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Factsheet for case **DE-2020-13/715**

Collective corona-protection agreement on short-time working in system catering

Factsheet generated on 08 May 2020, 07:16

Country	Germany, applies nationwide
Time period	Temporary, 27 March 2020 - 31 December 2020
Type	Bipartite collective agreement
Category	Employment protection and retention – Income support for people in employment (e.g. short-time work)
Case created	17 April 2020 (updated 05 May 2020)

Background information

For halting the spread of the COVID-19 virus, government locked down restaurants and hotels, only delivery and pick up services are allowed. The measure has an enormous impact on the employment situation of the sectoral workers.

The food, restaurant and hotel workers union NGG, an affiliate of trade union confederation DGB, negotiated with two employer organisations to address the situation - with very different results. The federal association of hotel and restaurant employers DEHOGA has rejected to negotiate an agreement on short time working at all whereas the federal association of system caterers BdS was willing to conclude a Corona protection agreement with some favourable conditions. The new agreement came on top of a sectoral arrangement concluded by the union NGG and the employers' organisation BdS (covering 120,000 workers), agreed in early March which stipulates a wage rise up to € 12 per hour until 2021.

Content of measure

The NGG-BdS Corona protection agreement aims at avoiding direct dismissals and at supporting businesses (often franchises) by settling that in case of need:

- the employers shall apply for short time working with the federal employment agency;

- that they shall raise the standard short time working allowance paid by the federal employment agency (60% of net monthly wage for workers without children, 67% for workers with children) to up to 90% of the net monthly wage; and
- that workers shall be covered by dismissal protection until two months after the end of the short time working period.

The agreement covers about 120,000 workers represented by the affiliates of BdS, a.o. McDonalds, Burger King, Starbucks and Pizza Hut.

Use of measure

The companies make use of the short time allowance but we do not have data.

Actors, target groups and funding

Actors	Target groups	Funding
Social partners jointly	Employees	Employer National funds

Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Other

Agreed by NGG and BdS

Sectors and occupations

This case is sector-specific (only private sector).

Economic area	Sector (NACE level 2)
I - Accommodation And Food Service Activities	I56 Food and beverage service activities

This case is occupation-specific.

Occupation (ISCO level 2)
Food preparation assistants

Sources

- 17 March 2020: Corona-Schutz-Tarifvertrag
- 20 March 2020: Personalpartnerschaft McDonalds-Aldi (www.haufe.de)