



Statement (english)

Dear audience,

the artists working on and behind the stage give their all for art and therefore everything for you. That's great and it should stay that way.

However, in recent decades, the number of productions has increased nationwide and the number of employees has decreased at the same time, meaning that the lack of working time regulations in our collective agreement "Normalvertrag Bühne", or "NV Bühne" for short, is making life difficult for many colleagues. That is why we are standing in front of them today as part of the nationwide campaign "#StoppNVFlatrate" and asking for their solidarity.

We usually go to work twice a day. We rehearse during the day, and if there's no performance in the evening, we rehearse too. That goes on until 10 p.m. or sometimes until 11 p.m. or midnight before the premiere. And it continues the next morning.

At some theaters, rehearsals take place outside, because the rehearsal location and the performance venue are not always the same. This means longer journeys. Rehearsals take place on Saturdays and performances on public holidays. There are no rehearsal time limits for the majority of artistic staff. In addition, working hours can be changed daily by the theater. There is no right to have a say. Planning security = zero. It has already happened that colleagues have not had a weekend off for years.

The year is determined by the performance schedule and rehearsal schedule, you can compare it to a flat rate: get paid once - be available almost all the time.

But let us briefly hear from three affected voices.

"No daycare center provides the kind of care the theater needs. Every month, we spend up to €900 on childcare. Several babysitters have already left us because our constantly changing schedules became too strenuous for them."



"My son is seriously ill. Finding out the day before whether I should work or not is extremely difficult for me and the doctors at the HOSPITAL. I can never give reliable assurances that I'll be able to accompany my son and my husband constantly has to submit vacation days at short notice, which means he loses his well-deserved vacation."

"A lack of working time regulations makes me a permanent supplicant. I've had to cancel my participation at short notice (!) several times so far: birthday, shoot, CONFIRMATION, reading, casting, wedding, excursion, sports, doctor's appointment, meetings with friends, etc ..."

Even if not all of us feel the same way, because we can counteract some evils through company agreements, solution-oriented theater management or simply larger ensembles, these statements affect us very much.

That is why we would like to see appropriate working time regulations that create predictability and relief anchored in our NV Bühne collective agreement.

Dear audience, we need your solidarity for this. If you would like to join forces with the artistic employees on and behind the stage, you now have the opportunity to show your solidarity by taking a photo. Hold up the yellow flyer. Show that you hear the voices of those affected. Otherwise, simply hold the flyer in front of your face or briefly look down at your knees.

On behalf of more than 17,000 people affected and the artists' unions Bundesverband Schauspiel, Genossenschaft Deutscher Bühnen Angehöriger and Vereinigung Deutscher Opern- und Tanzensembles, we would like to thank you for your sign.

And please wish the negotiating trade unions, together with us, a strong

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