

Stay up to date with us

With our Employment Tracker we regularly look into the "future of labour law" for you! At the beginning of each month we present the most important decisions expected for the month from the Federal Labour Court (BAG) and the European Court of Justice (ECJ) as well as other courts. We report on the results in the issue of the following month. In addition, we point out upcoming milestones in legislative initiatives by politicians, so that you know today what you can expect tomorrow.

Legislative initiatives, important notifications & applications

This section provides a concise summary of major initiatives, press releases and publications for the month, so that you are always informed about new developments and planned projects.

Subject	Timeline	Remark/ note for the practice
<u>Legislative initiative for a legal regulation on mobile work</u>	06.10.2020	<p>The draft provided by the Federal Ministry of Labor and Social Affairs includes a legal entitlement for mobile working:</p> <ul style="list-style-type: none">○ Right to 24 days home office per year on a five-day week○ Provided that the activity is suitable for this and there are no operational reasons against it○ Working time recording
<u>Rejection of the legislative initiative on the home office</u>	08.10.2020	<ul style="list-style-type: none">▪ The Federal Chancellery does not consider the draft to be suitable according to press reports.▪ According to this, no legal right to home office should be granted, but "merely" a right to information, according to which the employer must declare if he does not grant permission for a home office
<u>Resolution of the Social Security Accounting Size Ordinance 2021</u>	14.10.2020	<ul style="list-style-type: none">▪ Most important calculation parameters for the year 2021:<ul style="list-style-type: none">○ Reference value: 3,290 Euro/month; Reference value (East): 3,115 Euro/month○ Contribution assessment ceiling in the general pension insurance 7,100 Euro / (East): 6,700 Euro○ Compulsory insurance limit in the statutory health insurance: 64,350 Euro or 5362.50 Euro per month○ Income threshold in the statutory health insurance: 58,050 Euro or 4,837.50 Euro per month

Employment Tracker

November 2020



YOUR BUSINESS LAW FIRM

<u>Minimum wage increases</u>	28.10.2020	<ul style="list-style-type: none">▪ Increase of the statutory minimum wage<ul style="list-style-type: none">○ as of 01.01.2021 to 9.50 Euro gross / hour○ as of 01.07.2021 to 9.60 Euro gross / hour○ as of 01.01.2022 to 9.82 Euro gross / hour○ as of 01.07.2022 to 10.45 Euro gross / hour
<u>Extension of the Social Service Provider Employment Act (SodEG)</u>	28.10.2020 Next step: Approval of the Parliament	<ul style="list-style-type: none">▪ Agreement of the Federal Cabinet on an extension initially until 31.03.2021▪ Social service providers receive financial support through the SodEG if they are unable to perform their work on site due to the current situation. In return, they provide support if necessary (provision of manpower, premises and material resources).▪ The SodEG applies to all social institutions that provide their services on the basis of the SGB (with the exception of SGB V and SGB XI)

Employment Tracker

November 2020



YOUR BUSINESS LAW FIRM

Local presence: your contacts



Dr. Ulrich Fülbier

Head of labour and employment law

Prinzregentenstraße 22
80538 Munich
Tel. +49 89 3090667-62
ufuelbier@goerg.de



Dr. Thomas Bezani

Kennedyplatz 2
50679 Cologne
Tel. +49 221 33660-544
tbezani@goerg.de



Dr. Axel Dahms

Kantstraße 164
10623 Berlin
Tel. +49 30 884503-122
adahms@goerg.de



Burkhard Fabritius, MBA

Alter Wall 20 – 22
20457 Hamburg
Tel. +49 40 500360-755
bfabritius@goerg.de



Dr. Ralf Hottgenroth

Kennedyplatz 2
50679 Cologne
Tel. +49 221 33660-504
rhottgenroth@goerg.de



Dr. Christoph J. Müller

Kennedyplatz 2
50679 Cologne
Tel. +49 221 33660-524
cmueller@goerg.de



Dr. Lars Nevian

Ulmenstraße 30
60325 Frankfurt am Main
Tel. +49 69 170000-210
lnevian@goerg.de



Dr. Marcus Richter

Kennedyplatz 2
50679 Cologne
Tel. +49 221 33660-534
mrichter@goerg.de



Dr. Frank Wilke

Kennedyplatz 2
50679 Cologne
Tel. +49 221 33660-508
fwilke@goerg.de