



News service MAN Group

Press release of
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NEOPLAN presents agreement to accommodate conflicting

- "ProNeo" programme sets the course for a successful future
- Long-term safeguards for Stuttgart location: Delivery centre for high-value premium coaches

At a plant meeting in Stuttgart on Tuesday 22nd July Dipl.-Ing. Ernö Bartha, Chairman of the Managing Board of NEOPLAN Bus GmbH, presented the agreement on accommodation of conflicting interests reached with the works council and the IG Metall trade union. The aim of the agreement is to safeguard jobs with a low-cost production structure and to make profits (see press release "Supervisory Board of NEOPLAN Bus GmbH decides on wide-ranging modernisation programme" of 12th March 2003). To achieve this the following was agreed:

- From the start of 2005 **125** of the 322 employees in **production at Stuttgart** will be engaged in the final fitting out of de luxe coaches. The workforce at the plant in **Plauen** (Saxony) will be increased by 15 (mainly from Stuttgart); there will then be **255 persons** in production. A further 49 jobs will go in **production at Pilsting** (Lower Bavaria); production staff will then number **427**.
- **Working hours** at all NEOPLAN locations will be flexibilised. To compensate more easily for seasonal fluctuations individual and collective working hours can be increased and reduced by large margins. Up to eight Saturdays will be classed as normal working days if required, the actual number varying from plant to plant.
- At the Stuttgart plant the **employees** will be making a **voluntary contribution** to improving the operating economy of the location by accepting cuts of 1.5 % in the collectively agreed wage and salary increases in both 2004 and 2005. A collective agreement for 2006 will be reduced by 1 %, and the present production performance bonus will be decreased by one percentage point until 2005. From 2005 onwards the performance bonus will also be converted into an individual sum of money.

Although they have been drawn up in full accord with the members of the works council and the trade union these agreements mean some painful incisions in the interests of a secure future and successful future at all production plants. Stuttgart, with over 300 employees (125 in production) is thus secure for the next few years.