

(Extract from a text/dialogue about a meeting between Peer Fekt, chairman of the works council, his colleague Klara Fall, and two new colleagues from abroad who have been invited to this meeting.)

PEER FEKT

Well, shall we get down to business?

I suppose you were a little surprised  
*vermute*

when you got our invitation. Have you ever been in touch with a works council or staff representation?

JUSTIN TIME

Actually I have not, and to get in touch with the union  
*Gewerkschaft*  
would be more than unusual at home.  
*ungewöhnlich*

RAMSO GUPTA

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



JUSTIN TIME

Actually when you wrote in the email with your invitation that it is among the responsibilities of the union  
*es gehört zu Verantwortlichkeiten*  
to examine our employment, and then to signal consent  
*prüfen Beschäftigung Zustimmung*

or denial, all according to legal regulations,  
*Ablehnung entsprechend gesetzlich Vorschriften*

I admit this was new to me.  
*gebe zu*

Something like this would be impossible in the US.

**DENIED**

**APPROVED**

KLARA FALL  
(smiling)

And probably the HR department informed you  
*wahrscheinlich*

that your employment contract is only effective with our approval?  
*Arbeitsvertrag wirksam Billigung*

JUSTIN TIME

They did indeed. But it was also interesting to read in your mail about the achievements of the union resp. some details

*Errungenschaft*

*bzw*

of the collective agreement. I mean, it is nice

*Tarifvertrag*

that we are entitled to so many benefits as a result

*Anspruch*

*Vergünstigungen*

*Ergebnisse*

of collective bargaining.

*Tarifverhandlungen*

PEER FEKT

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

*Gehaltszettel*

and our remuneration system, so that you get an idea

*Entgelt*

of where you are placed within the system.

*platziert*

Then we can give you some information on

our company pension scheme and how it works.

*Betriebsrentenprogramm*

Furthermore working time is an issue,

*Arbeitsvertrag*

*Thema*

in particular our working time accounts.

*insbesondere*

*Arbeitszeitkonten*

Have I forgotten anything, Klara?



KLARA FALL

That seems to be quite a bit already,

*ziemlich viel*

but of course we want to tell you also who we are

respectively what a works council is, what we are in charge of,

*bzw*

our rights and responsibilities, because you are affected by this.

*Verantwortlichkeiten*

*sind betroffen davon*

Last but not least we are going to inform you about the role

*nicht zuletzt*

that our union plays for our work and for you as an employee

in our branch of industry.

*Branche*

RAMSO GUPTA

This sounds a lot, but also very interesting, don't you think Justin?

JUSTIN TIME

It really does, but may I ask something?

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