

### 1. What is ERTV?

ERTV means **EntgeltRahmenTarifVertrag**.

**ATTENTION:** Your remuneration (wage) is not regulated in an ERTV. You will find the wage for your pay group in the ETV (**EntgeltTarifVertrag**).

### 2. What does an ERTV regulate?

An ERTV defines the requirements for a job. Therefore, examples of activities are defined for each pay group. The pay groups for the activities largely take into account qualifications and special burdens at the workplace.

It is possible that your works council has also agreed on a company agreement on special burdens.

### 3. How will I be classified?

The works council, in cooperation with the human resources department, checks which pay group is appropriate for your work.

We are all human and can make mistakes. Therefore, you should check your grouping.

### 4. How do I find out how I have been graded?

Westfleisch will write to you to tell you how you have been graded.

### 5. What happens if I earned more before I was graded??

We have prevented you from earning less after the new grouping than before!

After the new grouping, your previous wage will be redistributed.

The initial grouping is done according to the table "Wages for initial grouping".

Example

<b>Previously: Wage group pig 6</b>		<b>Neu: Lohngruppe 2</b>	
Basic wage =	12,50 €	Basic wage nach Entgeltgruppe2 =	12,59 €
Attendance bonus =	1,00 €		
Company allowance =	1,50 €	Besitzstand:	2,41 €
Total wage =	15,00 €	Total wage :	15,00 €

Ab 1.10.2023 gelten neue Löhne:

<b>Neu: Lohngruppe 2</b>		<b>Lohn ab 01.10.2023</b>	
Basic wage Entgeltgruppe2=	12,59 €	Basic wage =	13,36 €
Besitzstand:	2,41 €	Besitzstand =	2,41 €
Total wage :	15,00 €	Total wage =	15,77 €

<b>Wage as of 01.04.2024</b>		<b>Wage as of 01.10.2024</b>	
Basic wage =	13,69 €	Basic wage =	14,03 €
Besitzstand =	2,41 €	Besitzstand =	2,41 €
Total wage =	16,10 €	Total wage =	16,44 €

#### **6. How do I check whether I am correctly classified?**

The ERTV for Westfleisch contains 12 pay groups with examples of activities.

You check whether the qualification requirements in the pay group correspond to the requirements of your job.

If this is the case, you compare the examples of activities and check whether your personal activity is included in the examples.

The classification is based on the "predominant activity". If you take on other tasks temporarily or as a substitute, there are special regulations which are also agreed in the ERTV.

#### **7. What do I do if I think I am not classified correctly and I am not paid enough for my work?**

If you believe that you are not correctly classified, contact the [NGG regional office](#) responsible for you.

Before you report to your NGG, please write down exactly which activities you have to do regularly. It is best if you can also explain to what extent you do these activities.

#### **8. How do I proceed if I am not a member of the NGG?**

The NGG concludes collective agreements for its members. For workers who are not members of the NGG, our collective agreements can only be enforced to a very limited extent.

In order for you not to become an NGG member, Westfleisch will largely apply our collective agreements to your employment relationship. However, if it is a question of enforcing 100% of the collective agreement for you, it will be difficult.

If you do not get anywhere in your negotiations with your supervisor or together with your works council, you will have to hire a lawyer who can take your case to the labour court.