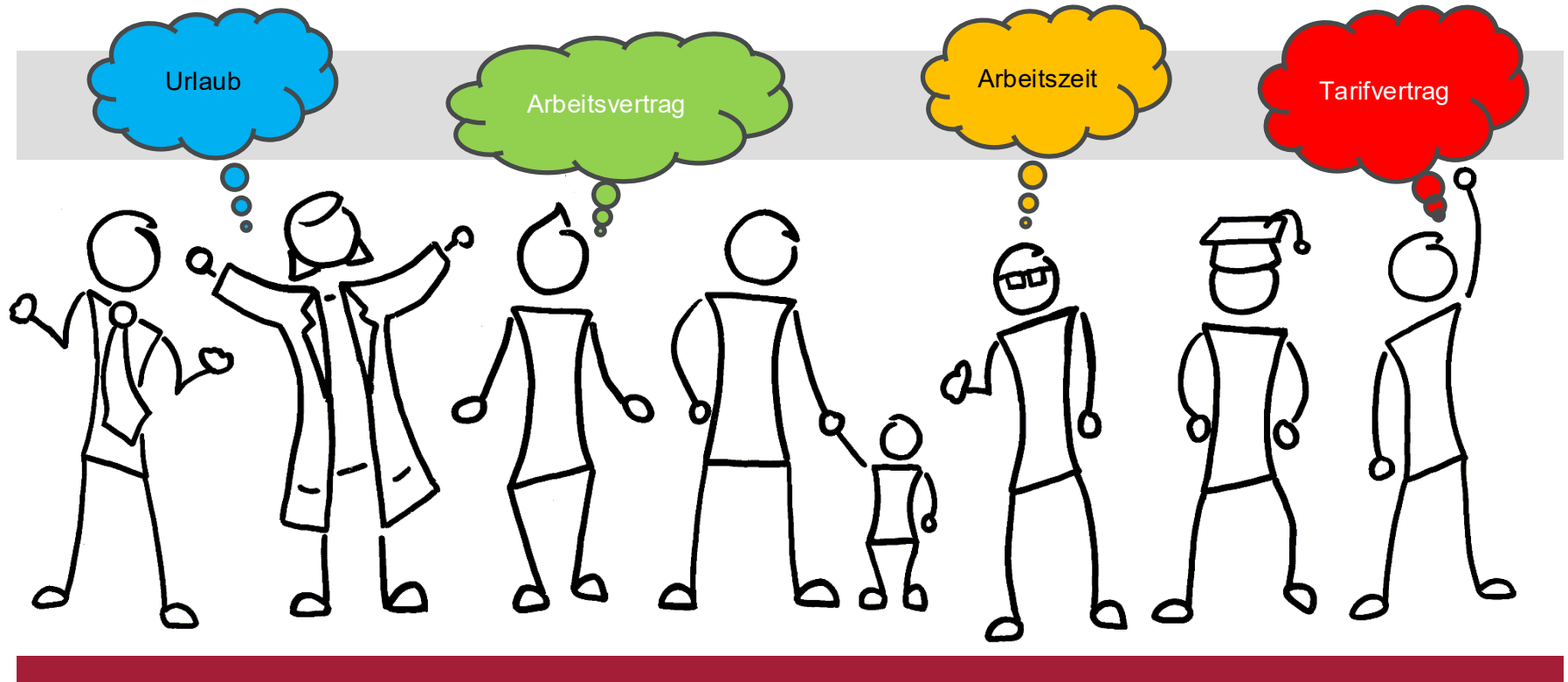




Personalrat



Staff Meeting 22. Januar 2026



Agenda

- Welcome. What is the staff council and is it responsible for student employees?
- Rights of student employees (holidays, working hours, continued payment of wages, etc.)
- TV-Stud – a collective agreement for student employees – Doreen Bormann, trade union secretary ver.di Fils-Neckar-Alb and Felix Kohler,
- TV Stud Initiative Tübingen
- Employment of student workers at the university. Remuneration as a student assistant or according to the TV-L collective agreement
- Discussion (20 min.)
- Closing remarks



Rights of student and research assistant employed by universities

Staff meeting for student and research assistants
22 / 1 / 2026

Frequent Problems

No holiday?

Sick and
received no pay?



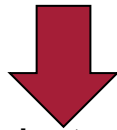
What if the next
assignment turns
out worse?

What's an
employment
contract?

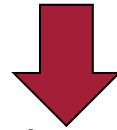


Your rights – employment law

- Regulates comprehensive areas of an employment relationship



Applicable to all employees



Hence, also to student and research assistants



1. Your rights at work

- 1.1 The employment contract
- 1.2 Sickness
- 1.3 Holiday and breaks
- 1.4 Dismissal
- 1.5 Specific issues in higher education
- 1.6 Staff council



1.1 The employment contract

At a minimum, the employment contract must include the following:

- The name and adresse of the each party to the contract;
- the start date of the employment relationship;
- for fixed-term contracts: the expected duration of the employment relationship;
- the place of work;
- a brief description of the tasks and responsibilities to be carried out by the employee;
- The composition and amount of the wage including surcharges, allowances, bonuses, and special payments, as well as other components of the wage and their due dates.
 - Pay: without BA: 13,98; with BA: 14,87; with MA: 20,22€



1.1 The employment contract

- the agreed working time;
- the length of the employee's annual leave entitlement;
- the notice periods for termination of the employment relationship;
- a general clause referring to any collective bargaining agreements, works agreements, or service agreements applicable to the employment relationship.
- You are entitled to receive a written employment contract no later than four weeks after the commencement of employment;
- The minimum requirements for an employment contract are set out in the *Nachweisgesetz*.



1.2 Sickness

- Continued payment of wages in the event of illness also applies to student employees:
 - After a duration of four weeks of employment
- For up to six weeks – with full pay.
- In case of flexible working times:
 - If a shift was scheduled, you are entitled to the corresponding pay in the event of illness.
 - In cases of longer-term illness, remuneration is calculated based on the employee's average earnings.
- Important: a medical certificate must be provided to the employer without delay, at the latest on the third day of illness.



1.3 Holidays and breaks

- **Statutory holiday:**
 - 24 working days (based on a six-day working week) = four weeks.
 - With a two-day working week, the leave entitlement amounts to eight days.
- **Collectively bargaining leave entitlement:**
 - 30 work days (assuming a 6-day working week) = six weeks
- **Student and research assistants:**
 - Holiday entitlement table converted into hours.
- **Breaks:**
 - After six to nine hours of work, a break of at least 30 minutes.
 - After nine hours of work, a break of at least 45 minutes in total.



1.4 Dismissal

- *Kündigungsschutzgesetz* applies to all employment relationships that have existed for more than six months.
- A dismissal must be justified on one of the following grounds:
 - Related to the employee's person
 - Conduct-related
 - Operational (e.g. business related)



1.5 Situation at universities

- At universities, supervisors are usually also lecturers or examiners in your department
- As a result, asserting one's employment law rights is often more difficult.
- However, at the University of Tübingen the following rules apply:
 - **Leitlinien für guter Führung (Guidelines for good leadership)**
 - **Leitlinien für gute wissenschaftliche Praxis (Guidelines for good scientific practice)**
 - **Richtlinie gegen Diskriminierung, sexualisierte Belästigung und Gewalt sowie Machtmissbrauch (Policy against discrimination, sexualized harassment and violence, and abuse of power)**
 - **Verfahrensordnung für wissenschaftliches Fehlverhalten (Procedural regulations on scientific misconduct)**



1.6 The Staff Council

- Staff council members are elected by employees (you have voting rights) and possess legally enshrined co-determination rights.
- In Baden-Württemberg, the staff council holds consultative participation rights in matters concerning student and research assistants. That means that the staff council can be informed by the university management and may issue opinions or objections; however, it has no veto power over measures (§ 99 Abs. 3 LPVG BW).
- The staff council can only become active, if this is requested by the employee, regarding the following measures:
 - Hiring
 - Contract extension
 - Change in working hours
 - Outside employment
 - Part-time employment – Unpaid leave
 - Dismissal



Employment of student assistants at the university: remuneration either as a student assistant or to the TV-L (collective bargaining agreement of the German states)

- Employment under the collective agreement (TV-L) applies to all jobs listed in the official pay scale of the federal states (*Entgeltordnung*). Employees also receive the rights set out in that agreement, such as annual bonus payments, paid leave, and protection against dismissal.
- Under the *Landeshochschulgesetz* (LHG), research and student assistants help with research and teaching and provide support to students in tutorials. Research assistants whose duties are primarily teaching-related may be conferred the designation 'Teaching Assistant' by the dean.



The agreement concluded in the Länder collective bargaining negotiations on 9 December 2023

IX. Student employees

1. a) Minimum contract length

As a rule, one year; shorter or longer terms in justified cases.

b) Minimum hourly wages (without completed degree)

aa) From summer semester 2024 at least 13,25 Euro.

bb) From summer semester 2025 at least 13,98 Euro.

cc) In the next round of collective bargaining, the parties to the agreement will, inter alia, renegotiate the adjustment of the minimum remuneration rates.



Many thanks for attending!

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