

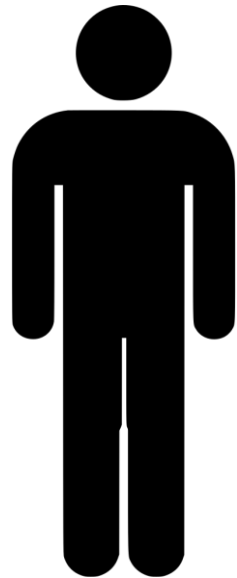


Well Prepared

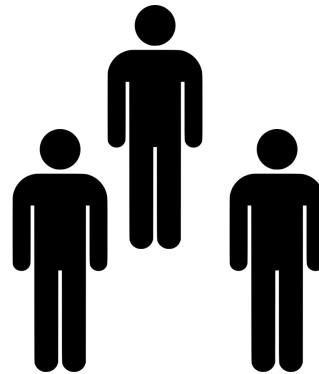
Starting Salaries in the M+E Industry



SALARY NEGOTIATION



IGM-Membership



Starting Point

- ▶ Asymmetry of Information
- ▶ Lack of flexibility

HOW TO PREPARE FOR NEGOTIATION?

1. Research: What are typical salaries for the profession in my region?
2. Argumentation: What are objectively measurable arguments in my CV for the expected salary?
3. Priority: What are my individual priorities (further training, private businesses, personal goals)?

WHAT ARE WE TALKING ABOUT?

▶ Hard salary components:

- ▶ Monthly basic salary
- ▶ Performance bonus
- ▶ Holiday pay
- ▶ Special payments

▶ Soft components:

- ▶ Profit sharing
- ▶ Company car
- ▶ ...

▶ Other benefits

- ▶ Employer loan
- ▶ Share options
- ▶ ...

WORKING GROUPS

WHAT CAN I REALISE?



1. Open the page www.lohnspiegel.de.
2. Select an occupation that suits you. Select the parameters gender M/F, region Hamburg, years of work experience, company size according to your preference, no supervisor position and 35 hours/week.
3. Identify one person in the group whose CV & career orientation you would like to work with.
4. Record the parameters of profession, gender, professional experience, company size of your selected person and the result on salary.

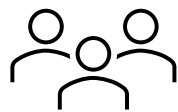


Starting Salaries in the M&E Industrie

MORE TRANSPARENCY WITH COLLECTIVE AGREEMENT ERA-SYSTEM



The employer and works council negotiate how a job should be categorised.



Collective agreement specifies a system and criteria for categorization of your job



| Entgelt-gruppe | Grundstufe |
|----------------|-----------------|
| EG 1 | Ausbildungsverg |
| EG 2 | 2821 |
| EG 3 | 2910 |
| EG 4 | 3067 |
| EG 5 | 3377 |
| EG 6 | 3619 |
| EG 7 | 3857 |
| EG 8 | 4494 |
| EG 9 | 5160 |
| EG 10 | 5854 |
| EG 11 | 6580 |



EG 5

| Qualification | Scope of Action |
|---|--|
| Knowledge and skills are required that have generally been acquired through at least two years of specialised training or through three years of completed non-specialist vocational training or acquired in another way. | Administrative tasks and/or specialised work, the completion of which is largely predetermined |

EG 9

| Qualification | Scope of Action |
|---|---|
| Knowledge and skills are required that are usually acquired through a completed university education or through a completed two-year technical college education and several years of professional experience as well as additional specialised further training. | Complex tasks within the framework of guidelines. |

EG 10

| Qualification | Scope of Action |
|---|--|
| Knowledge and skills are required that are usually acquired through a completed university education. | Areas of tasks within the framework of general guidelines. |

Collective agreement sets out a system and criteria for categorization of your job



| Entgelt-gruppe | Grundstufe |
|----------------|-----------------|
| EG 1 | Ausbildungsverg |
| EG 2 | 2821 |
| EG 3 | 2910 |
| EG 4 | 3067 |
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M+E STARTING SALARIES IN HAMBURG 2025

| Hamburg/Unterweser | | |
|--|----------|----------|
| | EG 9 | EG 10 |
| Basic monthly salary Jan - March 2025 | 5.234 € | 5.970 € |
| Monthly salary with performance bonus | 5.548 € | 6.328 € |
| Basic monthly salary April - Dec 2025 | 5.339 € | 6.089 € |
| + 2.0% collectively agreed increase | | |
| Monthly salary with performance bonus | 5.659 € | 6.454 € |
| = salary for 12 months | 67.578 € | 77.070 € |
| + holiday pay (69%) | 3.905 € | 4.453 € |
| + Christmas bonus (25%) | 1.415 € | 1.614 € |
| + tarifliches Zusatzgeld A (27,5%) | 1556 € | 1.775 € |
| + tarifliches Zusatzgeld B (18,5% EG 5H) | 628 € | 628 € |
| + Transformationsgeld (18,4%) | 1.021 € | 1.188 € |
| = Annual Income 2025 | 76.103 € | 86.728 € |



More money and time for yourself.
Our **COLLECTIVE AGREEMENTS** make it easier for you.

We are your "safe play" in your job and even **LEGAL ADVICE AND LEGAL PROTECTION** in matters concerning exams.

EVERYTHING CORRECT?
WE CHECK THAT for you: **References and employment contracts**

With us you stay **up to date in theory and practice**

**SEMINARS
COMPANY TOURS
INTERNSHIP PLACEMENT**

UNITE!

Jugend!
YOU ARE STUDYING?
WE ARE YOUR TRADE UNION.

We are your network – and **even more so** when things get tough.

STRIKE SUPPORT

SCHOLARSHIP
The trade union-affiliated Hans Böckler Foundation **supports** students from **non-academic** homes.

SOLIDARITY
We stand together!

Also insured in your free time – with us!
RECREATIONAL ACCIDENT INSURANCE included after 12 months of membership

For smart savers – your **INTERNATIONAL STUDENT IDENTITY CARD (ISIC)**. Discounts worldwide

Join the Union!





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