

FEST-FREI-FAIR

DJV Newsletter for permanent employees Freelancers at Deutsche Welle



in this issue:

RECONCILING FAMILY AND WORK

Dear colleagues,

The next Staff Council elections will take place from May 14 to 16, 2024. Why are there elections again? Quite simply, new elections were held in 2022 due to the change in the law, which now also allows freelancers to vote. The current election will restore the statutory four-year cycle. Most freelance employees can take part in the staff council elections for the second time. Employees at DW locations abroad can now elect their representatives at their respective locations for the first time.

Exercise your right to vote and join us in making sure that we as employees make our views clear to the management. Let's make DW better together!

Our works council is a strong and diverse team, with experienced colleagues, as well as new faces. We come from a variety of editorial departments and countries. Both permanent and freelance staff are represented. In short: we are well positioned!

We would like to use the coming weeks to introduce ourselves to you.

Ute Walter & Klaus Enderle
for the DJV at Deutsche Welle

Children's sick pay

Freelancers who are covered by statutory health insurance under The Artists' Social Security Fund (Künstlersozialkasse) are always entitled to child sickness benefit. It is dependent upon work income (based on assessment of contributions) from the last 12 calendar months, prior to the start of the child sickness benefit payments. 70 percent of this income, converted to a calendar day, is paid out.

Parental allowance

Parental allowance is paid for children born on or after January 1, 2007, provided one parent chooses to take parental leave and works a maximum of 30 hours per week. Parental allowance is granted for at least 12 months and for 14 months if the spouse or partner cares for the child for at least two months. Single parents receive the full 14 months. If you wish, you can apply for the money to be spread over two years or 28 months. If maternity benefit is received (as is the case for practically all freelance parents covered by statutory health insurance), this is offset against the parental allowance. Parents who were not employed before the birth of their child receive 300 euros. This also applies to stay-at-home parents.

Childcare allowance

Since 2014, employee-like freelancers who worked at least 85 days for DW in the previous calendar year (excluding vacation days) have been entitled to a tax and social security-free childcare allowance with a maximum of €1000 per eligible child. This also applies to self-employed people whose earnings from Deutsche Welle are not subject to tax and social security contributions. The amount paid out may not exceed the costs actually incurred and documented. Claims can be made for childcare and/or catering costs in kindergartens, at registered daycare providers (with invoice) or comparable facilities.

Please note: Claims must be submitted to DW by October 31 of the respective year.

Parent-child office

The parent-child office in House 6 E.2 in Bonn is of course open to both freelance employees and employees with small children. The premises have two computer workstations, toys and a sleeping area for small children. There is also a fenced-off play area in the adjacent courtyard. The key can be collected from reception after booking in Sharepoint.

Since December 2023, parents have also been able to bring their children to DW in Berlin in the event of unforeseen circumstances. A parent-child office has finally been set up for this purpose in the rooms at Voltastrasse 6. Room N0603A is located on the 6th floor of the new building and can be booked by employees via Outlook.

Sabbaticals for the family

Upon the initiative of the DJV, DW employees have been entitled to regulated sabbaticals since 2019. For example, to take time out with family before the children start school or to care for parents or grandparents. The salary and social security contributions in the sabbatical phase (3-12 months) are pre-financed by a salary waiver in a chosen savings phase. The DJV is committed to ensuring that permanent freelancers can also take such a sabbatical in future.

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**LET'S SHAPE THE FUTURE OF DEUTSCHE
WELLE TOGETHER**

DO YOU HAVE QUESTIONS? OR A REQUEST?

Talk to us! We want to use the next few weeks to get to know you better as part of our campaigns and events for the election. Even more important, however, is that you get to know us and send us your questions and demands for the future Staff Council. If we don't have the opportunity to meet at DW, you are welcome to send us an e-mail at Klaus.Enderle@dw.com, Ute.Walter@dw.com or djv@dw.com at any time. The works council will get back to you as soon as possible.



Ute Walter & Klaus Enderle