

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: 03.01.2022). 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:

2022

Up to 3 days in lieu (for full-time employees)

The days in lieu (only full days) can be used between 01.04.2022 and 31.12.2022.

From 2022, the tariff-based future payment will be 23% of the monthly salary according to collective agreement. If you take up to 3 days in lieu, you will therefore always have a remaining balance that will be transferred to the compensatory time account¹. However, you can also use it for the PlusCard.

You would like to use your Future Payment 2022 for days in lieu?

You have already selected the days in lieu for 2021 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 2022. The remaining balance will be transferred to the compensatory time account¹.

You have already selected the days in lieu for 2021 and would like to select another purpose in addition to the days in lieu:

- 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 **31.10.2021**.

You have not yet selected an intended use:

- 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 **31.10.2021**.

The entitlement for 2022 is determined on the reference date 03.01.2022.

¹ For employees not eligible for the compensatory time account, a payment will be made with the April 2022 payroll.

Tariff-based future payment

Intended use: Days in lieu

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.

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 4 days per week on this reference date, your days in lieu entitlement will be 2.4 days for 2022. As you can only use days in lieu as whole days*, the above example for 2022 = 2 days leave.

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

If you opt for days in lieu, you have until 31.12.2022 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:

zukunftsbetrag@fresenius.com
or 06172/608-1333

Corporate Human Resources

