

Newsletter no. 18

In focus: Break from your job?

Topic

Flexible time off

Many employees want flexible working hours. One particular wish in this area is a longer sabbatical. Traveling for three months, spending half a year immersing into a foreign language ... anything goes, nothing has to. This dream can become reality. There is no legal entitlement to a sabbatical, but you shouldn't let that stop you.

Of course, such a break has got to be financed and you don't want it to jeopardize your career. There are various ways to take a break from your job. In the "Service" section on page 2, we therefore present some key aspects that you should consider when thinking about a sabbatical. This much in advance: in companies with a well-functioning representation of interests, collective agreements and works agreements make it much easier for you to obtain a sabbatical with fair conditions from your employer.

As with so many things, the devil is in the detail when it comes to sabbaticals. Suddenly questions arise such as whether you are still entitled to paid leave during your sabbatical (see page 4, under "Legal").

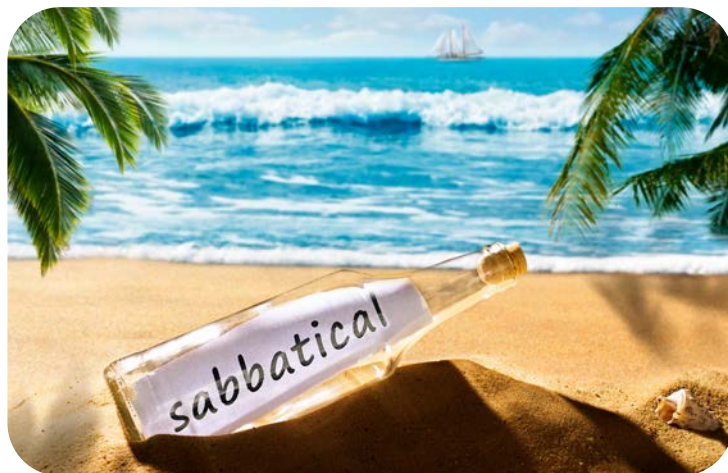


Photo: gopixa / AdobeStock

IGBCE's legal protection service will of course help you with any problems relating to a sabbatical.



[Read more here ...](#)

And if you want to dream a little, you can find inspiring ideas for a sabbatical here.



[Read more here ...](#)

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What's your path to a time out?

Who doesn't sometimes dream of taking a longer break from work? We certainly do from time to time – even if we wouldn't go for this dream during the IGBCE congress year, this time is far too exciting for that!

We would like to know from you: Did you ever take a sabbatical? If so, where did you find support, what obstacles were placed in your way? Or if you have been hesitating to take a time out: What is the reason? What are you missing?

Feel free to write to us at kontakt@kaat.net. You can also contact us at this address if you have any topic requests or questions that we can answer in the newsletter.

But now: Have fun with the 18th KAAT newsletter!

Service

Ways to a sabbatical

What options do you have for organizing a longer break from your job?

Keep an eye out if your employer suggests you resign and start with a new contract after your break: Will you get "your" job back or another one? And on what terms? You should also bear in mind that there are entitlements that depend on the length of employment. If you sign a new employment contract after your time out, the clock starts from zero again, so to speak. You

will therefore have to wait longer for benefits such as an anniversary bonus or longer notice periods.

Another option is to agree upon unpaid special leave with your employer. This means that your employment contract remains intact and the entitlement clock is only paused, so to speak. However, as the special leave is unpaid, you will need a financial cushion. If you haven't inherited anything, you'll need to live frugally for a few years beforehand.

Probably the most convenient option is to accumulate working time in a long-term account. Here you can put in overtime, a certain number of vacation days or even special payments and take them out later for your break. This option also takes a while until you have enough credit for a longer break - but: you don't have to touch your normal salary and will continue to be paid during your sabbatical.

Unfortunately, long-term accounts are not available everywhere and there is no legal entitlement to a sabbatical either. All the better if collective agreements and/or company agreements create structures and "rules of the game" that you can use. So that nothing stands in the way of a successful sabbatical.



Photo: B. B. / AdobeStock

Events

Sometimes I'm caught between two chairs

How do I make my everyday management life easier

As a manager, you constantly have to deal with conflicting demands. Here you will learn how to make your day-to-day management more efficient and successful - for you as a manager, for your team ... and for your own manager. You will be given practical tools to help you put together clear work packages, identify and integrate needs and find a balance between praise and constructive criticism. This will help you master your challenging day-to-day work and lead with more ease.

Seminar (suitable for educational leave),
from 20 to 25 July 2025 in Haltern
(seminar number: HV-002-572401-25)



More Info and registration ...

Co-determination for highly qualified employees: works council, spokesperson committee & co.

Employees and executives can rely on representation by works councils or spokesperson committees in the company. These committees are not just a "grievance box", but have statutory rights to representing interests. If you want to know who is responsible for you - which also means: who you vote for and for which committee you can stand for election - what rights these committees have and how they become effective, this event is the right one for you.

Online seminar, on 29 April 2025,
from 16:00 to 18:00 (seminar number:
HV-003-5710401-25)



More Info and registration ...

From the regions

KAAT Hub South picks up speed

"I want to do my part to make KAAT employees and their interests more visible in our organization!" When you meet Dieter for the first time, you quickly realize how passionate he is about the IGBCE and, above all, about his new role in KAAT. He knows from his own experience the hurdles and challenges that KAAT employees face in their day-to-day work.

Dieter has a PhD in biology and most recently worked in a large analytical laboratory, where he was also deputy chair of the works council. In 2020 we were able to recruit him as a full-time official for the IGBCE and since October 1, 2024 he is Secretary for the KAAT Hub South. It includes the districts of Ulm, Nuremberg, Munich and Altötting. Many pharmaceutical companies are based here - a home game for Dieter, so to speak.



Foto: PicturePeople Nürnberg

Great to have you here, Dieter! The KAAT Hub South can look forward to working with an extremely dedicated colleague.

Service

A small anniversary: the 5th KAAT Dialogue



participants of 4th KAAT-DIALOGUE 2024 | Photo: Nadine Cardenão

"AT or not AT, that is the question", 'AI for beginners' and 'Focus on working hours' are our top topics for the 5th KAAT Dialogue. The participants of the previous dialogues voted. Thank you very much for all the feedback!

The KAAT Dialogue is our annual conference for KAAT members, their works councils and store stewards. This year we are inviting you to Hanover: On July 4 and 5, there will be input on many topics, discussions as well as time for an intensive exchange - and of course we want to celebrate the "small" anniversary with you. Participation, hotel room and meals are free for IGBCE members!

4 and 5 July | Conference | Hanover 5th KAAT-DIALOGUE by IGBCE

Works councils have the option of booking the dialogue in combination with the seminar "Successful project work in the works council" on the previous day.



[More Info and registration ...](#)



[More Info and registration ...](#)

Legal

Paid leave entitlement during a sabbatical?

Compared to previous decisions, the Federal Labor Court has changed its opinion in March 2019 and ruled that no statutory leave entitlement arises during unpaid special leave (ruling from March 19 2019, case reference: 9 AZR 315/17).

The judges argued that during the sabbatical, the main obligations arising from the employment contract are temporarily

suspended. As employees are therefore not obliged to work during this time, they are not entitled to statutory paid leave.

This view was also confirmed in February 2024, when an employee of the state of Berlin who had taken a five-month sabbatical in 2022, wanted to claim 14 days' leave from this period. Her claim was rejected.

Co-determination in the IGBCE Our way to the congress

In October 2025, the 8th Ordinary Trade Union Congress of the IGBCE will take place in Hanover. The democratic participation process is already underway: at the end of January, the delegates' conferences in the 41 districts began. Until the end of March, around 3,200 delegates vote on motions on a wide range of topics. In May, this will be followed by the eight regional delegates' conferences with almost 700 delegates who will decide on the final motions for the congress. This is democracy in action.

The Ordinary Trade Union Congress of the IGBCE is the highest decision-making body of our organization. It deals with IGBCE's strategic guidelines and political direction for the next four years.



Photo: Leo Kölzer / IGBCE

This much we can reveal: There are some motions for the further development of KAAT! You can follow the process up to the votes at the congress here:



[Read more here ...](#)



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