



GDBA

**GENOSSENSCHAFT DEUTSCHER
BÜHNEN-ANGEHÖRIGER**

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Welcome

NORMALVERTRAG (NV) BÜHNE

LABOURCONTRACT NV BÜHNE

Übungsfragen

1. What is NV Bühne?
2. What do you need to work successfully?
3. Describe the structure of NV Bühne.
4. Write 5 of your duties and 5 of your rights.
5. What the union can do for you?



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Topics of the Webinar:

- Introduction
- Working fields and Working places
- What is NV Bühne?
- Legal Hierarchy
- Structure of NV Bühne
- Duties and rights
- Helpful partners
- What to do with this information?

This webinar offers practical insights into the labour contract (NV Bühne), rather than legal counsel.

What do we need to work successfully?

- Health
- Place to live
- Money, Jobs
- Stability, Security, Insurances
- Work Life balance, Organisation
- Mobility
- Documentation, Publicity, CV
- Network, Support
- Control of finances, tax

Working fields as a dancer:

- Stadttheater, Staatstheater Company (public theatres)
- Freelance projects
- Opera/Operetta/Musical
- Teaching at private studios, public institutions
- Conducting workshops
- Youth projects, dance in schools, social projects
- Television, film, show, cruise, animation
- Personal or collaborative project

What is NV Bühne?

NV Bühne

Normalvertrag (NV) Bühne is a labour contract for employed artists at German public theatres

- Stadttheater city theater
- Staatstheater
- Landestheater
- manche Privattheater
- city theatre
- state theatre
- Landestheater (no translation)
- some privat theaters



Structure of NV Bühne

Allgemeiner Teil §1 - 53

Sonderregelung (SR) SOLO §54 - 62

Sonderregelung (SR) Technik §63 - 70

Sonderregelung (SR) Chor §71 - 83

Sonderregelung (SR) Tanz §84 - 97 GRUPPE

General Part §1 - 53

Special regulations SOLO §54 - 62

Special regulation Stage technician §63 - 70

Special regulation Choir §71 - 83

Special regulation Dance §84 - 97 GROUP

§1

Stage technicians

Opera choires

Dance groups

Solo members

- ▶ individual performers, actors, singers, **dancers**....
- ▶ conductors, orchestra directors, choir directors, directors of studies, répétiteurs
- ▶ directors of artistic operations (in particular opera director, drama director, **ballet director**, director of children's and youth theater),
- ▶ **choreographers, dance/ballet masters as well as training managers,**
- ▶ dramaturges,
- ▶ heads of KBB, schedulers,
- ▶ equipment managers, set designers, costume designers and light designers,
- ▶ stage managers, theater teachers, drama musicians,
- ▶ speakers and assistants to artistic directors and artistic operations,
- ▶ prompters, theater photographers and graphic designers,
- ▶ press officers and public relations officers

What is special about NV Bühne?

- **Repeated fix-term employment (non-prolongation)**
- **Reachability**
- **No obligation of presence without rehearsal, performance or related duties.**

What are your duties?

§ 4 Nebenbeschäftigungsanzeige

§ 7 Mitwirkungspflicht

§ 54 Besondere Mitwirkungspflicht - Solo

§ 84 Besondere Mitwirkungspflicht -
Tanz (Gruppe)

§ 4 obligation to report sideline

§ 7 duty of collaboration

§ 54 special responsibility - Solo

§ 84 special responsibility - Dance (Group)

§ 7 Duties

- Obligation to cooperate in all performances and rehearsals of the stage(s) including external guest performances, festivals, concerts, advertising events, matinees and other event.
- All stages of the theater, on tour, and in partner theaters.
- Special rules in the special regulations.
- The member should not be overworked.

§54 Duties Solo

- All tasks assigned by the employer.
- The member is not obliged to fulfill tasks outside the artistic field, which is written in the contract.
- Employment must be appropriate. Appropriate employment means, that it serves the interests of employer and employee in the same way.
- Member must accept also smaller parts and roles.
- Rehearsals can not be opened to public without consent. Exception open general rehearsals.

§84 Duties Group

- Obligation to take class.
- Small text and singing sequences, refrain singing (if already in the production), pantomime, extras (if already part in the production).
- Small parts and roles (extra payment see §92).

What are your rights?

SR Solo (excerpts)

§ 55 rehearsals
§ 56 resting time
§ 57 free days
§ 58 salary

SR Tanz (excerpts)

§ 85 rehearsals
§ 86 resting time
§ 87 free days
§ 88 salary
§ 89 salary levels
§ 91 salary development
§ 92 special compensation

§55 (Solo) rehearsals

- **For solodancers apply the following rules of §85:**
- **7h rehearsals maximum per day**
- **5 times per week training and exercise for performances**
- **Reasonable pauses**
- **Up to 15 minutes before shows is not a rehearsal**
- **Only short rehearsal in the morning on days with dress or general rehearsals or performances in the evening. (Pure dance)**
- **No rehearsals on sundays and holidays**
- **Exceptions from those rules can be agreed with the danceboard**

§85 (Tanz) Rehearsals

- **7h rehearsals Maximum per day**
- **5 times per week training and exercise for performances**
- **The dress and general rehearsal for a premiere are unlimited in time.**
(Exception: Devided rehearsal)
- **Employer can schedule additional unlimited rehearsals in costume and make up in exchange for extra free days: 1 per Premiere and 1 per 'Wiederaufnahme'**
- **One unlimited rehearsal per Produktion for new members**
- **Reasonable pauses**
- **Up to 15 minutes before shows is not a rehearsal**
- **Only short rehearsal in the morning on days with dress or general rehearsals or performances in the evening. (Pure dance)**
- **No rehearsals on sundays and holidays**
- **Exceptions from those rules can be agreed with the danceboard**

§56 see → §86 Resting time

- **4 hours between rehearsals**
- **5 (5,5) hours before performances**
- **11 hours in the night**
- **Exceptions possible for dress and general rehearsals, tours, and in agreement with the danceboard**

§57 free days

- 1 free day each week
- 1/2 free day per week (14:00)
- Consumption of 1/2 free days within 26 weeks possible
- Free days not on 1.5. and on 24.12.

§87 free days

- 1 free **WORKING**-day each week
- 1/2 free day per week (14:00)
- Consumption of 1/2 free days within 26 weeks possible
- The 1/2 day not on Sunday morning
- Free days not on 1.5. and on 24.12.
- At least 16 times per season
1,5 free days together

§59 (Solo) Salary

- **The wage is negotiable**
- **Entrance wage minimum = 2715€ (2900€ from March 2024 TVÖD)**
- **Minimum wage with two year of experience in german public theaters = 2915€ (3110€ from March 2024 TVÖD)**
- **Additional compensation for double performances**

§89 - §91 (Tanz) Salary

- **The salary includes the wage and the allowance.**
- **Four categories (1a, 1b, 2a, 2b) depending on the size of the orchestra at the theatre. See sheet in §89. Minimum = 2b) = 2925€ (3281 from march 2024 TVÖD)**
- **Allowance depends on the number of years working at the same theatre. After 3 years = plus 4,5%, 6 years = plus 3,5%, 9 years = plus 2,5%**
- **Additional compensation for solo roles double performances**

Non-renewal

(Nichtverlängerung)

SR Solo
§ 61 non-renewal

SR Tanz (group)
§ 96 non-renewal

§ 61 and § 96

SR Solo and SR Tanz (group)

Non-renewal (Nichtverlängerung)

- October 31th or July 31th non-renewal notice.
- Hearing latest on 15th/17th of the month, invitation 5 days before the hearing.
- Protection if pregnant or chairman and vice – Unions local organization.
- Contract > 15 Years = only change of working position is possible.
- Contract > 8 Years: possible agreement up to 4 years not to be counted.
- Right to be accompanied by a supporting person for the hearing.
- Accompanying person should write a protocol of the hearing.
- The employee can sue the non-renewal notification within a period of four months.
- *§ 62 and § 97 special regulation in case of "Intendantenwechsel"*

After the non-renewal

(Nichtverlängerung)

Transition

- § 57a and §87a → 3 paid days off for transition for each year of employment (with an employer belonging to the Deutschen Bühnenverein)
- Bayrische Versorgungskammer www.buehnenversorgung.de
- Stiftung Tanz <https://stiftung-tanz.com/>
- Agentur für die Arbeit (3 month gap, unemployment benefit up to 12 month)

§52a - 52d solo board (speakers)

- All solo members elect a board of two persons (if the company is bigger than 23 members -> 3 members) for two seasons.
- Unless solo dancers take part in the election of the group dance board.
- Can raise objections with the employer about the intended schedule and rehearsal schedule, which the employer should include in his considerations.
- Is involved in ensuring that rehearsals and events run smoothly and is taking part in the decision about shortening resting times.
- No disadvantage because of the position.
- 1/2 day off per month as compensation.

§48 - 52 dance board (speakers)

- All dance group members elect a dance board (3 members) for two seasons.
- Takes part in the audition process for new members.
- Can raise objections with the employer about the intended schedule and rehearsal schedule, which the employer should include in his considerations.
- Is involved in ensuring that rehearsals and events run smoothly.
- Is taking part in decisions about change of schedules, free days, reduction of resting time, special compensations.
- No disadvantage because of the position.
- 3 rehearsals off per month as compensation.

Partners in crime - at your theatre

Betriebsrat/Personalrat

Lokalverbände der GDBA

Gleichstellungsbeauftragte

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Work/Staff council

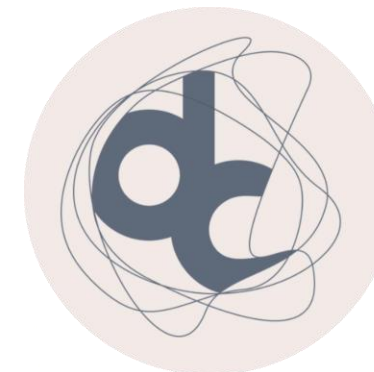
Local organisation of the union GDBA

Equal opportunities officer

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Partners in crime - outside the theatre



Dachverband Tanz Deutschland

Gewerkschaft GDBA - Berufsgruppe Tanz

Dancersconnect

Dachverband Tanz Deutschland

Themis - Vertrauensstelle

Tamed e.V

Stiftung Tanz

Union GDBA - department dance

Dancersconnect

Roof organisation for dance in germany

Confidential office against sexual harassment and power abuse

Organisation for dance medics

Transition Center Germany for dancers

ta.med

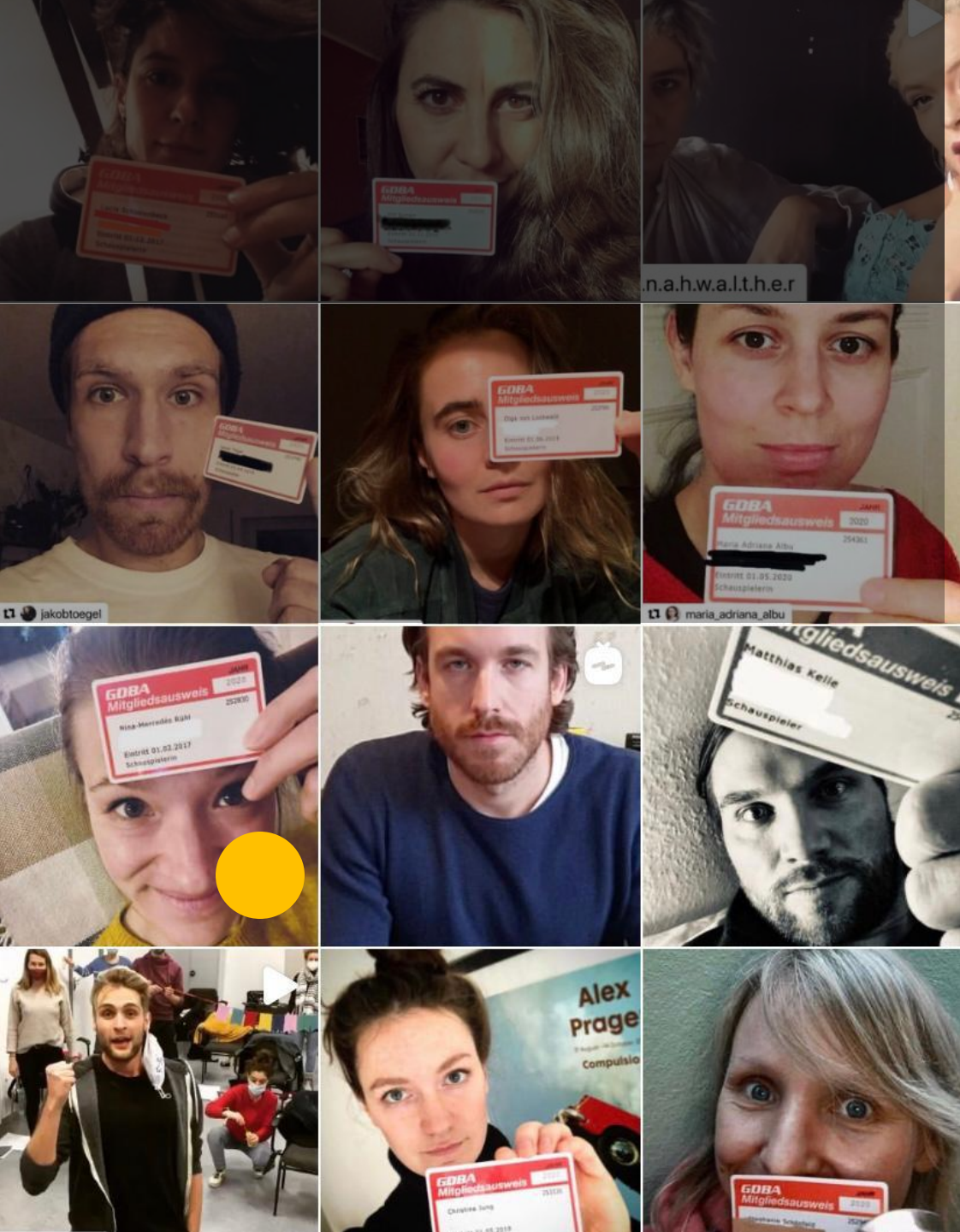
What can the union do?

Shaping the law

- Shaping labour contracts
(wages, NV Bühne, Kurzarbeit)
- In-house rules
- Political lobbying - legislation

Enforcing the law



- Pre-lawsuits communication
with superiors and decision-
makers (also political lobbying)
- **Legal Advice**
- **Legal Protection - Lawsuits**



What we want to achieve!

- Full NV Bühne contract available in english
- More job security
- Dancers recognized as professional athletes as well as artists (by insurances)
- New NV Bühne Tanz
 - Free day regulations (NV Gruppe) for all dancers
 - In-house physio
 - Fair pay
- Transition support
- Speakers protected from non-elongation
- ...

Speak about what you
learned today.

Share our content 
on social media! 



Speak up for your
colleagues and friends.

JOIN THE
UNION!



Useful contacts

Name	Field	Contact
GDBA - Genossenschaft deutscher Bühnen-Angehöriger German stage artist union	Legal advice, support and representation Labour contract negotiation Political promotion of stage artist rights	+49 40 432 82 440 dance@gbdba.de www.gdba.de
Dancersconnect	Workshops, conferences and gatherings to envision a better future for dance, create change on educational, professional, political, ethical and health-oriented topics.	info@dancersconnect.de www.dancersconnect.de
Tamed e.V.	Promoting dancers health Qualifying medical professionals to treat dancers Research in dance-medicine, Database for dance medics Research dance medicine	+49 6151 391 76 01 www.tamed.eu/atv
Stiftung Tanz	Information, support and funding options for dancers transitioning to another profession.	+49 30 245 314 95 info@stiftung-tanz.com www.stiftung-tanz.com
Dachverband Tanz Deutschland Roof-association for dance	Funding opportunities, Networking and Advisory work for the fields Ensembles, Production, Education, Dance, Dance-Science. Political influencer	+49 30 37 44 33 92 info@dachverband-tanz.de www.dachverband-tanz.de
BFDK - Bundesverband freie darstellende Künste e.V. German association of independent performing arts	Representing interests of the freelance performing arts scene, Advocacy for funding, federal und international cooperation	+49 30 20 215 999 0 post@darstellende-kuenste.de www.darstellende-kuenste.de
Themis - Vertrauensstelle gegen sexuelle Belästigung und Gewalt e.V. Confidential office against sexual assault und violence		+49 30 23 63 20 20 beratung@themis-vertrauensstelle.de www.themis-vertrauensstelle.de

Thank you

