

Super-flexible, super-creative, super-excellent ... and super-precarious? We've had enough!

As at many other universities, employment conditions at the University of Göttingen have been deteriorating for years. The scientific staff is now 89% employed on a temporary basis, in the administrative areas it is 27%. For the university, such an arrangement is convenient, but for us it destroys everyday life and planning for the future.

We want to put an end to this temporary employment mess and thus take a first and decisive step towards permanently improving working conditions at the University of Göttingen. Our goal is a comprehensive de-termination for all employees of the University of Göttingen, regardless of the status group (scientific employees and employees in technology and administration).

Together with as many colleagues as possible, we want to fight for employment with perspective in Göttingen.

What now?

We have joined forces in an initiative that, with the support of the trade unions [ver.di](#) and [GEW](#), wants to put an end to the temporary employment system. We want to negotiate a collective agreement with the university management of the University of Göttingen, in which the comprehensive de-termination of all employment relationships is regulated. The University of Göttingen is a foundation university (Stiftungsuniversität) and can therefore negotiate and conclude such a collective agreement independently.

And in order to negotiate fairly and on an equal footing, and ultimately successfully, we need broad support from our colleagues! Only if a majority of the employees also wants this, we have a democratic legitimacy!

Our offer for you

We propose to fight for this collective agreement together in an organized way. Therefore we ask for your honest opinion with the enclosed survey of the employees!

Under what conditions do union members negotiate the collective bargaining agreement?

A prerequisite for the University of Göttingen to be invited to collective bargaining, however, is that many employees also show support for our demands by joining the union. We have greatly lowered the hurdle for joining the union, as joining by request only becomes effective when a total of at least 1,000 colleagues decide to join. Only when we reach our organizing goal of this large number of the employees in the company, your membership form will be handed over to ver.di or the GEW (you decide) and only then will your membership become effective. This also means that only then your membership fee will be due. If we do not reach the goal, the membership forms will not be handed over - and then we will consider together how to proceed.

What do you think?

Should the collective bargaining agreement on de-termination be negotiated at the University of Göttingen?

Questions:

At Göttingen University, more and more employees have recently become active in improving their working conditions. What three central things do you want to change about your working conditions? (3 options for answers)

One thing is clear: We need to increase our numbers to be able to implement our plans with democratic legitimacy. We will only call for collective bargaining once the workforce is unionized. Only then can we really negotiate at eye level and on behalf of the employees. Only a union can demand collective bargaining from university management. And only a union can protect its members should conflicts arise.

I support the demand for a “Tarifvertrag Entfristung” collective bargaining for de-termination of contracts: Yes/No

What are you willing to do to advance your interests?

- Have conversations with my colleagues
- Participate in actions
- Strike when it becomes necessary

I...

- am already a union member.
- want to become a union member, please contact me.
- I do not want to organize in a union.

Personal Data

- Name, first name
- Phone
- E-mail

I would like to actively strengthen the union structures at the university by informing colleagues about current developments. For this purpose, I would like to receive information on a regular basis. Yes/No

Data protection:

Registering for our survey system LimeSurvey, I consent (pursuant to Art. 6 para. 1 lit. a EU-DSGVO) to the associated processing of my data as described in the Privacy Policy. This consent can be revoked at any time. The revocation does not affect the lawfulness of the processing carried out until then. LimeSurvey is a survey software with which online surveys can be conducted electronically according to the modular principle and the results can be evaluated and exported in various formats. The use of the software works web-based, i.e. via access over the internet with a conventional web browser.

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