

*(Inside his office he introduces the two new colleagues from India to his colleague.)*

Well, sit down please. What can I get you to drink?

wenn Sie nichts dagegen haben

JAI

A cup of tea would be great, if you don't mind.



PEER

Of course, here you are.

schätzen

eingestellt / mit Wirkung von  
eingelebt

So, Mr Gupta, Mr Sharma, thank you very much for making time to come! We do appreciate that.

You were taken on as of May 1<sup>st</sup>, I believe - so you have been here now for 3 weeks. Have you already settled in a bit?

RAMSO

was mich anbetrifft

As far as I am concerned, I have a bit, yes, thanks, everybody is very nice and helpful.

JAI SHARMA

Thank you, all the colleagues in my department are very friendly, and I have even already got a little apartment.

KLARA FALL

Where are you from in India?

tatsächlich

Laufbahnen

Universitätsabschluss

RAMSO

We are both from a small town near Pune, and actually we both started our careers at the SKD-plant of a big German car manufacturer there after graduating from university.

KLARA FALL

That's interesting. How do you like Germany so far?

abgesehen von  
unglaublich

RAMSO

It's amazing really! Quite apart from the different climate, everything looks so different. And everywhere it is incredibly clean, tidy - and everything is so well organized!

KLARA

It still seems to meet all the traditional stereotypes, doesn't it? I am glad you like it anyway! And I am happy to hear that our integration scheme works.

Vorgesetzte

If there are any issues with HR or your superiors that you need any assistance with, we are here to help.

JAI + RAMSO

Thank you very much, that's very nice.



PEER

Arbeitnehmervertretung

Well, shall we get down to business?  
I suppose you were a little surprised  
when you got our invitation. Have you ever been in touch  
with a works council or staff representation?

JAI

die Geschäftsführung

erwähnte

Mitbestimmung

Not really, no, there are not many companies where  
the management has recognized a union. But we have heard  
that in Germany there is a special system,  
and also one of the ladies in HR mentioned that  
there is a culture of co-determination here.

RAMSO

Beschäftigung / Zustimmung

Ablehnung / entsprechend

unwahrscheinlich

Actually when you wrote in the email with your invitation  
that it is among the responsibilities of the union  
to examine our employment, and then to signal consent  
or denial, all according to legal regulations,  
I admit this was new to me.  
Something like this would be most unlikely in India.

DENIED

APPROVED

KLARA (*smiling*)

wirksam / Billigung

And probably the HR department informed you that your  
employment contract is only effective with our approval.

JAI

Errungenschaften / bzw.

Tarifvertrag / berechtigt

Vergünstigungen / Tarifverhandl

They did indeed. But it was also interesting to read in your mail  
about the achievements of the union resp. some details from  
the collective agreement. I mean, it is nice that we are entitled  
to so many benefits as a result of collective bargaining.

PEER

Gehaltsabrechnung

Entgelt

Thema

Arbeitszeitkonten

Well, then let me give you an overview of what we would like  
to talk about today.

First of all, we would like to help you understand your payslip  
and our remuneration system, so that you get an idea of where  
you are placed within the system.

Then we can give you some information on our company  
pension scheme and how it works.

Furthermore working time is an issue, in particular our working  
time accounts. Have I forgotten anything, Klara?

KLARA

beziehungsweise

betroffen davon

That seems to be quite a bit already, but of course we want to  
tell you also who we are respectively what a works council is,  
what we are in charge of, our rights and responsibilities,  
because you are affected by this.