

ENERGI(E)SCH

Zeitung der Vertrauensleute der IG Metall Liste Wir für EnERgy – Siemens Energy Erlangen



Industrial Policy by the German Industrial

Metalworkers' Union ("IG Metall")

In general, trade unions are associated primarily with collectively bargained agreements and warning strikes that are meant to achieve better employment conditions.

As a trade union with an industrial focus, IG Metall often makes well-reflected statements on current political, industrial and economic issues.



Their postulations are based on the continuous supervision of companies within their area of responsibility - as well as their business partners, like for instance supplier companies. The trade union representatives committed and in charge of Siemens Energy regularly and actively coordinate with the industrial policy department of IG Metall by formulating joint demands.

For example, in August 2024 an 11-point program has been drafted that calls for measures to maintain and strengthen Germany as a successful, modern, innovative and equitable industrial country.

What does that mean for us in practice?



It is essential that Germany continues to be an industrialized country, as one third of its value creation is generated from the industry sector. Whereas the industry supports the service sector, the trades and crafts sectors, it is on the other hand existential for Germany to maintain and strengthen its industries. Moreover, in view of current global economic escapades, it is necessary to improve the resilience of the economy, in particular to strengthen value creation inside Germany. Siemens Energy is a politically often overlooked player in the energy transition.

Visibility, visibility, visibility – that is to be advised to the company managers, as well as the preservation and targeted systematic value increase, but no split offs – as had happened e.g. in the case of Trench; all this is required to increase the



Employers' commitment to Germany-based company locations as well as local investments are required to gain long-term planning security

The company management should refrain from inflationary return expectations and exorbitant dividends. The extremely positive market environment fills Siemens Energy's order books even faster than we can process them, so planning security appears to be guaranteed. Our wind power division is still dampening profit expectations and dividends. SE lacks future investments and there is also a lack of stamina regarding new technologies. To achieve improvements in this respect, we need more co-determination and democracy in the company so that new technologies are developed ready for the market and lead markets are created. At this point reference is made to the employee shareholders' association "Wir für Siemens" enabling us to exercise the existing co-determination opportunities as a shareholder.



Investing today for tomorrow – government investments towards infrastructure and innovations.

Political actors have listened and understood, and we are already seeing investments in railway infrastructure, energy networks, power plant upgrades and new buildings, or at least we are hearing the respective announcements.

Of course, SE benefits from investments, e.g. from specific government contracts, but we as citizens will benefit from an improved, intact infrastructure, too.

We are also seeing start-up financing through tax write-offs for electromobility, albeit so far very selectively for the company fleet. Whether this commitment is enough to attract trends through leading markets remains to be questionable.

We within SE do not yet feel a hydrogen trend reversal in Germany, although the expansion targets for electrolysis capacities by 2030 have been increased to 5 GW and tax relief for electrolysis electricity has been announced.



Some of the topics are already being implemented, and relief for small and medium-sized enterprises is going to follow. Ensuring planning security for energy-intensive companies will indirectly mean further energy generation and transmission orders, also for SE through the security for customers.

More flexibility and fairness in financing – reformation of the “debt brake” and fair distribution of taxes.

In this regard, we can at least recognize a partial success regarding a surprisingly rapid reforming of the debt brake.

If you ask the state for financial support, you must comply with the rules – public subventions are granted only against employees' safety regarding collectively agreed payment of salaries, as well as location and employment security.

Siemens Energy knows from painful experience that if you need a guarantee from the state, you cannot pay out a dividend at the same time. Evidently, all our tax money is used for the benefit of all of us to establish or secure key products and new technologies. Rules to simultaneously strengthen collective bargaining are therefore in need, ensuring education and training and maintaining value creation in the region, but the “political will”, the determination of the government, does not yet seem strong enough. So please stay tuned!

Working for a better climate needs qualified specialists – Promotion of training and further education required

A complex topic, so we can only shed light on a few aspects at this point. The coalition agreement talks about the further development of a skilled-workers strategy and the strengthening of skilled-worker immigration. Almost everyone in our global company enjoys the relief provided by our new colleagues. However, relying solely on immigration does not go far enough. Offering parents and caregivers the necessary support, breaking down obstacles caused by the part-time trap, enabling us employees to receive training and further education and thus development, also to become more effective is also a great lever. According to your feedback, SE still doesn't fully understand these laws. Flexibility is often merely offered from the employee's side, whereas we do miss flexibility from the company's side, i.e. by offering the opportunity of “workation”.

Massively accelerate the mobility transition.

At least the investments in public transport in the form of the rail network are now in progress thanks to the initiative of the politicians. Mobility will become more electric, sooner or later, the demands for the expansion of the charging infrastructure will also mean more orders for SE, more generation capacity (yes, transformation, indeed ;-)), more transmission, of course. We would do well to reduce electrical charging fees, especially to allow low-income people to access affordable electric car models. If the subsidy is dependent on the European production shares, and thus the previous zigzag course ends, you could be happy.

Strengthening work and training in the region

is rather easy for a company like Siemens Energy, if there is a location in the region in question, it is very often possible to work in the region in times of digital communication. In terms of training, the trainees paint us a differentiated picture, the desired training is possible at too few locations, which are often a few hundred km away and can therefore hardly be described as regional. Whether the distance has also favored the decline in training starters remains to be seen. SE might do well to enter further training alliances and cooperations with other educational institutions to reduce distances. Since the spin-off from Siemens AG, we have also heard complaints about the lack of mutual crediting of times worked for both companies.

7 Resolutely tackling the energy transition – relieving the financial burdens on energy-intensive companies.

Obviously, this was copied from the IG Metal ;-) but we do not accuse anybody of plagiarism and instead smile mischievously... The demand for an industrial electricity price can be found 1:1 in the coalition agreement, as well as the reduction of electricity tax, and - last but not least - a reduction in levies and grid fees.

10 Less bureaucracy – but do it right! As long as it is a matter of shorter planning and approval times, we absolutely agree. The coalition had announced such an offensive, but please not in Trumpian style! So, hands off the Working Hours Act. We will continue to keep an eye on it. Our projects benefit from short approval times, and thus also from the reduction in bureaucracy.

11 Preventing social clear-cutting – pleading for a strong and future-proof welfare state.

The coalition agreement mentions the regulation of the digital right of access for trade unions to companies and tax incentives for trade union membership as a good step. But what has not been stipulated yet?

The welfare state is an anchor of stability for democracy, especially in uncertain times. Especially in times of upheaval, we as employees need security to be able to perform without existential fear. Social security, e.g. in the case of illness, care, pensions and unemployment, is an asset for which generations have fought hard. This must be defended, especially in times of upheaval, to ensure social peace.

In many areas, the 11-point program of IG Metall has already had a political effect.

We as IG Metall members can help shape the labor market, the social systems and our democracy far beyond the scope of collective agreements. We can be proud of that.

We'll stay tuned, will you join us?

Dirk Schencke

Mitglied des Ortsvorstandes der
IG Metall Erlangen
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says Christian Müller-Eickhoff, father of two and project engineer at SE PE.

Studies confirm that family-friendliness is becoming an increasingly important factor for employees. The balance between on-site and mobile working is at the top of the list of requirements that parents have of employers.

In particular, the IG Metall has fought to improve the compatibility of family and career. In the last round of collective bargaining, it was able to negotiate flexible working options in the T-Zug for part-time employees, and the option of reduced full-time hours was implemented too.

We are always open to suggestions on how working conditions for parents could be further improved. Feel free to contact us or simply send us an email.

Susanne Rehm

Works council member
IG Metall Liste Wir für EnERgy

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A thank you to all parents: “We see what you do.”

Balancing family and career is a matter close to our hearts. SIEMENS Energy has created good conditions that support working parents in their everyday lives. “We want to know what our working parents still need and what they want for the future,” noted Sonja Duggen, our fulltime works council member, when summarizing the Children's Day event on May 27.

With our distribution and outreach campaign, we celebrated International Children's Day and thanked you for your day in day out performance and effort. Also, our small gifts for your children were well received.

“Every company should have an interest in promoting a good work-life balance, if not, many parents might look for another employer if their current one is not family-friendly,”



Changes in the IG Metall fraction

Last year, three long-standing works council members of the IG Metall fraction “Wir für EnERgy” (We for Energy) took their well-deserved retirement. Klaus Dieter Rossmann (Rossi) was primarily involved in occupational safety and working time issues in the manufacturing sector, Karin Bauer, renowned for her strong social skills and her commitment to improvement suggestions, and Peter Geis, with his in-depth knowledge of IT issues and his enthusiasm for all topics related to the works council and IG Metall.

We have also been able to welcome some new members to the works council.

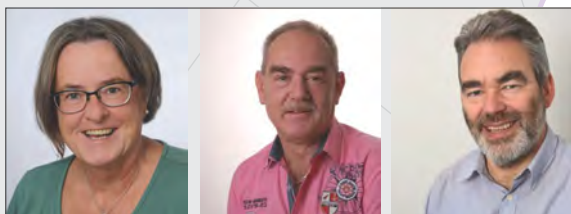
Andres Gerner took over Peter Geis's works council mandate and as well as his role of DV committee spokesperson. He devotes his energy to many diverse issues, such as data protection and employee surveys, but also working time issues, e.g., shift work and overtime.



Steffen Menzel is primarily concerned with field service and employment conditions, but also with complex remuneration and collective bargaining issues. He also brings many new aspects to the table regarding occupational safety.



Claus Franke, a very experienced works council member, completes the group with his balanced and refreshing perspective. He is always a pillar of support for the “Wir für EnERgy” group, not only in training and further education issues, but also improvement and IT matters.



We wish the retirees all the best for the new phase of their lives and the new works council members every success in their tasks too.

Dirk Schencke
Fraktionsvorsitzender
Wir für EnERgy Liste IG Metall

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The deadline for using up existing flexitime, which has been set for the end of September in our company, is also quickly approaching. Please discuss the reduction of flexitime with your managers in good time. It may be worthwhile to use some of your flexitime for your planned summer vacation.

Dirk Schencke
freigestellter Betriebsrat
Sprecher Tarif und Entgelt
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The never-ending volt and watt – an (almost) electric odyssey

At the end of 2022, the company electrified us with a big surprise: the reorganization called “Volt” struck like lightning. Departments were reshuffled, teams reorganized – it was a bit like no one knew where plus and minus were anymore.

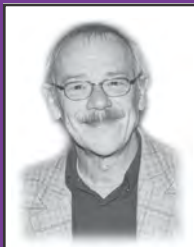
Unfortunately, not everything went smoothly. Instead of a clear plan, there was much need for improvements: teams were split up, team leaders were reassigned, and entire structures were reorganized again.

Managers had a particularly difficult time, as they had to apply for their own positions.

The reorganization made things particularly unclear for us works council members, as we couldn't immediately check whether job profiles had changed.

And now? Now, after the “volt,” comes the “watt.” It will be interesting to see whether more light will be shed on the matter this time. In any case, we hope that management has put a little more energy into the planning this time — so that we don't end up saying, ‘Watt’ “volt,” what now?

Obituary



The IG Metall fraction bids farewell to a distinguished works council member, an IG Metall representative, and combative spirit within the SPD. For many years, Georg Brugger (Schorsch) guided the fortunes of IG Metall in our company, in his various IG Metall roles, but also as a works council member and long-standing spokesperson on the personnel committee. Dear Schorsch, we thank you for everything you gave us in your unique way.

Important dates for your money



was made with the July salary. The T-money payment was also made in July, after the differentiation option was not exercised.

Don't forget the now improved access options for T-ZUG conversion that were presented at the works meeting, and don't miss the deadline for conversion in October.

Sven Schank
Betriebsrat
IG Metall Liste Wir für EnERgy

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IG METALL

A word about...

Work plays a major role in most people's lives – and not just as a means of securing a livelihood. We spend many hours of the day at work – often more time than we have available for family, friends, or leisure activities.

For many people, a “good job” is therefore an important prerequisite for a good quality of life. And that is precisely what we at IG Metall want to preserve and develop further. Trade unions have always been committed to shaping and developing work and working conditions.

We do this on the one hand through collective agreements – our core business – in which we negotiate working conditions together with employers' associations. In these agreements, we establish minimum standards that create security. On the other hand we also allow for flexibility in collective agreements – for example, with regard to flexitime.

Whenever work is involved, economic, social, and sociopolitical issues quickly come into play. A trade union that does not engage in political work would only be doing half its job. That is why the eight member unions of the DGB in a wide variety of ways are involved at all political levels.

IG Metall:

- **holds talks with political decision-makers** – locally, for example, with Erlangen's mayor Florian Janik, but also at the federal level with figures such as Friedrich Merz, Olaf Scholz, Robert

Habeck, and Heidi Reichinnek, who accepted our positions on the coalition agreement during a meeting of the IG Metall executive board.

- **works in commissions and advisory boards**, such as the “Alliance for the Future of Industry,” where strategic issues such as raw material sovereignty and industrial resilience were discussed.
- **conducts active press and public relations work** to help shape social debates.
- **We bring test cases**, such as in the Tesla case, where we took action against systematic and egregious violations of the law and the obstruction of co-determination in the workplace.
- **We initiate scientific studies**, e.g., on the effects of the coronavirus pandemic on apprentices and young people just starting out in their careers.
- **Participates in legislative processes**, such as the planned Federal Collective Bargaining Compliance Act, which aims to offer public contracts to companies covered by collective agreements—a proposal that IG Metall and the DGB played a key role in developing.
- **Actively supports structural change**, including the establishment of 25 regional transformation networks in economically challenged regions. If you want to improve employees' working environment, you have to get involved—objectively, thoroughly, and with staying power. That's exactly what we do. Every day!

Steff Schulze

Company representative SIEMENS
Energy
IG Metall CAMPUS Office

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The choice is yours!

...in the coming works council elections, in early 2026 to be precise.

One of the core tasks of the works council is to ensure that applicable laws are complied with. This means that working conditions, wages, and work-life balance are better in companies with a works council. That's reason enough to participate in the works council elections and strengthen the works council through high voter turnout.

So, exercise your right to vote! Only every four years do you have a direct influence on elected representatives out of your own ranks – a rare opportunity.

Of course, works councils backed by a union such as IG Metall are predestined for these tasks.

Would you like to learn more or get involved? Then get in touch with us.



Dirk Schencke,
leader of
the list



Breaking News – Makerspace

Unfortunately, Siemens Energy employees have lost access to the Siemens AG Makerspace as a result of a spin-off. This high-tech workshop was a place where modern technologies could be tinkered with and experimented on. As we have learned from countless comments this issue has been on your minds. It has therefore been discussed regularly and in a wide variety of places. Now, there appears to be movement on the Makerspace issue at Siemens Energy. According to our information, it will be shared with FAU and built on the former south site near the 80s buildings.

This is a positive step, albeit long overdue.

Many thanks to the informants from HBG.

The editorial team

After-Work Parties

After-work parties at Siemens Energy are vibrant gatherings designed to foster inclusivity and celebrate diversity, particularly for colleagues who have recently joined from outside of Germany. These events provide a welcoming environment where colleagues can connect with their peers, share experiences, learn information about work or social life and build a sense of community. By embracing cultural diversity as a core value, we ensure that everyone feels valued and supported, helping to create a workplace where diverse perspectives are not only welcomed but are seen as a key driver of innovation and success. Interested? Contact our trade union representative steff.schulze@igmetall.de for a personal invitation or meet her in the IG Metall office in Siemenspromenade 2.

Hasan Dogan and Pascal Bentata



Pascal, Hasan, Michael, Steff (v. l. n. r.)

Mercer - no mercy !

This article was supposed to be concise and to the point. Supposed to be!

In the last two weeks before the editorial deadline, we were almost inundated with inquiries and complaints.

A lot of information is missing from OneView, and some of it is incorrect. You brought the following points to our attention:

1. There is no way to view the current votes.
2. Pensioners have not been informed about the change in service provider (Mercer) and portal (OneView) and therefore have no way of contacting them.
3. There is no information about planned events.
4. The hotline provides very few timely and helpful answers.
5. The service provider Mercer does not have access to relevant employee data required to share information.
6. The HR department is also unable to provide any information due to a lack of data access.
7. Some data (e.g., BASV total) is incorrect.
8. The OneView page is confusing.
9. According to the Mercer hotline, previously selected votes are retained; however, these are not visible to the user.
10. Although the portal is available, not all functions are fully available yet and will be activated in the course of the year.

What was originally planned? The employer decided to switch providers for the administration and accounting of the company pension scheme, switching to MERCER. All information relating to pension provision, which was previously stored in the document safe, was to be transferred to the OneView portal by July 1.

It appears that some material was lost during this transfer.

For the workforce, “this change does not affect pension commitments and benefits under the Siemens Energy company pension scheme. Pension entitlements continue to be payable by Siemens Energy as the pension provider. Pension benefits will also continue to be paid by Siemens Energy,” according to an employer statement.



If you have any further questions about the tool or the process, please contact the Mercer hotline at: bAVService-SiemensEnergy@mercer.com and +49 69 867906 276.

In summary, it can be said that a mature, structured system for pension information has been replaced by a poorer system. You can be sure that we will do everything we can to ensure that you don't have to pay the price.

The editorial team

Are the doors gonna work today - or not?

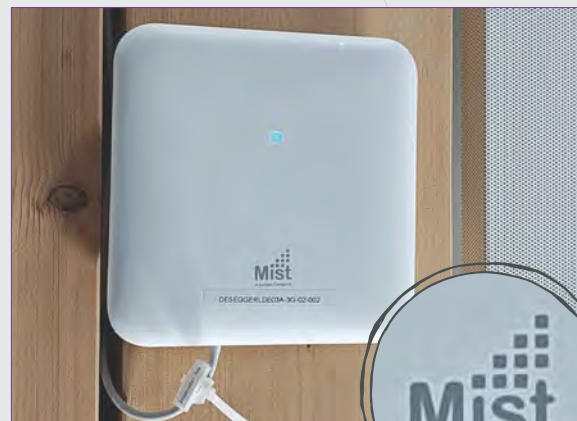
We are facing this question several times a day since we moved into the campus buildings. It remains a mystery why our doors will sometimes open – and sometimes will not. Many a dangerous situation have already arisen due to half-valve/automatic doors that do not always function in a reliable manner - not even to mention the fact that we are frequently searching for the opening buttons.



Wi-Fi Stuff

Who doesn't know already the company Wi-Fi is once again slower than the snails in the vegetable patch? 12

This is not too surprising - for you always get what you ordered. Even if you change the network provider and it seemingly no longer "is what it says", the number of the IP addresses for colleagues is simply not sufficient; sometimes employees can't even log in at all. Since Siemens Energy is obliged to provide employees with a functioning infrastructure, all this of course needs to be "billed" as working time...



ELTERS DORF

The colleagues from the fuel cell factory were brought down to earth when they finally moved into their new building.

Construction defects, designs far from the planning and quality defects.

In the picture you don't see modern art, it's more about the floor in a cleanroom environment.





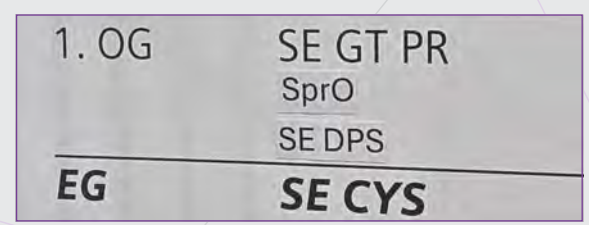
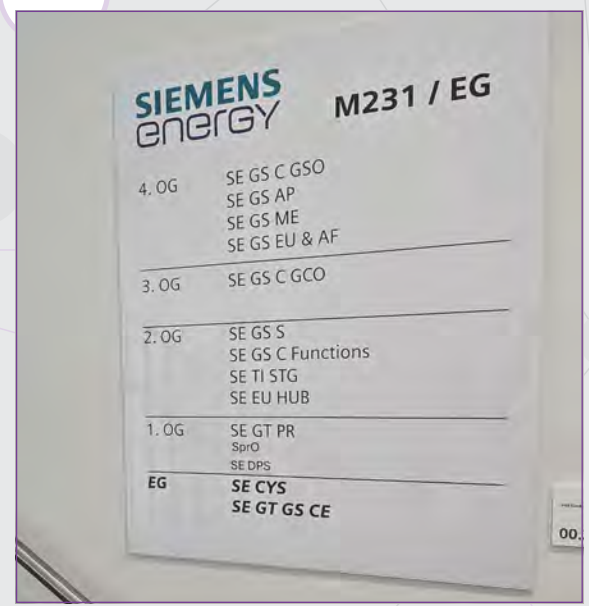
WC Closures

In view of the toilet closures in building SP11 that were due to blockage, we would like to ask you to take care of your health and that of the adjacent pipes and to drink plenty of fluids - not all young rental property can cope with our heavy issues. 😊



HOMEZONES

In the last Town Hall meeting, it was clearly stated that "there are no home zones". However, this is implemented differently, varying from department to department. Some managers instruct their team members to book a place in a certain area on certain days. Also, many teams (see pictures) have created home zones of their own.



There are several god reasons for home zones, for instance if new employees are trained, they are often trained in present.



Impressum

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