

DON'T SIGN AWAY YOUR RIGHTS!

Hey Zalando workers! Do you have questions about the upcoming layoffs? Tech Workers Coalition (TWC) prepared some answers to basic questions below!

1/ What happens if I am laid off?

Only a **signed** letter counts as notification of termination. You have 3 weeks from the date you are properly notified to file a dismissal protection lawsuit. After the 3 weeks, it is no longer possible to dispute the reasons or negotiate your severance package.

You never have to sign your first offer! You can always take your employer to court and get paid more.



**ORGANIZE
TECH WORKERS!**

2/ Do I have to sign my resignation offer?

NO! Don't allow anyone to put you under pressure to sign anything. You also run the risk of validating a procedurally invalid termination. Ask for some time to think it over and seek legal advice!

3/ Am I entitled to unemployment benefits?

If you were employed in Germany, paid into Arbeitslosenversicherung (unemployment insurance), and worked for at least 12 months in a 30 month period, you are entitled to receive unemployment benefits.

According to law, you must have worked for at least 12 months in a 30-month period and have paid into the unemployment insurance.

4/ What happens if I am not an EU citizen and I have a visa through my job?

It depends. If you are a Blue Card holder, you are guaranteed a minimum of 3 months to look for another job. You are also able to switch to a Aufenthaltserlaubnis zur Arbeitsplatzsuche (Jobseeker Visa) which should grant you an additional 6 months.

Remember you are still entitled to Arbeitslosengeld (unemployment benefits) like social compensation.

5/ How long will my health insurance last?

As you register as unemployed, your health insurance payments will be taken over by the Agentur für Arbeit (Employment Agency).

6/ What happens if I am not in a union when I get laid off?

If you join Ver.di union, there is a period of 3 months before the union can negotiate and enforce better conditions for you as a worker. Unfortunately, if you have not joined the union 3 months prior to being laid off, you won't benefit from free legal advice and representation in labour court.

7/ How can I support my coworkers who are laid off?

- Inform them of their rights!
- Join Ver.di, a German trade union for tech workers!
- Direct them to TWC!

Are you concerned? Do you want to learn more about worker's rights and how you can make a difference in the tech world with mass scale layoffs?

Learn about these topics and the answers to other questions like:

What is a works council?

What is a union in Germany? How do I join one?

What is the difference between a works council and a union?

Join us at an online Q&A session on **March 29th 2023 at 18:00!**

Learn more at our website techworkersberlin.com.

