

Tariff-based future payment

Intended use: Days in lieu

As a beneficiary, you have the option of choosing **individual days off** from work.

The number of possible days in lieu depends on how many working days you regularly work per week (reference date: 02.01.2023). If you work less than five days a week on this reference date, the number of days in lieu will be adjusted accordingly.



The following conditions apply:

2023

From 2023, the maximum number of days off is 5 days*.

The days in lieu (only full days) can be used between 01.04.2023 and 31.12.2023. It is also possible to combine the intended use.

You would like to use your Future Payment 2023 for days in lieu?

You have already selected the days in lieu and would like to keep the intended use:

You do NOT need to submit a new selection form; your selection will continue to be valid for 2023.

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.

¹ For employees working an average of 5 days per week.

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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.

I am a part-time employee. How are my days in lieu are calculated?

Calculation of days in lieu is generally based on the provisions in the collective agreement. According to these provisions, your individual entitlement is calculated based on your (regular) working hours on the first working day in January.

If, for example, your regular working hours are 3.5 days per week on this reference date, your days in lieu entitlement will be 3.5 days for 2023. As you can only use days in lieu as whole days* this results in 3 days leave in the above example. For the St. Wendel site, this means an entitlement to 4 days off for a 35-hour week (equivalent to a 4.67-day week).

What happens if I am unable to take the days in lieu?

If you opt for days in lieu, you have until 31.12.2023 to take advantage of your days in lieu. If you have not (or not fully) used your days in lieu by this point in time, the future payment (if applicable pro rata) will be paid out with your payroll.

If the day in lieu has been determined for a specific date and you cannot take advantage of this day for personal reasons (e.g. illness), entitlement to a day in lieu in accordance with the collective agreement lapses and you will be paid the corresponding portion of the collectively agreed future payment with the April payroll of the following year.

*Half days off can also be taken on 24.12 and 31.12. (observing local regulations)

Questions? Speak to us at:

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or 06172/608-1333

Corporate Human Resources

