

## 6.1.3 English Translation: Collective agreement on old-age support



Note: This translation is for information purposes only - the German version is legally binding

### Collective agreement on old-age support

of 01/06/1980

in the version dated 29/06/2004 (taking effect from 01/01/2005)

### Collective agreement of implementation no. 3 for the collective agreement for individuals with an employee-like relationship

1. Deutsche Welle makes an additional support payment to individuals with an employee-like relationship who have reached the age of 65 and who have worked predominantly for Deutsche Welle for a total period of at least 20 years or in the 15 years before reaching the age of 65 and who can prove that their total annual income, including all pensions and support income based on legal claims as well as any payments from the old-age assistance for freelancers of the German broadcasting companies, is less than EUR 12,000.00 per annum (EUR 13,000.00 for married persons, unless their spouse is also entitled under this collective agreement).

Section 4(2)(5) of the Deutsche Welle collective agreement for individuals with an employee-like relationship dated 6 February 2002 (TVaP) does not apply.

*Protocol note to Item 1:*

*The total annual income also includes income from the freelancer's own property and assets.*

2. The support payment shall be made in the amount of the difference between the total annual income of the freelancer within the meaning of Item 1 and the annual amounts of EUR 12,000.00 (or EUR 13,000.00 in the case of married persons) stated therein.

3. The support payment shall not exceed the highest average annual income received by the freelancer at Deutsche Welle during three consecutive years in the 10 years prior to turning 65 years of age.

4. If the freelancer, despite having the opportunity to join, has failed to insure himself/herself in the "Pensionskasse" (pension fund) for freelancers or the "Versorgungswerk der Presse" (press pension fund), to which Deutsche Welle contributes, Deutsche Welle may reduce its support payment by such benefits from the aforementioned pension or old-age insurance schemes that the freelancer would have obtained if he/she had joined in good time.

5. Remuneration earned when at Deutsche Welle (including fees based on contracts for work or services) shall only be offset against the portion of the annual support payment that is attributable to the months of the activities subject to remuneration. No deduction shall be made if the remuneration does not exceed the amount of EUR 200.00 per month. Holiday allowances shall not be taken into account.

6. The entitlement to support payment shall arise for the first time after the end of the calendar month in which the freelancer reaches the age of 65. The freelancer is obliged to provide a credible written statement and, upon request, proof of his/her income, including all pension and support payments, when submitting the application, for which a Deutsche Welle application form is to be used.

7. Payment of support from Deutsche Welle shall be made after the end of each calendar year for the previous year; upon application, reasonable instalments (generally monthly in equal instalments) may also be made, provided that the conditions for entitlement have been proven to Deutsche Welle.

8. If an entitled freelancer dies, Deutsche Welle shall pay the surviving dependants a one-off support payment amounting to three monthly instalments. Other income shall not be offset against this.

9. In cases of hardship, further payments may be made upon application. This shall also apply in the event of disability and to benefits for surviving dependants (spouses and children of the deceased freelancer).

10. This collective agreement enters into force on 01/06/1980. It may be terminated by registered mail with 6 months' notice to the end of a calendar year. In the event of termination, its provisions shall continue to apply until a new agreement is reached between the parties to the collective agreement and until one of the parties declares that it does not wish to initiate or continue negotiations on an amendment to the collective agreement. Then Section 4(5) of the Collective Agreements Act (TVG) shall apply.

**Protocol note to Items 1, 2 and 5**

The parties to the collective agreement shall negotiate an adjustment of the euro amounts referred to in Items 1, 2 and 5 after every two years, for the first time by 31 December 2006, taking into account the general development of remuneration, without the need to terminate the collective agreement.