

Tariff-based future payment

Intended use: Days in lieu

Instead of the tariff-based future payment (in euros), you as a beneficiary, also have the option of choosing **individual days off** from work.

The number of days in lieu is based on the collective bargaining provisions and depends on the year in which you choose the days in lieu as the intended use, and how many working days you regularly work per week (reference date: first working day of the year). 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 framework conditions apply to the entitlement years 2020 and 2021:

2020

2 days in lieu
(for full-time employees)

The days in lieu (only full days) can be used between 01.12.2020 and 31.03.2021.

2021

3 days in lieu
(for full-time employees)

The days in lieu (only full days) can be used between 01.04.2021 and 31.12.2021.

Would you like to choose 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 **31.10.2020**.
- 3. Step:** You will receive a confirmation letter from Corporate Human Resources by post in November. In this letter we will inform you what your individual entitlement to days in lieu is and how you can use the days in lieu.

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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.

I am a part-time employee. How are my days in lieu 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 1.6 days for 2020 and 2.4 days for 2021. As you can only use days in lieu as whole days*, the above example for 2020 = 1 day leave and for 2021 = 2 days leave. The proportional remaining amount will be paid out with the April 2021 payroll.

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

If you opt for days in lieu, you have until 31.03. (days from 2020) or 31.12.2021 (days from 2021) 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

