

Wage agreement for Deutsche Post employees through December 31, 2022 – Longer term, comprehensive agreement combines sustainable wage increases with long-term job security

- **Wage and salary increase of 3.0% starting January 1, 2021, with additional 2.0% increase as of January 1, 2022**
- **Redundancy protection extended until December 31, 2023**
- **Trainees to receive an additional 90 euros per month in two-step increase**
- **“Postzulage” allowance for civil servants extended until December 31, 2022**

Bonn – September 23, 2020: In the third round of wage bargaining negotiations, Deutsche Post and the labor union ver.di have agreed to terms of a new collective wage agreement for some 140,000 Deutsche Post pay-scale employees in Germany. The agreement, with a term of 28 months to December 31, 2022, specifies a 3.0% increase in wages and salaries starting January 1, 2021, followed by an additional increase of 2.0% as of January 1, 2022. As part of the agreement, the option of additional leave, first introduced in 2018, will be continued until 2022; this allows employees to choose between being paid out the amount of the agreed wage increase or converting it into additional time off. Remuneration for trainees will increase by 50 euros per month as of January 1, 2021, and an additional 40 euros per month as of January 1, 2022.

“In this challenging year, I am pleased that we were able to agree with ver.di on a good overall agreement for our employees while achieving planning certainty for our company and customers. For us it was important, in a very uncertain overall economic situation, to agree to workable wage increases that recognize the performance and contribution of our employees on the one hand, while allowing us to continue to invest in the business so that jobs can be secured over the long term. And we achieved this goal,” explains Thomas Ogilvie, Board Member for Human Resources and Labor Director of Deutsche Post AG.

In addition to the pay-scale salary and wage increases, full-time employees will receive a one-time payment in the amount of 300 euros in November 2020. Part-time employees who work half of the collectively-agreed weekly working hours or less, as well as trainees, will receive 150 euros.

An agreement was also reached on the “Postzulage”, an additional allowance for civil servants, which had expired as of May 31, 2020; this will be extended through to December 31, 2022.

In addition, both parties agreed to continue to forgo outsourcing in mail and combined mail and parcel delivery services, and to continue to limit transport outsourcing until December 31, 2021, as well as to extend redundancy protection through to December 31, 2023.

– End –

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