



Strike Rules

§ 1 Fundamentals

The fundamental right to strike is constitutionally guaranteed under Article 9 (3) of the Grundgesetz. The right of employees to enforce their demands by means of industrial action is protected. The GDBA is committed to using the legally permissible means of industrial action. The means of strike action will only be used if the GDBA is convinced that all other means of achieving collectively agreed demands have been exhausted.

§ 2 Decision to strike and call for strike action

After consulting the advisory board, the main executive board shall decide on the initiation, suspension or termination of industrial action (cf. section 18 (3) of the GDBA statutes). It decides on the type and form of industrial action and the area in which it is to be taken and appoints a central strike committee chaired by the president.

§ 3 Ballot

Permanent industrial action shall be preceded by a digital, anonymous ballot.

Indefinite industrial action can be initiated if at least three quarters of the voting members have declared themselves in favor of taking industrial action.

The industrial action must be ended if a simple majority of the voting members have voted in favor in an anonymous digital ballot.

A strike is suspended if a new negotiation result is reached between the call to strike and the strike. If this is approved by a simple majority in the subsequent digital ballot, the strike must be ended.

§ 4 Central strike management

The central strike management is responsible for the implementation of industrial action. In particular, it has the task of announcing the strike call, forming local strike committees and taking all measures to ensure that the industrial action is carried out effectively.

The central strike management must regularly inform the main executive board and the advisory board about the progress of the strike.

§ 5 District and divisional strike management

The district and area strike management consists of the regional and grassroots union chairpersons of the areas on strike, the chairpersons of the professional groups of the areas on strike and the chairperson of the FSR. The task of the district and area strike committee is to determine the members' potential willingness to strike and to pass on the results to the central strike committee.

§ 6 Local strike management

The local strike management is responsible for carrying out the measures ordered by the central strike management and informing it immediately of all incidents within its area. The local strike management is also responsible for keeping a strike list with hourly records of striking members and daily digital transmission of the data to the head office.

§ 7 Strike support

(1) Strike support (strike pay) shall be paid on the basis of the member's stated gross monthly salary. In order to receive strike support, the member must have paid contributions for at least twelve months or undertake to pay membership contributions for at least twelve months after joining.

(2) The amount of the strike allowance per hour for which the member does not receive a salary is $\text{monthly contribution} \times 0.3 \times 40 / \text{weekly working hours}$. A maximum of 8 hours can be claimed per strike day.

For members who, under the membership fee regulations, are entitled to a reduction in or exemption from membership fees, the strike pay shall be calculated, by way of derogation from the first sentence, on the basis of 1% of the gross monthly salary stated in the strike pay application, rather than the monthly membership fee.

(3) Those members who are directly financially affected by strikes as production-related guests also receive a strike allowance. A strike allowance of 50% of the lost gross salary is paid, up to a maximum of 30 times the monthly membership fee per strike day. § Section 7 (2) sentence 1 applies accordingly.

(4) The prerequisite in each case is that the member provides evidence of a deduction of salary by the employer within a period of 8 months after the strike, has no outstanding contributions, is entered in the strike list or is directly financially affected by the strike as a guest. The member undertakes to reimburse the strike support if the employer pays the remuneration in arrears or grants other compensation.

§ 8 Entry into force

The strike regulations of 18 December 2024 were amended by resolution on 21 April 2026 and will come into force with effect from 1 January 2026.