

## After your arrival in Germany

Register your residence with the local city government. Do this yourself, and do not leave it up to your employer!

Write down the hours you work each day. Ask your colleagues for their contact information (addresses and telephone numbers). If you do not have this information, it may be difficult to assert your rights in case of dispute!

You have the right to sue for payment of your wages in a German court, even if your employer is based in a foreign country. Advisory Centers and union representatives will assist you in such cases.

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## Advisory Centers for workers from Central and Eastern Europe

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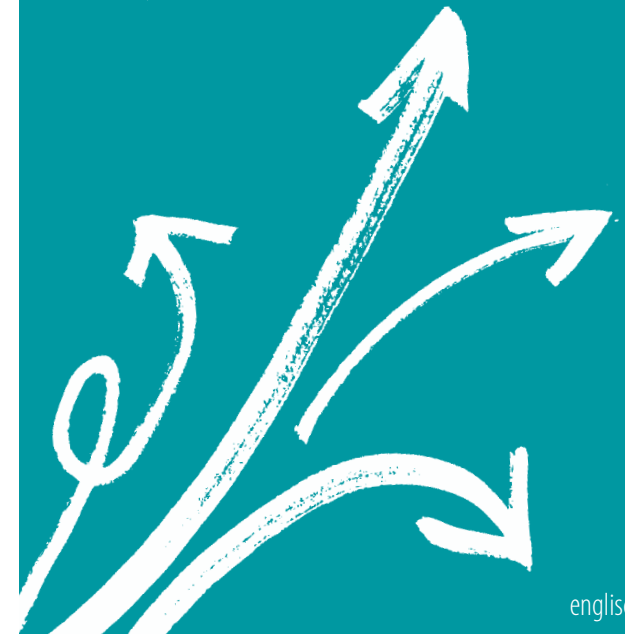
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fair  
Posting

DGB

## Posting

Posted to Germany?  
You have rights!



englisch

## What is posting?

You are considered a posted worker if your employer has sent you to another EU Member State (e.g. Germany) for a limited period of time.

## What rights do I have?

You are subject to the labor laws of your home country, but also to certain provisions of German labor law — especially if they are more favorable for you than those of your home country.

The following provisions apply (among others) in such cases:

- **Minimum wage:** The current mandatory minimum hourly wage in Germany is € 8.84 (as of September 2017). The hourly rate is increased regularly.  
You are entitled to receive higher minimum wages in certain industries! Ask a union representative.
- **Maximum working hours:** According to law, you are permitted to work no more than 8 hours per day. A 10-hour work day is permissible only if you do not work more than 8 hours a day on average during a six-month period.
- **Breaks**  
You are entitled to take a break . . .  
... of **30 minutes** after 6 hours of work,  
... or of **45 minutes** if your work day is at least **9 hours** long.
- **Minimum rest periods:** Following the end of a work day, you must have at least 11 hours in which to rest before you are allowed to return to work.

- **Minimum paid leave entitlement:** You are entitled to paid leave . . . of at least **20 days** per year if you work **5 days** per week, of at least **24 days** per year if you work **6 days** per week.
- **Maternity rights:** You are protected against termination during pregnancy. If you are pregnant, you are not allowed to work during the period from 6 weeks before to 8 weeks after the birth of your child.

### Please note

According to the supervisory authority, your employer is required to cover the costs of your overnight accommodations (apartment or room).

Employers often deduct rent payments from wages, however, although **they have no right to do so!**

## Where am I insured?

You are covered by social security insurance in your home country for 24 months. Your employer is required to apply for an A1 certificate before you are posted. The certificate serves as proof that you are insured in your home country. Be sure to ask your employer whether you are registered!

You must have a European health insurance card issued by your health insurer in your home country.

**Please note:** As a posted worker, are not allowed to apply to a German health insurer for a German insurance card. To do that, you need to submit a special form from your home country (S1). Only then will you be entitled to receive all health-care services in Germany.

## Please consult with an Advisory Centre, if you are a posted worker and...

- you have been recruited and hired for your job in Germany;
- you do not possess a written employment contract or a posting contract containing certain required information (name and address of your employer, assigned location, length of your assignment, working hours, wages, etc.);
- you do not have a valid A1 certificate;
- the firm for which you work does not actually operate in your home country (letterbox company);
- you work in Germany for more than 24 months, but no social security contributions are paid in Germany;
- you receive your orders from employees of the German firm;
- you are not an EU citizen and . . .
  - have a residence permit that is valid for a limited period of time only but do not possess a Vander Elst Visa.
  - you have a permanent or long-term residence permit for the EU but no Van Der Elst Visa and work more than 90 days per year in Germany.

**! You may be entitled to additional rights if your posting is not recognized by law.**

