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Themenplan

Introduction to Labour Law 2: Contents of the Employment Relationship

Overview of the most important labour protection laws

Remuneration and bonus payments:
- general principles (calculation, due date, importance of collective agreements)
- fixed and variable remuneration
- overtime remuneration
- bonuses and repayment clauses
- repayment of training costs

Continued remuneration without work:
- incapacity to work (Continuation of Remuneration Act, incl. obligations to notify employer and provide evidence)
- leave regulations (General Leave Act, incl. regulations on forfeiture of holiday entitlements)
- educational leave
- other leave entitlements (§ 616 BGB or according to collective agreements)
- Caregiver Leave Act (to date without pay)

Part-time work and reduction of working hours (entitlement to reduction and extension of working hours, prohibition of unequal treatment due to part-time work)

Prohibition of discrimination in employment relationships:
- the German General Act on Equal Treatment (overview, proceedings, sanctions, works council position)
- select examples (gender, disability [incl. excursus on SGB IX], religion, background/origin)

Examination of agreements under labour law (checking general terms and conditions: principles and definitions, examples of inadmissible clauses, especially voluntariness and revocation proviso)

Employee liability

Employer's liability towards employees

Overview of individual rights under labour law (in conjunction with the collective participation rights of the works council)
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