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## Learn about your rights as soon as possible and get in touch with us!

Contact your trade union or a Fair Mobility Advisory Centre for more detailed information and answers to individual questions.

## ver.di - Vereinte Dienstleistungsgewerkschaft (United Services Trade Union)

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Responsibility for Fair Mobility lies with DGB (Executive Board). The project is being carried out in collaboration with GFAAJ (Gesellschaft des DGB zur Förderung von Arbeitnehmerinnen, Arbeitnehmern und der Jugend mbH), European Migrant Workers Union (EVW), Project Consult GmbH (PCG), DGB Bildungswerk BUND and Gewerkschaft Nahrung-Genuss-Gaststätten (NGG).

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## Fair Mobility | Advisory Centres for workers from Central and Eastern Europe

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fair DGB

Arbeitnehmerfreizügigkeit  
sozial, gerecht und aktiv

## Do you work as a truck driver in Germany?

Information for people  
from other countries  
who are working (temporarily)  
as truck drivers in Germany



englisch

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## Did you know that there is a statutory minimum wage in Germany?

In 2019 the statutory minimum wage is 9,19 € (gross). It will be raised to 9,35 € per hour in 2020. **\* All workers in Germany are entitled to this minimum wage.** Collective agreements for certain occupations may provide for a higher minimum wage.

**Hint:** The statutory minimum wage can be claimed **retrospectively** for at least 3 years.

## I am employed by a foreign company. Does the statutory minimum wage apply to me as well?

The statutory minimum wage applies to you as long as you are working (temporarily) in Germany, **regardless of whether you have an employment agreement with a German company or a foreign company.** The above mentioned minimum wage is valid even if you have signed a different agreement with your employer.

## For what times must my employer pay me?

You are also entitled to receive at least the currently applicable German minimum wage for time spent loading and unloading a truck, fuelling or inspecting or servicing the vehicle. You may also be entitled to a higher wage, depending on your employment agreement.

**Be sure to document** the beginning, end and duration of the periods during which you work every day, including breaks. Also note down the routes you drove, the times at which you crossed a national border and, if possible, the names of the persons with whom you worked.

**Attention:** Retrieve the data on your driver card every year and have the information sent to you in an Excel or ddd. format.

\* Statutory minimum wage is likely to be increased on 1 January 2021.

## Am I entitled to daily allowance/per diem (Spesen)?

You are not legally entitled to receive a daily allowance/per diem in Germany. However, this can be stipulated differently in your employment agreement or based on a valid collective agreement. Therefore, **read your employment contract carefully!**

## Are you familiar with the legal regulations on driving times and rest periods?

As a driver, you are required to comply with the legal regulations on **driving and rest periods.**

### **Caution: Never allow anyone to manipulate your driver card!**

You and your employer may be subject to a fine if you fail to comply with regulations on driving times and rest periods.

## Do you have sufficient health insurance coverage?

If you are employed by a foreign company, you should by all means apply for a **European Health Insurance Card (EHIC)** in order to ensure that you are entitled to receive health care in Germany as well. Should you need to contact a physician while you are on the road, you can call DocStop ([www.docstop-online.eu](http://www.docstop-online.eu)) to learn where to find **medical assistance** close by.

### **Hotline: 01805 112 024**

(Calls from the German landline 14 ct/min; through a German mobile phone provider maximum 42 ct/min; calls through foreign providers may cost more)

**We recommend:** Join a trade union as soon as you start working in Germany. Contact the union that represents your occupational group or an Advisory Centre if you are uncertain. If you are a member of a union in your home country, ask a representative of the relevant German trade union if your membership is recognized.

## What else should I keep in mind?

**Do not sign any document you do not understand.** In case of doubt, contact your trade union or a counselling centre.

If you work for a German employer, you should insist on a **written employment agreement.** At least, you can demand that your employer confirms the most important terms of your contract in writing.

Be sure to **comply with the applicable safety regulations** regarding speed limits, securing loads and maintaining safe distances in order to **prevent accidents.** If an accident occurs, normally the insurance company of your employer will have to pay. Under certain circumstances, however (e.g. in cases of wilful intent), you may be held personally liable.

**Please note:** German law does not recognize any limitation on liability.

In the event of an accident, you should **notify the police** immediately and remain at the scene of the accident until the police arrive and have obtained all necessary information.

You are not permitted to stop on the hard shoulder or emergency lane in Germany. This lane is **reserved for emergencies.**

Your employer is not permitted to deduct amounts from your wages (e.g. for overnight accommodations, cleaning and repair costs, in case of loss or damage to pallets etc.) without your approval. **You have the right to take legal action against such deductions!**

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