

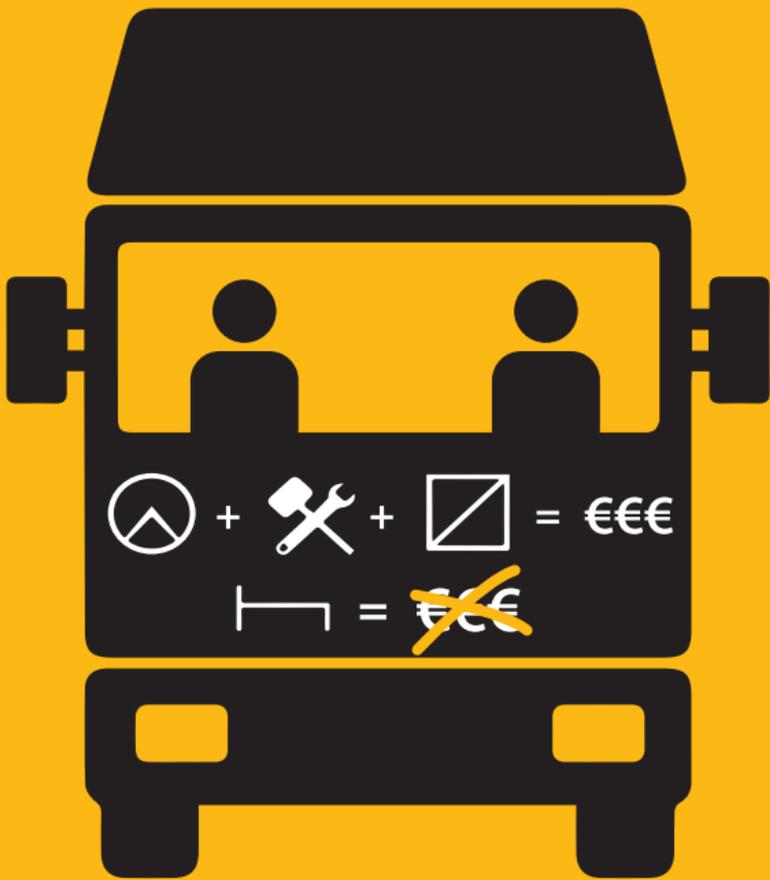
fair

DGB

Arbeitnehmerfreizügigkeit  
sozial, gerecht und aktiv

## Do you drive trucks in the EU?

Your rights & our support



englisch

ver.di

## Your rights!

There is a statutory minimum wage in Germany.

It has been at **12 euros gross per hour** since October 2022, it is set to rise to 12.41 euros from 2024 and to 12.82 euros from 2025.

$$\text{⌄} + \text{🔧} + \text{☑} = \text{€ 12/h gross}^*$$

For work in other EU countries you often have an even higher wage entitlement. In the Netherlands, for example, it is € 14.65 h. This also applies if you have signed an employment contract abroad.

In most cases, on international routes, your employer must pay the higher minimum wages of the countries where you are driving.

This is precisely why, since February 2022, you have to record in your speedometer at every country border that you are driving into another country.

## You are not fully paid for the 13-15 hours of work & standby?

That's what happens to most drivers. For this reason we recommend that you document your working hours. In Germany, unpaid minimum wages can be claimed for the last 3 years. If you want to do this, you must be able to prove all working and on-call times.

Be prepared! Maybe you will change companies next year? A job change is always a good moment to get even with your former boss!

### Example

Pay entitlement for a 15h day  
with minimum use  
of ⌄ symbol

⌄	8:30 h
🔧	1:30 h
☑	3:30 h
⌄	2 x 0:45 min = 1,5 h

$13,5 \text{ h} * \text{€ } 12 = \text{€ } 162$

Penalty for violation  
of 561/EU = € 0

**€ 162\***

\* This is an example. The wage of €12 is based on the applicable minimum wage in 2023! The minimum wage will increase in subsequent years!

## Document working hours!

The tachograph is not just a control instrument - you can treat it like a cash register in which you register your wage claims!

**Attention:** The employer does not have to pay wages for hours that you have registered using the bed symbol.



### Register only these times with the bed symbol:

- legally prescribed breaks of 45 minutes
- daily rest periods of 9 or 11 hours and
- weekly rest periods of 24 to 45 hours
- holidays and sick days

Most of the time, you can register all other hours with one of the three symbols for which the employer must pay wages - without facing a penalty.

### Use the envelope symbol

Often you are available for the employer for 13 to 15 hours. Then, in addition to the driving time and the active other working time, you should also register the standby time in the tacho (and thus also on your driver card)!

**Stand-by time must be paid.**

Every time you cross a country border, you make an entry in the tachograph. This way you can prove in which country you are entitled to which wage.

## Create a personal evidence archive!

Take a photo of each waybill (CMR) and save it!

- Your driver card is valid for 5 years and the employer must read it out every 28 days
- The chip of your card can store your activities of the last 6 months
- You can read this data from the card yourself – without anyone else noticing!

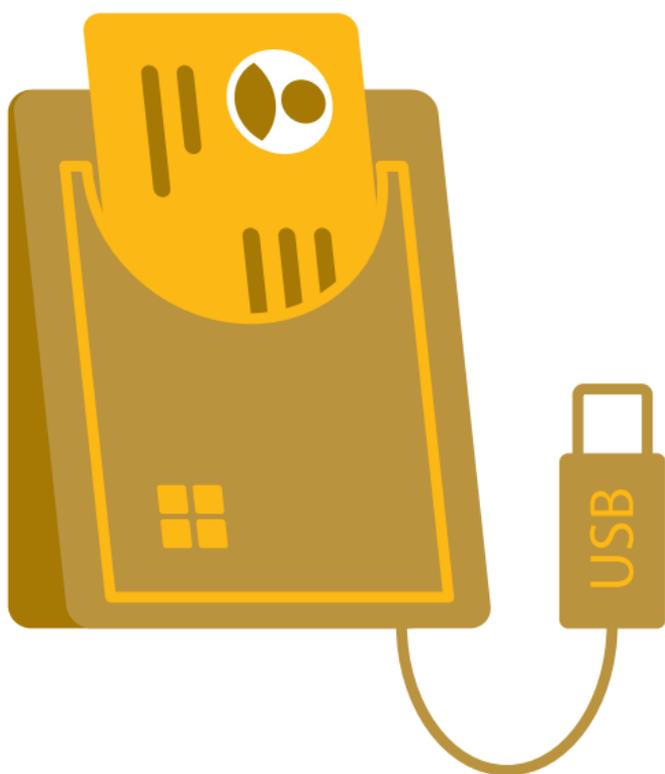
**Read out your driver card twice a year** and save the digital data (in .ddd or .xlsx format) on a private device (computer, USB stick, mobile phone...)!

This way you will have proof of your working hours.

## Where and how can you have your driver card read out or read it out yourself?

Ask another forwarder, for example, so that your employer does not become suspicious. Have the electronic data saved on a stick or sent to you by e-mail!

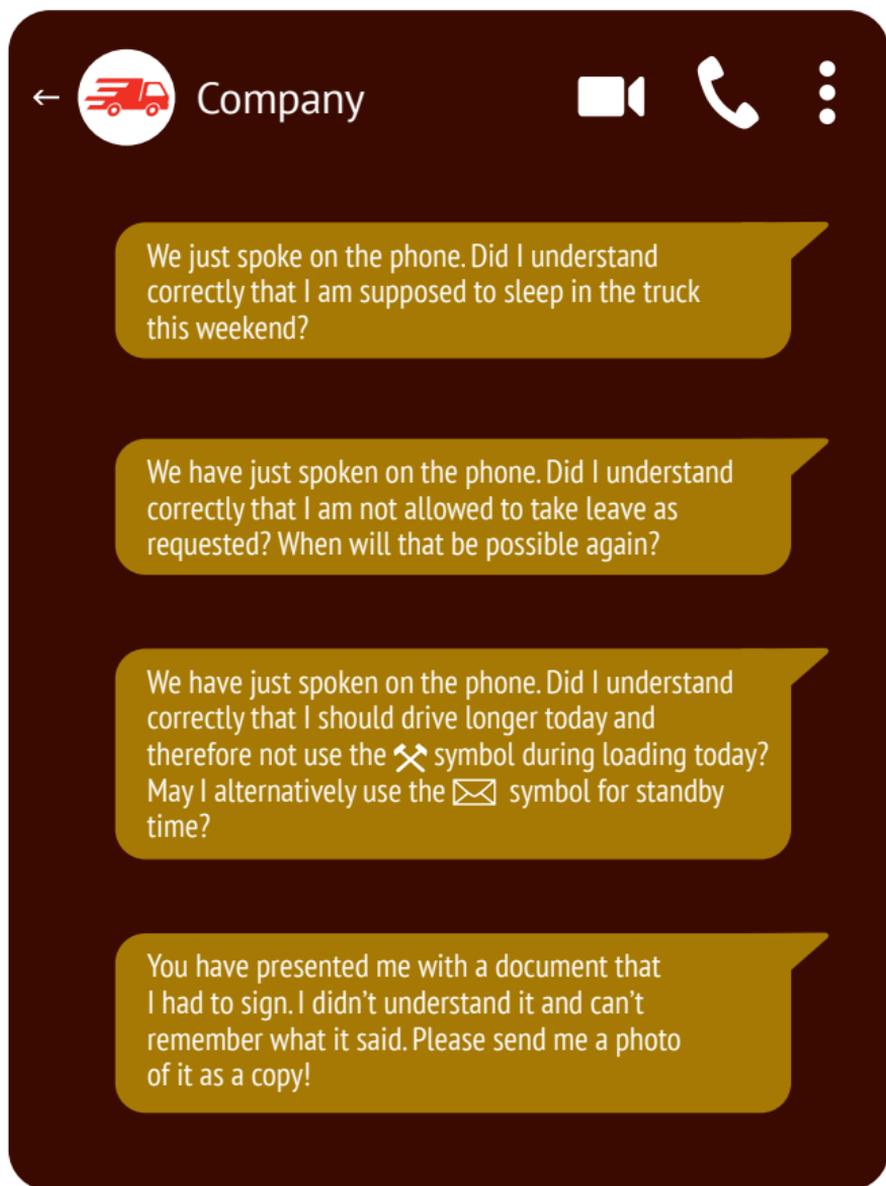
The best thing is to buy a reader yourself. You can buy one for about 30 €! Colleagues should support each other in this!



## When your company puts you under pressure

Many drivers report that they are pressured on the phone by their company. The content of such phone calls is difficult to prove afterwards. But you can try to write a message to your company to “log” such incidents.

Some examples:



The more evidence you have of how your company treats you, the better. Evidence helps in inspections and in negotiations if you want to claim wages. Collect or photograph all documents. Also take pictures of notices with rules and instructions at the company headquarters. Do not sign anything you do not understand.

## Support!

Advice centres can support you if you want to assert your rights before a German labour court - this also applies if you have signed your employment contract abroad! Advice centres offer you a free initial consultation.

Call the free hotline of Faire Mobilität:

### **Bosnian-Croatian-Serbian**

**0800 0005776** / [upit@faire-mobilitaet.de](mailto:upit@faire-mobilitaet.de)

### **Bulgarian**

**0800 1014341** / [konsultacia@faire-mobilitaet.de](mailto:konsultacia@faire-mobilitaet.de)

### **Hungarian**

**0800 0005614** / [tanacsadas@faire-mobilitaet.de](mailto:tanacsadas@faire-mobilitaet.de)

### **Polish**

**0800 0005780** / [doradztwo@faire-mobilitaet.de](mailto:doradztwo@faire-mobilitaet.de)

### **Romanian**

**0800 0005602** / [consiliere@faire-mobilitaet.de](mailto:consiliere@faire-mobilitaet.de)

### **Czech**

[poradenstvi@faire-mobilitaet.de](mailto:poradenstvi@faire-mobilitaet.de)

### **Russian**

[informacija@faire-mobilitaet.de](mailto:informacija@faire-mobilitaet.de)

Unions are committed to fair wages for all. This can only be done together. Truck drivers in Germany are organized in the trade union ver.di. [www.verdi.de/ueber-uns/verdi-international](http://www.verdi.de/ueber-uns/verdi-international) provides information on membership in many languages.

**Inform your colleagues and pass on this flyer!** You can also forward the link to our information platform: [www.faire-arbeiten.eu](http://www.faire-arbeiten.eu)

You can find the direct contact to our counselling locations at:

[www.faire-mobilitaet.de/beratungsstellen](http://www.faire-mobilitaet.de/beratungsstellen)



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