



**the union project for media workers**  
Private Broadcasting, Film Making,  
Audiovisual Production and New Media

**connexx.av** Die Vertretung  
von Medienschaffenden.  
Privater Rundfunk, Film,  
AV-Produktion und Neue Medien

### **Representing media workers in the up-and-coming areas of the media world**

connexx.av has been strengthening and supporting co-determination for employees in these fields since 1999. We work for strong representation and for preservation of the interests of media workers, and we support the build-up of new working structures and networks.

### **connexx.av – we are the interface to the union**

connexx.av is a union project and has union goals. We're well aware that in "our" industries the classic nine-to-five job is the exception rather than the rule, and that overtime is practically unavoidable when projects or productions are on the verge of completion and when the work is fun. But we're also aware that everyone needs the time and freedom for a private life, for friends and family – to develop creative forces, to evolve individually and to replenish energy reserves.

connexx.av wants to improve working conditions and hence the quality of life of its employees. That's why we push for stable incomes, for binding agreements on working hours including compensation for overtime and weekend working, and for self-confident representation of media workers' interests at the workplace. connexx.av speaks the language of the media scene, knows its worries, and can tap the resources of the world's largest single union quickly and unbureaucratically.

### **connexx.av stands for community**

The media industry is diverse and colourful, and it both requires and promotes flexibility. In the creative chaos of this industry, connexx.av keeps its eye on the ball and brings together the many talents and the collective know-how of the media workers. To do so, connexx.av is taking new avenues in the representation of interests. We're the people to contact for both salaried and freelance workers, for works councils and for other representatives. We communicate equally well with existing networks and informal groups.

Community, solidarity and strong networks evolve when dialogue and person-to-person exchanges take place on a regular basis. connexx.av sees itself as an intermediary and offers platforms for the various interested groups.

### **connexx.av works transparently**

We don't have firmly entrenched structures and concepts. We advise an industry that's always in flux and that has no time for stereotyped attitudes. connexx.av fits in well here – as an open project we work with full awareness of the continual changes in the media and the challenges they entail. connexx.av is constantly evolving, and it's interactive and dynamic. We thrive on an open exchange with our partners and our reference groups, and we're glad of any suggestions and criticisms that allow us





to optimise our services and adapt our work to changing requirements. We want you to benefit from our knowledge, to use it confidently, and to act on that basis without fear.

### **connex.av stands for competence**

If you want to do your job well, you have to know your job. We've worked as employees or as freelancers for radio and television stations, and as project managers in internet agencies, and we know the film business from personal experience. So we understand the interests of the media workers and know their rights. Our experience is your strength. Thanks to its own empirical analyses of the working situations of media workers, connex.av can match its work even better to the needs of the industry. This enables us to offer the service that our members can expect from a modern union.

### **connex.av stands for service**

Competence has to be available. That's why we provide employees, the self-employed and works councils with fast, prompt and unbureaucratic advice. We provide direct support on the spot – personally and individually, whether you contact us over the phone or by e-mail, or drop in at one of our offices in person.

If you'd like to establish a works council at your company, we provide comprehensive advice and help you overcome the difficulties you might encounter at first. We mediate in conflicts and provide strategic advice – tailored to the company and its employees. As a media worker, you're well looked after by connex.av, for example in industrial and social security disputes. If your employment contract or your testimonial/reference seems dubious, or if your employer won't pay, we'll help.

In addition to tailored support for media workers in the up-and-coming areas of the media world, connex.av also entitles you to the full benefits from membership of ver.di. Legal advice and protection plus personnel support in representing your interests within the company are only a small part of what ver.di is able to offer as a whole. As a member, you're entitled to the benefits stemming from collective bargaining agreements negotiated by connex.av and ver.di for your industry. You can obtain an officially recognised press pass from us. Our members' magazines and specialist publications keep you in touch, and ver.di's own educational institutions offer a wide variety of training courses and seminars. What's more, ver.di offers together with its partners favourable financing and insurance schemes, low-cost travel, consumer goods and services, plus advice on rent matters and income tax returns.

**What more do you want? Become a member.**

**You can reach us at our five central media locations  
in Hamburg, Berlin, Leipzig, Cologne and Munich.**

Initial consultation is offered to non-members too, but the full range of services, legally binding information and legal representation is reserved for our members.



connex.av is a project of the United Services Union

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