Reviewed: April 2017

Working Hours Executive Employees

Executive Employees are not subject to any working time regulations; in fact, the terms of the employment contract are determined by the function of the respective Executive Employee, and the proper fulfillment of the tasks associated with this function. Due to their work-related autonomy and the resulting flexible working hours, Executive Employees are not subject to any schedules or documentation thereof. However, the company's regular working hours shall be regarded as a guidance to provide for a proper work routine at the particular plant.

Any amendments to collectively agreed working time regulations do not have an effect on the working hours of the Executive Employee since their assigned tasks will not be affected by these amendments.

Insofar as time not worked will typically be credited against the annual vacation entitlement of Non-executive Employees, this will also apply to Executive Employees; insofar as make-up work in advance of or following time not worked is typically being performed on Saturdays by Non-executive Employees, Executive Employees will also perform work in their areas on Saturdays.

If a plant closes temporarily (e. g. bridging days), and the existing company agreements do not typically provide neither for the crediting against vacation entitlement nor for make-up work on Saturdays in advance of or following a temporary plant closure, but for different types of settlement (such as accruing time credits on flexitime accounts), Executive Employees may have at their disposal to take days off without crediting them against their vacation entitlement, provided that such flexibility is covered by their individual autonomy as to when they fulfill their assigned tasks.

The principles outlined above form part of the contracts of employment of the Executive Employees.