

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
<b>Salary</b>		
<b>National minimum wage increases</b>	Minimum wage increases to €9,19 per hour. Effective date: January 1, 2019.	Update payroll and ensure current rates of pay are compliant.
<b>Flexible working</b>		
<b>“Bridge Part-Time Work Model”</b>	(1) The “Bridge Part-Time Work Model” (Brückenteilzeitmodell) now allows employees to demand that their employers reduce their contractually agreed working hours for a predetermined period of time (between one and five years). (2) The employer must have genuine operational reasons to refuse a request. (3) Afterwards, employees are entitled to return to their full-time role. Effective date: January 1, 2019.	(1) Become familiar with the new rules. (2) Implement an updated policy to address the new rules, clarifying how and when an application can be made.
<b>Employee benefits</b>		
<b>Employer and employee health insurance contributions become equal</b>	Mandatory health insurance contributions will now be equal for both employers and employees. This means employees will pay less and employers will pay more. Effective date: January 1, 2019.	Update payroll and ensure correct contributions are made.
<b>Employee benefits</b>		
<b>Further education funding available for eligible employees</b>	Certain employees are entitled to ‘further education funding’ from the Federal Employment Agency to pay for further education to assist with digital changes to their working environment and practice. This will likely be attractive to employees whose professional qualifications date back several years. Effective date: January 1, 2019.	Become familiar with the new rules.

This is a high level general update only. Legal advice should be obtained on specific circumstances.