

Labor law part 3 (Arbeitsrecht Teil 3)

The core topic of termination: Important knowledge for works councils

As a works council, you are constantly dealing with the termination of employment relationships. In order to be able to make consistent use of your participation rights and support affected colleagues, you must have the necessary specialist knowledge. The third part of the basic seminar will therefore clarify the most important labor, social and tax law issues relating to dismissal, termination agreements and severance pay.

Die Fakten



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Dieses Thema eignet sich für

All members of the works council of the company



Dieses Thema gibt es auch als

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In diesem Inhouse-Seminar lernen Sie*:

Basic knowledge about termination

- What types of termination are there and what does the law say?
- Written form and receipt of notice of termination - this is what matters!
- Contractual penalties and repayment obligations under employment contracts

Dismissal with notice - what needs to be considered?

- When does the Dismissal Protection Act apply and what deadlines must be observed?
- Correctly assessing the risk of dismissal due to illness
- Termination for conduct without warning - is that possible?
- Checking the social justification of dismissals for operational reasons
- Can the employer also reduce the salary by giving notice of change?

Important information on extraordinary termination (without notice)

- When is there "good cause" and what deadlines does the employer have to observe?
- Correctly assessing the role of social data in a termination without notice
- Knowing the requirements for termination on suspicion and termination under pressure as special forms

Alternative to dismissal: The termination agreement

- Content and form - what is mandatory in a termination agreement?
- What does the employer have to point out in the termination agreement?
- Threat of termination: Knowing the requirements for a rescission

Your participation rights as a works council in the event of termination of employment relationships

- Concerns vs. objections: The works council's options for action
- Know the consequences of non-compliance with participation rights
- Helping the employee to obtain a right to continued employment
- Get an overview of the process of an action for protection against dismissal

Employer obligations upon termination of the employment relationship

- Certificate of employment and certificate of remaining leave: You are entitled to this!
- What applies to overtime worked?
- Simple and qualified references: What is the difference?

Social security and tax law issues

- Unemployment benefit: What you should know about the qualifying period and offsetting severance pay
- Understanding the tax treatment of severance payments

** Möchten Sie den Inhalt anpassen? Lassen Sie es uns wissen, und wir erstellen einen Plan, der genau auf Ihre Bedürfnisse zugeschnitten ist.*