

7 good reasons for a membership

Why HessenChemie?

With professional expertise and a strong network, we are committed to the interests of our member companies: competitive working and economic conditions, safeguarding Germany as an industrial location and preserving the social market economy. The foundation of HessenChemie is the strong

and representative community of 310 member companies with 105,000 employees. The work of our association is characterized above all by the medium-sized structure of the member companies, our range of services and, of course, our collective bargaining policy.



1 Legal security

We advise you in a practical manner and with a high level of professional expertise in all questions of individual labour law, including special topics such as company pension schemes and restructuring. In addition, we support you in collective labour law, such as works constitution law and collective bargaining law, as well as co-determination and conciliation boards.

Our attorneys represent you in all instances before the labour, social and administrative courts – all the way to the Federal Labour Court. We offer mediation of operational conflicts in order to tap growth and development potential for the benefit of the company and the individual employees.

We work with you to promote a pragmatic and flexible collective bargaining policy, conclude regional collective agreements and participate in the drafting of federal collective agreements.

In addition, we advise you on all issues of collective bargaining law and further develop collective and company regulations. If required, we will draft and negotiate with you individual company-related association collective agreements and collective flexibilisation instruments. Furthermore, we provide advice from a professional labour perspective on job evaluation as well as on working hours and remuneration.

2

Good tariff policy



Our extensive range of training courses offered as part of the HessenChemie Academy supports you in your operational HR work – for instance, with topics on labour law, employee management, communication, training, HR management and development, work organisation and remuneration.

We offer a good mix of face-to-face and online formats, from short updates in labour law, one-day events or training courses lasting several days to certificate courses.

www.hessenchemie.de/veranstaltungen



3

More skills

4

Well advised



We also support and advise you on a wide range of HR policy focus topics such as working hours, health, education, digitalisation, securing skilled workers and much more. Demographic and qualification consulting round off our portfolio.

Energy crisis, restructuring, short-time work, infection control, crisis manuals – just a few of the topics in addition to the normal day-to-day business for which we are on site for you throughout Hesse – and even beyond our office locations in Wiesbaden and Kassel.



5

The extra mile

Always informed

6



The specialist reports on our member portal provide you with the latest information on labour law, collective bargaining, labour market policy, personnel and qualifications as well as politics and sustainability. In addition, our practical aids with samples, explanations, FAQs, guides, a document generator and much more offer valuable support for your daily work.

As representatives of interests, we bundle the concerns of currently 310 member companies – from small businesses to medium-sized companies and major companies – with a total of over 105,000 employees. We also represent your interests beyond Hesse and Wiesbaden in Berlin and Brussels and campaign for the strengthening of the industrial location, a functioning social security system, modern labour law, education and digitalisation, the strengthening of dual vocational training and sustainability.

As part of our committee work, we give our members the opportunity to network and exchange experiences. We offer opportunities to participate and influence decisions and also enable contacts to important stakeholders and organisations.



7

Extensively networked

