

Home office at Leoni: it's all about flexibility

Leoni underpins its reputation as an attractive following with new, liberal rules for mobile working

Nuremberg, 7 July 2022 – No matter whether the office, living room or holiday apartment: Leoni is liberalising its rules for mobile working at all of its locations in Germany – and is broadening the options for staff to structure the working day to their individual requirements. In future flexibility will be key as long as the quality is right.

Employer and employee representatives jointly drafted a corresponding collective bargaining agreement and have now signed it. Since 1 July 2022, this agreement replaces and extends the previously temporary provision that was introduced against the backdrop of the coronavirus pandemic. “Flexible solutions to mobile working are simply a must these days for Leoni to be an attractive employer. It is therefore clear that we will also be living by this in future,” said Dr Ursula Biernert, CHRO and Labour Director of Leoni AG.

Mark Dischner, Chair of the General Works Council, also expressed satisfaction: “We have reached a strong, forward-looking agreement. Not least the past few months have shown how well the offer for employees at our sites in Germany was accepted and appreciated – for everyone’s benefit.”

Up to five days a week possible

Specifically, the collective bargaining agreement provides, among other things, that mobile working is under certain conditions possible on up to five working days per week. To compare: the old arrangement from pre-coronavirus days provided for just one day of working from home as the standard model. The Company will provide the technical equipment needed to perform jobs at the mobile workplace, while the employee provides all other facilities required.

Whether and to what extent this offer will be accepted in individual cases will be a mutual, voluntary decision agreed unbureaucratically and directly between staff member and manager. “From our experience of the past few months we

know that particularly hybrid variations are popular, such as two days in the office and three in the home office,” said Chris Wieseckel, lead negotiator on the employer side. “We have cleared the way for this together with the employee representatives.”

One precondition for mobile working is that the respective employee’s job permits working outside the Company’s workplace without compromising operations, and furthermore that productivity as well as work quality are not compromised. “If otherwise all conditions are met from both a legal and technical perspective, the mobile workplace does not have to be the employee’s own study either,” General Works Council chairman Mark Dischner emphasized. “It might sometimes also be the café in the local park; why not?”

 *Related illustration material can be downloaded next to this release at <https://www.leoni.com/en/press/releases/details/mobile-working/>*

About the Leoni Group

Leoni is a global provider of products, solutions and services for energy and data management in the automotive industry. The value chain ranges from standardized cables and special cables to highly complex wiring systems and related components. Leoni supports its customers as an innovation partner and solution provider with distinctive development and system expertise on the way to increasingly sustainable and connected mobility concepts by developing the next generation of wiring systems. The market-listed group of companies employs about 100,000 people in 28 countries and generated consolidated sales of EUR 5.1 billion in 2021.



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