

Tariff-based future payment

Intended use: Cash payment

As a beneficiary, you have the option of selecting a **cash payment** as your intended use from 2023 onwards.



Key facts:

The tariff-based future payment is 23% of your collectively agreed monthly salary.

Payment will be made with the April payroll 2023.

All pay-scale employees can elect the cash payment.

You would like to have your future payment 2023 paid out in cash?

You have not yet selected an intended use or would like to change your choice:

- 1. Step:** Complete and sign the selection form.
- 2. Step:** Return the selection form. Please make sure you note the deadline: CHR need to receive your selection form by **31.10.2022**.

The entitlement for 2023 is determined on the reference date 02.01.2023.

The tariff-based future payment will be paid out as a one-off amount with the April payroll 2023.

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What else you need to know

Participant group:

Employees covered by the negotiated agreement, within the scope of the “Moderne Arbeitswelt” [modern working world] collective agreement of 22.11.2019 or the “Tariflicher Zukunftsbetrag” [tariff-based future payment] company-wide works agreement of 12.08.2020.

Pay-scale employees who, on the first working day of the entitlement year (reference date), receive remuneration or continued remuneration from an employment relationship that has not been terminated are entitled to the tariff-based future payment.

Is there a requirement for income tax and social security contributions?

Yes, the tariff-based future payment is taxed and subject to contributions when it is paid out.

What happens if I leave the company after the future payment has already been paid out in cash to me? Do I have to repay the future payment on a pro rata basis?

No, if you leave the company after the payment date, there will be no retroactive reduction of the amount already paid out. You are entitled to the full amount of the future payment.

I did not submit a selection form last year and received a cash payment of the tariff-based future payment. Does this mean that the future payment will also be paid out in cash in 2023?

If you do not select an intended use, the tariff-based future payment for 2023 will be transferred into the compensatory time account with the April payroll 2023. A cash payment will only be made for employees for whom the intended use of the compensatory time account does not apply.

Questions? Speak to us at:

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Corporate Human Resources

