

# Other benefits

Your budget is mainly used for your employment costs. As part of your employment at Smart, you can also benefit from other employee benefits such as Urban Sports Club, a job ticket or a company pension scheme.

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# Deutschlandticket (Jobticket)

Smart offers the Deutschlandticket to employed members as a job ticket. The monthly costs can be offset against your available budget.

## Deadline

We need your written registration by the **1st of the previous month**, e.g. ticket starting from January 1st till December 1st. An e-mail to [members@smartde.coop](mailto:members@smartde.coop) is sufficient as confirmation of registration.

If you already have your own ticket, you should cancel it ahead of time. The deadline at BVG is the 10th of the previous month.

Your ticket will be sent to you directly by post. If the letter does end up at Smart, you can pick it up from our office or we can send it to you by mail. If you do not receive the ticket in time, please contact Smart.

## Costs

The ticket will cost you **€39.12 per month** including all subsidies. We will deduct this amount from your budget.

The cost of the Jobticket will appear on your payslip. There you will find the amount €46.55. This figure includes VAT, which you do not pay. Only €39.12 will be deducted from your budget.

## Cancellation

The subscription can be canceled monthly. To cancel, we need information from you by the 1st of the previous month, just as for the registration.

# Urban Sports Club

Smart offers employee members Urban Sports Club membership as a non-cash benefit.

Benefits in kind are benefits provided by the employer to the employee that offer the employee a non-cash benefit but do not consist of the transfer of wages. Urban Sports gives you access to numerous sports and wellness offers throughout Germany and Europe. Membership (offer M) would only cost **€44.90** instead of the regular €69 as a non-cash benefit.

## Registration

1. If you have enough budget, you can sign up for USC via the link:  
[Sign up with Smart cooperative](#)  
[Sign up with Smart Bildungswerk](#)
2. [Request the payment](#) for the membership from your budget in the Smart Portal.

Smart will check your registration and approve it if you have enough budget. Feel free to write to us at **members@smartde.coop** if you need more information.

Please note: If you already have a subscription with USC, you must cancel it and then start a new membership through Smart. You can only do this via the link above.

## Start date

If you sign up with a company membership, you can choose between the 1st of the current month (retroactive to the 15th - if it falls on a work day) or the 1st of the following month as your start date. Company memberships can only start on the 1st of the month. Refunds are not possible if you choose the 1st of the current month as your start date.

## Cancellation and break

Please let us know if you cancel your membership. Otherwise the amount will be deducted from your budget. You can cancel or pause your membership independently with your account.

## Upgrade to USC L

The costs for an M membership are paid in full from your budget. If you prefer to opt for an L membership, you will have to pay the difference of €40 yourself with your credit card. The full cost of this membership is therefore **€84.90** (€44.9 from your budget + €40 extra) instead of the regular price of €109.

It is necessary to enter your card details, even if you only stay with M membership. Other costs may be incurred by USC for late cancelation or similar charges. You can find more information directly in the registration link.

# Inflation benefit

## What is it?

The inflation benefit or Inflationsausgleichprämie (IAP) can be paid out by employers to employees **until December 31, 2024**.

The sum of **up to EUR 3,000** that can be paid out in addition to wages, **free of tax and social security contributions**. The payment can be made either as a one-off payment or divided up over a period of time/ partially.

As an employee at Smart, you can also apply for the inflation bonus as long as you have an available budget for it. You can use a buffer in your budget for this.

Please note that it is not possible to reduce your category in order to receive the inflation bonus.

## How does it work?

You can request payment of the inflation benefit in the Smart portal by sending a change request to Smart and selecting a special payment. You can find more information under [Request changes](#).

Please note that the IAP is always paid out together with salary, so the same deadlines apply as for the employment request (i.e. by the end of the previous month for the following month).

You will need to have available budget in the current month to get inflation benefit paid out.

# Bike leasing

Smart offers a bike leasing program for our employees. **The offer is aimed exclusively at the cooperative members who wish to be employed by Smart for a longer period of time.** The leasing contract is for 3 years and is tied to the employment contract. The bikes must be purchased through the partner stores of [Eleasa](#).

Use this [calculator](#) to check, if the leasing program could be beneficial for you.

If you are interested, please contact us at [members@smartde.coop](mailto:members@smartde.coop).

Please note that consultation with Smart is obligatory before buying a bike from your budget.

## Where does it go from here?

After we agree on the conditions, Smart will create an employee profile for you on the **Eleasa** website. You will receive the client number and ID from us and will be able to log in [here](#).

Further steps are:

- Pick a store affiliated with the program
- Communicate your login data to the store
- Pick your bike
- Sign the "Nutzungsüberlassungsvertrag" digitally at the store
- You'll receive a notification when you can pickup the bike
- The payment is deducted in installments from your salary, so you don't have to settle to bill in advance
- Please note that concerning bike accessories, only these that are screwed on to the bike can be part of the leasing (so e.g. helmets should be purchased individually)