

Termination

A termination must be given **in writing on paper** (no text messages, WhatsApp or e-mail). Your employer has to inform you in good time, for example 1 month ahead. The deadline is stated in your contract.

Protect your rights

- Write down how many hours you have worked every day.
- Keep a copy of your time sheet.
- Only work as many hours as are specified in your contract.
- Never sign documents you do not understand.
- Join a trade union to protect your work rights in the long term.



Advice on your work rights:
www.bema.berlin

Das BEMA wird gefördert von der Berliner
Senatsverwaltung für Arbeit, Soziales, Gleichstellung,
Integration, Vielfalt und Antidiskriminierung. Träger ist
Arbeit und Leben Berlin-Brandenburg gGmbH.



Work rights in the hospitality sector



You work in a restaurant, café or takeaway in Berlin? You have rights!

Find out more and protect yourself from exploitation.

Working hours and breaks

- You may work a maximum of **10 hours a day** and 48 hours a week.
- The law states that if you work for 6 hours, you must take a **30-minute break**. If you work for 9 hours, you are entitled to a total of 45 minutes break.

Minimum wage

- In Germany, your employer must pay you at least **13,90 €** per hour (in 2026). In 2027, the minimum wage will be 14,60 € per hour.



If you get sick

- Let your **employer** know as soon as possible that you are sick. Then go to the **doctor**. A sick note will be sent from your doctor to your health insurance provider automatically.
- Your contract states when you must get the doctor's sick note (usually on the **first day** you cannot work).
- You have to tell your employer **for how long you** won't be able to work. You don't have to tell your employer what illness you have.
- Your employer must continue to pay your full **wages for up to 6 weeks** while you are sick.
- If you have the same illness for **more than 6 weeks**, you must apply for sick pay from your health insurance provider. In this case, you will receive less than your full pay.
- If you get sick **during your vacation** and have a sick note from your doctor, those days do not count as vacation days and you can preserve them.

Paid vacation/holiday

- You have the right to take a **vacation** and you will still receive your **regular wages**, even if you work part-time or have a mini-job.
- If you work 5 days a week, you are entitled to at least **20 paid vacation days** per year.
- Ask for vacation **as soon as possible and in writing**. Your boss can only say no to the dates you have chosen if he has important reasons.
- In the **first six months of a new job**, you can take a percentage of your total vacation days each month.
- You must use your vacation days **by the end of December**. You can only use remaining vacation days in the following year if you have important reasons.
- You do not lose unused vacation days automatically. Your employer must **inform you** in good time and in writing about your remaining vacation days.
- If you **leave your job** (for example due to a termination) and still have unused vacation days left, they must be paid out to you.