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Themenplan

Introduction to Labour Law 3: Termination and Settlement of the Employment Relationship

Overview: Ways to terminate the employment relationship

Employee termination of the employment relationship

Fixed-term employment contracts:
- without objective reasons
- with objective reasons
- extension of the fixed-term employment relationship
- time limits and formalities

Proceedings before the labour court:
- labour court jurisdiction
- the labour court's responsibilities
- procedures and costs (judgement and decision proceedings)
- attending labour court hearings

Dismissal and protection against dismissal:
- formalities and deadlines
- general and special protection against dismissal
- dismissal for operational reasons
- dismissal for personal reasons
- warnings and behavioural dismissals
- works council co-determination

Termination agreements and labour court settlements (content and conclusion of termination agreements, pitfalls of the termination agreement, effects on unemployment benefits incl. excursus regarding SGB II and III)

Settlement of the employment relationship (entitlement to reference letters, employment documents, non-competition clauses)

Overview of individual rights (with reference to works council participation rights)