

YOU WORK IN THE GASTRONOMY?

Know your rights!



ALL WORKERS IN THE CATERING INDUSTRY IN BADEN-WÜRTTEMBERG HAVE THE FOLLOWING RIGHTS:

➤ If you work more than 6 hours, you are entitled to a half-hour **BREAK**. If you work more than 9 hours, you are entitled to a quarter of an hour break. Young people get earlier and more breaks. Note: A break lasts at least 15 minutes and you do not have to do any work during it.

➤ You are entitled to two **REST DAYS** every week. If you still work on one of these days, you are entitled to 50% extra pay or an extra rest day within two weeks. You can work on **SUNDAY**. However, you have the right to 10 Sundays off per year.

➤ If you are **SICK** or on **VACATION**, you still have the **right to be paid**. Full-time employees are entitled to **25 vacation days** in the first year, 28 in the second year and 30 from the third year.

➤ You should receive your **WORKING HOURS FOR THE COMING WEEK** on Friday. You must be notified of any deviations at least three days in advance. No „can you come today after all“ or „stay at home“ in the morning!

✔ You have a right to **CHRISTMAS BONUS**! Full-time employees who have been with the company for at least 10 months on November 1 receive at least €630. Apprentices and part-time employees get a lower rate.

✔ **OVERTIME** must be paid. If you work a lot of overtime, you get extra pay! If you **WORK ON A HOLIDAY**, you are entitled to a wage supplement of 125%!

✔ Your boss must give you as much work as agreed in the employment contract. If he assigns you **TOO FEW SHIFTS**, although you offer to work (best in writing!), he must still pay you the time agreed in the employment contract!

✔ From the second year of employment (calendar year after the year of entry) you have the right to **EXTRA VACATION PAY** (in addition to paid vacation)!

✔ If you are **ILL** and cannot work, you are entitled to 6 weeks of **CONTINUED PAYMENT OF WAGES** by your employer. You only need a certificate of incapacity from your doctor.

✔ If you get **SICK WHILE ON VACATION**, have your doctor issue a sick note (certificate of incapacity for work). For the days you were sick, you do not have to take a vacation!

And last but not least:

TIPS belong to you alone.
Not a cent of it to the bosses! ▲

Do you need help to assert your rights?

Then contact the **trade union counseling of the FAU Freiburg:**

E-MAIL

FAUFR-BERATUNG@FAU.ORG

INTERNET

FREIBURG.FAU.ORG

CONSULTATION HOURS

**EVERY 1ST MONDAY
OF THE MONTH AT 20:00
IN THE RASTHAUS
[ADLERSTR. 12]**



FREIBURG.FAU.ORG

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