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FEST-FREI-FAIR

DJV Newsletter for Freelancers at Deutsche Welle

in this issue:

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

KNOW YOUR RIGHTS!

Dear Colleagues,

The DJV is your contact when it comes to the rights of freelancers. We stand up for you and are there when you need us.

If you have any questions, please feel free to contact us. We are looking forward to your concerns.

Best regards

Klaus Enderle & Daniel Scheschkewitz
for the DJV at Deutsche Welle

Who is entitled to paid vacation?

All freelancers who work for DW on an "employee-like" basis; in other words, those who are covered by the "Collective Agreement for Freelance Employees."

Who is covered?

You are not automatically "employee-like." 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 six months. Another requirement is that your earnings at DW must make up at least one-third of your 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".



VACATION! - BECAUSE FREELANCERS NEED TIME OFF TOO

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:

https://web-apps.dw.com/dw/documents/fm_antrag-urlaubsentgelt.pdf

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.

WE ARE HERE FOR YOU.

DO YOU HAVE QUESTIONS? DO YOU NEED LEGAL ADVICE AND WANT TO MAKE AN APPOINTMENT?

MEMBERS OF THE DJV RECEIVE FREE ASSISTANCE.

Then contact us.

We at the DJV in DW will be happy to help you.

Our contact details

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