



# Company

# wants zero round

**THE EMPLOYER DID NOT SUBMIT AN OFFER AND THREATENED A LOSS OF REAL WAGES AND THE POSTPONEMENT OF AGREEMENTS.**

The second collective bargaining session took place in Ingolstadt on January 23. It quickly became clear how far apart the positions are. The company wants to cut employees' salaries and implement a zero round. What's more, they want to water down their own commitments from the last collective bargaining negotiations and postpone the negotiation commitment for a profit-sharing scheme by two years. This was justified by budget cuts and the wage settlement at Volkswagen.

**2x minus instead of recognition and a path to the future.**

The negotiations were correspondingly controversial. IG Metall made it clear that a zero round would mean a real wage loss for employees due to price increases and inflation - in other words, a minus!

A postponement of the already agreed negotiations on profit-sharing represents a further loss for colleagues.

According to Oliver Blume, CARIAD is to form "the central Software control element for the Group". For this and for the fresh start at CARIAD, we need the full commitment of our employees and must remain an attractive employer. We cannot afford further cost-cutting plans for employees and demotivation.

CARIAD cannot be compared with Volkswagen. There is no overcapacity, but the opposite: overload as far as the eye can see. The transformation and restructuring have already been agreed and are underway. An increase in pay is possible and appreciation of commitment is urgently needed.

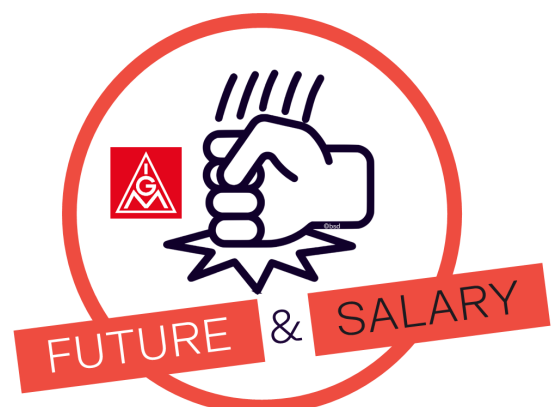
**No zero rounds in the Group**

There were no zero rounds throughout the Group. In all brands, a pay rise was agreed as in the metal and electrical industry and, depending on the situation of the company, the volume was used in the interests of the employees.

IG Metall made it clear that we will not be prepared to play off job security against good working conditions. **Wage cuts do not secure the future.**

**A salary increase and our future go hand-in-hand.**

**Pay rise now!**



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