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## Your Hardship Case with the Works Council

1 message

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**Works Council Personnel Committee** <woco-se-personnel-committee@hellofresh.com>

Fri, Jun 21, 2024 at 11:39 AM

To: Christoph Brücke-Wendorff <christoph.bruecke@hellofresh.com>

Cc: Works Council SE - Personnel Committee <woco-se-personnel-committee@hellofresh.com>

Hello Christoph --

We received your hardship case recently, and are writing to provide you with an update. Have you requested a remote contract from your manager/leadership as of yet? This would be a good first step. We recommend this is done in writing, with the information you have shared with us, as well as how it impacts your work (or not). In addition, if you have any previous agreements with your management in writing, it may be worth adding to the request. If your manager is willing to do this, we are optimistic you have a chance at improving this situation.

In the cases of the needs of caretakers and those with unreasonable commutes, the company has not agreed to consider these exceptions and refused to issue transfer hearings for the Works Council to weigh in. Unfortunately, that means we have limited options available. While we hope they will eventually listen to the needs of the parents of HelloFresh through the ERG channel, we can only suggest what's possible to you now.

Aside from the kita spots and Kid's Corner options suggested by the Company, we have gathered additional information that may prove helpful. Most of these are linked on our [resources](#) page, and can be further explored there and/or with a Works Council member at [Consultation Hours](#).

1. Part time employment
2. Parental leave - if it has not been used fully
3. Act on Family Caregiving Leave
4. Sabbaticals
5. Medical certificate (if applicable): If it applies to you, this may be a route to consider. In order to be approved, the company requires a medical certificate (*ärztlichen Bescheinigung* in German) to the company, and the terms must be unambiguous, including effective dates. Anything that is a recommendation or other such language will not be approved, as the Company views that this is not in line with the Works Agreement. We recommend that you take the page of the Works Agreement to your doctor, and let them know.

We understand that such a long commute and caretaking duties to balance with work, this is a stressful transition, and hope that this will help provide you with some additional options.

We also encourage you to continue to share your feedback with us, as well as the FreshParents ERG and leadership of HelloFresh to make HelloFresh a better place for working families.

Please reach out to us if you would like to schedule a call and discuss any of these points further.

In solidarity,

Your Works Council

**Works Council Consultation Hours:**

Wednesdays & Thursdays, 11:30-13:00

@ Berlin Campus - Cacio e Pepe (L1)

Visit our [intranet page](#) for more information on who we are and what we do!

Works Council of HelloFresh SE | [Prinzenstraße 89](#) | 10969 Berlin, Germany

Email: [woco-se@hellofresh.com](mailto:woco-se@hellofresh.com)

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