

# FEST-FREI-FAIR

## Information for freelancer at DW



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**SICK AS A FREELANCER -  
WHAT NOW?**

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

If you're sick, you won't be left without an income. The DJV, among others, has taken care of that. DW will pay you sick pay if you are unable to work.

#### Who is entitled to this?

All freelancers who work for DW on an "employee-like" basis, i.e. who are covered by the "Collective Agreement for Freelance Employees".

#### Who is covered?

You are not automatically an "employee-like" employee. You will only receive this status if you have worked for DW or other ARD stations for at least 42 days within a period of 6 months. Another requirement is that your earnings at DW must make up at least one third of your income.

#### What exactly is paid and for how long?

According to the current collective agreement, DW will pay you sick pay from the first day you are unable to work. You must provide a doctor's certificate to prove that you are unable to work.

How long this sick pay is paid depends on how long you have been working for DW as a freelancer. After one year you are entitled to up to 39 calendar days, after five years up to 87 and after 10 years up to 178 calendar days.

#### How much is the sickness benefit?

It depends on what you earned before and is calculated according to a formula. This is defined in the collective agreement as follows: Fees for the last 12 months before the start of the illness divided by 360 calendar days gives the amount of the allowance per sick day. If you have not been employed for a full year, your total fees will be divided by the number of calendar days since you began employment to determine your entitlement per sick day.

#### Will sick pay be paid automatically after I call in sick?

No. You must apply for sick pay. There is a form for this. You can find it here: [beantragung\\_zuschuss-krankengeld.pdf](#) (dw.com)

#### What happens then?

You send your application to the Finance Department, preferably by e-mail. Who exactly gets it depends on the first letter of your last name and is written at the bottom of the form. The staff will check your application and calculate the amount of your claim.

#### Do you have any questions?

Then contact us. We at the DJV are happy to help.

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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](mailto:Klaus.Enderle@dw.com), [Ute.Walter@dw.com](mailto:Ute.Walter@dw.com) or [djv@dw.com](mailto:djv@dw.com) at any time. The works council will get back to you as soon as possible.



**Ute Walter & Klaus Enderle**