

Collective bargaining TV-TUD 2024



**CALL FOR STRIKE:**  
**ON MARCH 04, FOR THE ENTIRE DAY.**

*The unions have been negotiating with the Technical University of Darmstadt since February 16, 2024, for a salary increase for the employees covered by the TV-TUD collective agreement and for the inclusion of student employees. So far, the employer has not presented a negotiable offer.*

**The GEW demands:**

- **€500 more monthly, at least 10.5 percent!**
- **Duration 12 months!**
- **Collective agreement for student employees!**

To emphasize these demands, the GEW calls on all employees within the scope of the TV-TUD and the student employees at the Technical University of Darmstadt to participate in a full-day warning strike on March 04, 2024.

### What happens during the strike?

From 9 am until approximately 12:30 pm, the staff meeting of the Technical University of Darmstadt will take place in Hexagon S3|11, Lecture Hall 08. Right after that, we intend to go on strike and participate in a demonstration in Darmstadt with other public service employees starting from the Darmstadtium.

### Is striking even allowed?

The right to strike is constitutionally protected within the framework of "freedom of association" (Article 9 Paragraph 3 of the Basic Law). From freedom of association derives the right to collectively assert one's interests and to use the means of industrial action for this purpose.

However, a strike is only lawful if it is endorsed by a trade union. A strike without a union's call for strike action is not permissible in Germany.

### Who is allowed to strike?

If a recognized trade union calls on employees to strike, all workers of these establishments have the right to strike, provided they are affected by the "strike issue."

Colleagues who are not members of a trade union are equally encouraged to participate in the strike as union members. However, only union members receive strike pay and legal protection from their union.

### Are foreign workers allowed to strike?

Foreign workers generally have the same political and legal status as German workers in labor disputes. All employees have the right to participate in strikes regardless of their membership in a trade union. Foreign workers cannot face any risk to their work permits or residency status solely due to their participation in labor disputes—as strikers, locked-out workers, or strike supporters and picketers. This also applies to their rights and obligations as union members during labor disputes.

### How do I obtain streik pay?

Prerequisite is to be a member of the union and to register on each day of the strike (either via email or on-site strike list) to document one's participation in the strike. For warning strikes, the GEW pays strike pay per strike day equivalent to the documented net salary deduction, up to a maximum of three times the monthly membership fee rounded up to the nearest full euro. Auxiliary staff are entitled to full compensation for their net salary deduction.

### What reactions from the employer should I expect?

The employer may withhold the portion of the salary corresponding to the period of participation in a strike. Entries in personnel files, warnings, or terminations due to participation in a strike are unlawful. Participation in a strike should not have any impact on the payment of performance-based pay.

### Do I need to inform my employer about participating in the strike?

The striking individual is not obligated to inform their employer about personal participation in the strike. However, upon the employer's request, facility management is required to provide the names of employees who did not report for duty on a strike day. Out of collegiality, it may be advisable to communicate participation in the strike. This also facilitates solidarity, for example, among students or professors.

### What happens during a strike?

The essence of a strike is the collective, deliberate, and temporary withholding of labor by workers. The specific implementation of the strike depends on the conditions at the site. Local activist groups organize actions, while central demonstrations are coordinated by the state strike leadership of the GEW.

Join the education union:

[www.gew-hessen.de/Mitglied-werden](http://www.gew-hessen.de/Mitglied-werden)

New local activist group @ Darmstädter Hochschulen via Signal:

