

Germany

Fixed Term Contracts

A fixed-term contract is possible if justified on objective grounds such as a temporary increase in work volume or substitution of an employee during parental leave. Without an objective ground, the fixed-term contract is limited to a maximum of two years. If work continues beyond the end of the fixed-term, the contract will be deemed indefinite.

Probationary Periods

Probationary periods are permitted in Germany for up to six months. During the probationary period, the employment contract can be terminated by either party with two weeks' notice.

Holidays

In Germany, Workers recognize 13 public holidays.

Vacation

Most Workers on a five-day working week are entitled to at least 20 days of paid vacation per year. Workers on a six-day working week are entitled to 24 days. Generally, and absent an unusual circumstance, vacations must be taken during the calendar year or it is forfeited.

Sick Leave

After four weeks of service, Workers are entitled to six weeks of statutory sick pay at their regular salary.

Working Hours

Workers must not work more than 8 hours per day (based on six working days per week) or 48 hours per week. The daily maximum may be extended to 10 hours per day as long as the average over six months does not exceed 8 hours per day. Work on Sundays is generally prohibited. Sunday work, holiday work, or overtime is generally compensated by a corresponding amount of time off in the following two weeks. In addition, Workers are entitled to a minimum of 11 uninterrupted hours of rest between working periods.

Overtime

OT is governed by the contractual agreement in Germany.

Termination

Except in cases of serious or gross misconduct, Workers must be given advanced written notice prior to termination. The amount of notice varies based on years of service ranging from two weeks to seven months. Payment in lieu of notice is not permitted. Client agrees to provide Contractor with the information and time necessary to abide by local law in terminating Workers.

Germany

Unique Country Nuisances

Workers may work on engagement with Client through Contractor for a maximum of 18 consecutive months.