

# NOW WE ARE TALKING!

Info of the Betriebsrat KSG No. 3

## Staff appraisal



Cartoon: Franziska Becker

## Just in case: „Do you have five minutes for me?“

Lately employees have been often asked by the superiors after their illnesses, after her personal conditions and possible personal problems.

There was even the threat, that anyone who is sick more than 15 days in one year will loose the job!

With these talks you are attacked.

The Betriebsrat asks:  
Why does the employer want to know about your personal problems?  
Why does he come to the strange idea that he may fire workers who are sick  
more than 15 days a year?  
And why are these conversations made without notice or information to the  
Betriebsrat?

These conversations are **illegal!**

- ° Try to find out what this conversation is about!
- ° Take a Betriebsrat of your trust with you, if you know, that this will be a serious talk about your work or your sick days!
- ° If you are pushed, ore you feel under pressure, cancel the interview immediately and request, that there should be a member of the Betriebsrat at your side!
- ° If the Betriebsrat you want is not in this day, the interview must be cancelled!
- ° Do not say anything, even if you find it difficult or you are scared!
- ° **DO NOT SIGN ANYTHING!**

**At high absenteeism you should try to relieve the employees,  
not to release!**

**Attention!**  
**If your overtime hours should be paid out:**  
**Remember you have the right to get paid for it in free time!**  
**Do not sign anything before asking us!**

Old brooms clean good, but new ones do even better!

**Phone Betriebsrat (56) 70 77 oder (56) 3 99 43**

Greetings from  
**Nikoletta Charchanti** (Betriebsratsvorsitzende KSG)  
und  
**Karen Anselm** (stellvertretende Betriebsratsvorsitzende KSG)