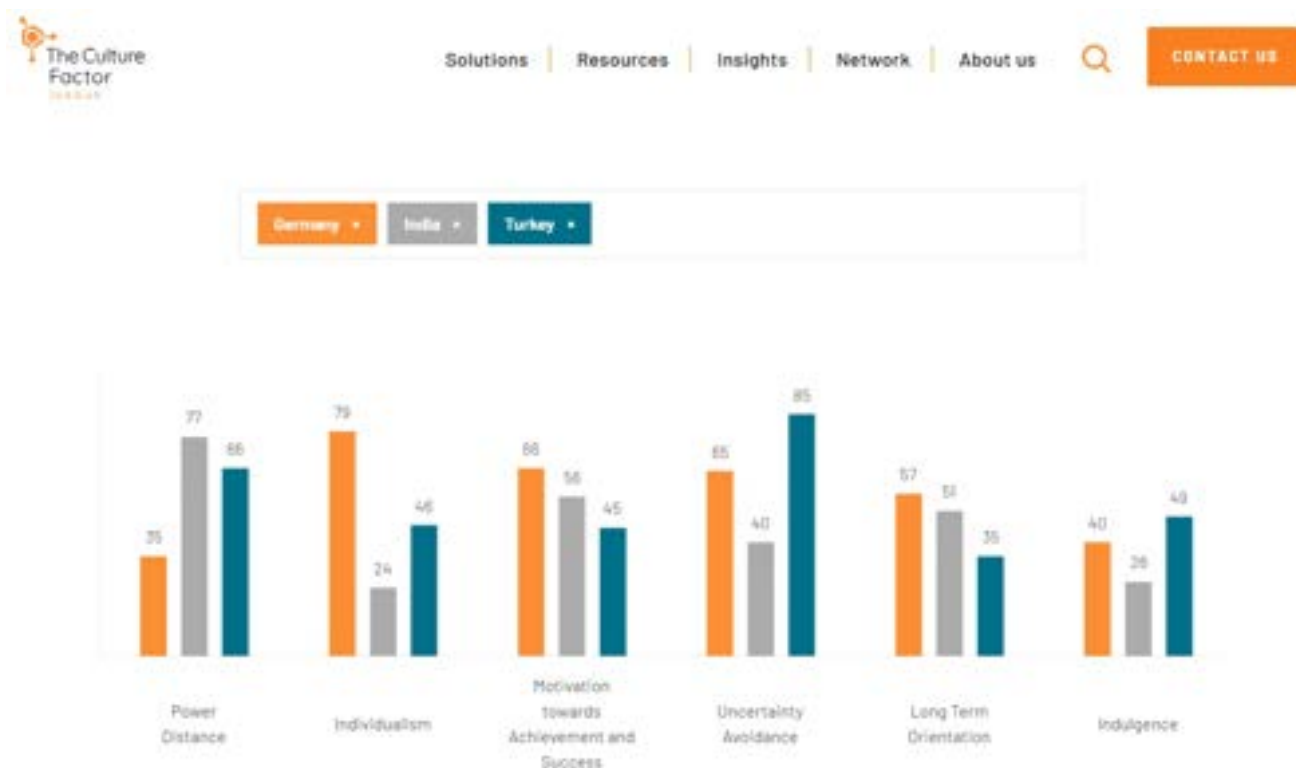
Achieving More Together – Because of, Not Despite, Our Differences

Our departments bring together colleagues from numerous cultural backgrounds. This diversity offers tremendous potential: different perspectives fuel innovative ideas, enhance creativity, and help us better understand our global customer base. At the same time, cultural misunderstandings can quickly arise if we lack awareness of these differences.

Understanding Cultural Differences: Hofstede Insights' Country Comparison Tool

Hofstede Insights' Country Comparison Tool provides a clear, accessible way to examine cultural similarities and differences. Countries can be compared across six

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dimensions, making similarities and differences visible. The six cultural dimensions defined by Geert Hofstede are:

1. **Power Distance** – Acceptance of hierarchy and unequal distribution of power.
2. **Individualism vs. Collectivism** – “I” vs. “we.”
3. **Masculinity vs. Femininity** (Performance Orientation) – Competition and achievement versus care and cooperation.
4. **Uncertainty Avoidance** – Approach to ambiguity and risk
5. **Long-term Orientation** – Focus on long-term strategy vs. short-term results
6. **Indulgence** – Freedom to gratify desires versus restraint imposed by norms

Tip: The tool is freely accessible online and offers valuable insights into different working and communication styles.

Intercultural Intelligence: The Next Level

While intercultural competence focuses on understanding cultural backgrounds and behaviours, intercultural intelligence goes a step further.

It is the ability to apply this knowledge consciously, flexibly, and appropriately in real situations. It is not only about recognizing differences but about engaging with them openly and empathetically. Intercultural intelligence means staying attentive, adaptable, and respectful – even when things are unfamiliar.

People with strong intercultural intelligence can adjust quickly to new cultural contexts, avoid misunderstandings, and build trust – whether in direct conversation or team collaboration.

How Does This Benefit Us in Practice?

- // **Better collaboration:** Fewer conflicts, more trust
- // **Stronger team dynamics:** Everyone feels acknowledged and respected
- // **Higher Motivation:** Understanding fuels engagement
More innovative solutions: Diverse viewpoints lead to better ideas

// Support through networks: IG Metall promotes integration and diversity. With Migration Officer Ercan Demirci, colleagues have a dedicated point of contact for guidance and networking

Let's Stay Curious!

Each of us can contribute by remaining open to other cultures, questioning our own assumptions, and embracing new perspectives. The Country Comparison Tool or internal training sessions are excellent starting points.

Conclusion

Intercultural competence and intercultural intelligence are crucial for strong, resilient teams and for growing together. Let's use the diversity within our workforce as a true asset – for a respectful, open, and successful collaboration.



Your works councils and works councils at your location

Building 119 in Untertürkheim



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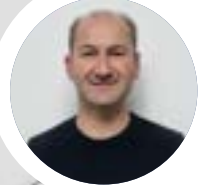
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is always there for you!**



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TRUX - the info platform of your IG Metall works council



The new TRUX magazine also marks the launch of our Instagram and WhatsApp channels. TRUX is therefore also available digitally at all times.



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Concept and realization

**ROI_
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MOMENTUM
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Holiday Greetings from IG Metall

A challenging year is coming to a close. Many things have tested us, some have moved us forward — and once again it has become clear how essential solidarity, commitment, and mutual support are at our site.

The period ahead offers a chance to pause, recharge, and gain confidence for the year to come. May 2026 bring positive developments and good health.

Sending our best wishes for the coming year!

Your IG Metall Works Council

