

FEST-FREI-FAIR

Information for freelancer at DW



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**VACATION! - BECAUSE
FREELANCERS NEED TIME
OFF TOO**

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

Who is entitled to paid vacation?

All freelancers who work for DW in an "employee-like" (arbeitnehmerähnlich) manner, i.e. those who fall under the "collective agreement for freelancers" (Tarifvertrag Freie Mitarbeiterinnen und Mitarbeiter), are entitled to paid vacation.

Who is included?

You are not automatically "employee-like". You only get this status after you have worked for DW or another ARD institution for at least 42 days within a 6-month period. After that you can apply for vacation. Another requirement is that your DW earnings make up at least one-third of your total income.

How much paid vacation is there?

The current collective agreement provides for 31 days of paid vacation per year at DW.

How much money do you get while on vacation?

The amount you get paid while on vacation is called vacation pay (Urlaubsentgelt). It varies and is calculated according to how much you made in the past. This calculation is based on a formula that is defined in the "collective agreement for freelancers".

Do you get paid automatically?

No! You have to apply for vacation pay. Importantly, you have to do this before you start your time off. If you do not apply for it, you will not get anything, not even after the fact. So, don't forget and don't lose out on this entitlement! You can find the vacation pay application form here: [fm_antrag-urlaubsentgelt.pdf](#) (dw.com)

What happens then?

You have to send the application to Payroll and Fee Accounting at the Finance Department. It is best to send via email. You have to send your application directly to the person responsible for the first letter of your last name - that person is listed at the bottom of the form. They will check your application and calculate the amount of your vacation pay. You may not receive an extra confirmation for this. So, submit your application early enough to follow up - or look in your personal DW web-app profile to make sure it is there.

Can you cancel your vacation?

Yes. But only up to one day before the start of the requested time off.

Do you have more questions?

Then get in touch. We at DJV are happy to help out.

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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