



The Rasselstein Works Council

Works Council: the "competent lobbyist"

Active employee participation has a long tradition at Rasselstein in Andernach. The 19 members of the Works Council are involved in all matters relating to human resources policy and the organization of labor. These are some of the issues that need to be managed by the Works Council, as per the Labor-Management Relations Act, e.g. the specification of bonuses in the context of the Rasselstein compensation policy or the introduction of honor-based flextime.

The other issues the Rasselstein Works Council is involved in include ensuring the right of co-determination and other day-to-day operational issues. Examples of this would be the Works Council's editing function in the employee newspaper, and together with management, deciding on distributions from the financial hardship fund.

In other words, the council members function as the "competent lobbyist", effectively representing the interests of the employees in the day-to-day operation of the company.

Intensive cooperation and communication

Our "three parties", operational supervisors, the personnel department and Works Council, cooperate closely with each other. This cooperation is reflected in communication as well as in the exchange of information. A closed session between the Executive Board and the Works Council takes place once a year. The Works Council members learn firsthand about current company policy, such as planned investments, and about how these issues may affect employees.

The members of the Works Council also meet with the human resources executives once a year, in one to two-day closed sessions, to discuss issues pertaining to personnel policy and labor organization. These meetings provide impressive results. One of the last meetings for example, resulted in a sustainability concept for "preserving a healthy business" as well as forming the main features of the employee participation program. Concrete measures, such as the training and continued educational programs for craftsmen, also resulted from these sessions.

During these closed meetings, an intense and informal exchange of information takes place between representatives from all levels of the organization. This cooperative working environment between management and the Works Council provides an excellent platform for the two sides to solve conflicts.



Employee participation

Besides their cooperation with the Works Council, employees are also frequently involved directly in the development and implementation of new company concepts. For example, the key points for “optimizing shift changes” of working teams were discussed intensively with the employees. The Works Council also profits if employees themselves have a say in the way their jobs are carried out.

The Works Council committees at Rasselstein

Based on the Labor-Management Relations Act, the Works Council has elected ten committees which support its work:

- Operations Committee
- Joint Economic Committee
- Technology Committee
- Valuation Committee
- Pensions Committee
- Remuneration Committee
- Housing Committee
- Human Resources Committee
- Ergonomics/Health Committee
- Labor Safety/Environmental Affairs Committee