

# COLLECTIVE AGREEMENT FOR WHITE COLLAR WORKERS AUSTRIAN ELECTRICAL AND ELECTRONICS INDUSTRIES

2020

## 1. Minimum Salaries in € (Mindestgehälter)

| EG | Basic Level<br>(Grundstufe) | After 2<br>EG-Years | After 4<br>EG-Years | After 7<br>EG-Years | After 10<br>EG-Years | Compulsory Pay Raise<br>(Vorrückung) |                    |
|----|-----------------------------|---------------------|---------------------|---------------------|----------------------|--------------------------------------|--------------------|
|    |                             |                     |                     |                     |                      | 2 4 EG-Y                             | 7 10 EG-Y          |
| A  | 1 892.00                    |                     |                     |                     |                      |                                      |                    |
| B  | 1 914.45                    | 1 952.75            | 1 991.05            | 2 010.20            | 2 029.35             | 38.30                                | 19.15              |
| C  | 2 101.26                    | 2 164.30            | 2 227.34            | 2 258.86            | 2 290.38             | 63.04                                | 31.52              |
| D  | 2 242.19                    | 2 309.47            | 2 376.75            | 2 410.39            | 2 444.03             | 67.28                                | 33.64              |
| E  | 2 569.41                    | 2 672.18            | 2 774.95            | 2 826.34            | 2 877.73             | 102.77                               | 51.39              |
| F  | 2 896.77                    | 3 012.64            | 3 128.51            | 3 186.45            | 3 244.39             | 115.87                               | 57.94              |
| G  | 3 331.51                    | 3 464.78            | 3 598.05            | 3 664.69            | 3 731.33             | 133.27                               | 66.64              |
| H  | 3 654.34                    | 3 800.52            | 3 946.70            | 4 019.79            | 4 092.88             | 146.18                               | 73.09              |
| I  | 4 471.24                    | 4 650.12            | 4 829.00            | 4 918.44            | 5 007.88             | 178.88                               | 89.44              |
| J  | 4 909.04                    | 5 105.41            | 5 301.78            | 5 399.97            | 5 498.16             | 196.37                               | 98.19              |
|    |                             |                     |                     |                     |                      | <b>2 EG-Y</b>                        | <b>4 7 10 EG-Y</b> |
| K  | 6 489.85                    | 6 749.43            | 6 879.22            | 7 009.01            | 7 138.80             | 259.58                               | 129.79             |

EG ... employment group (Beschäftigungsgruppe)

## 2. Apprenticeship Remuneration in € (Lehrlingseinkommen)

### Apprenticeship (Lehre)

| Appr-Years | I        | II       |
|------------|----------|----------|
| year 1     | 896.88   | 1 121.10 |
| year 2     | 1 121.10 | 1 457.42 |
| year 3     | 1 345.31 | 1 681.64 |
| year 4     | 1 793.75 | 1 905.86 |

### Professional Training according to § 8b Professional Training Act (Berufsausbildung gemäß § 8b Berufsausbildungsgesetz)

| IPT-Years | Appr-Prolongation |          | Partial Qualification<br>(Teilqualifizierung) |
|-----------|-------------------|----------|-----------------------------------------------|
|           | 1 Year            | 2 Years  |                                               |
| year 1    | 896.88            | 896.88   | 896.88                                        |
| year 2    | 1 025.01          | 960.94   | 928.91                                        |
| year 3    | 1 281.26          | 1 153.13 | 973.76                                        |
| year 4    | 1 588.76          | 1 383.76 |                                               |
| year 5    | 1 793.75          | 1 665.63 |                                               |
| year 6    |                   | 1 793.75 |                                               |

### 3. Student Apprenticeship Remuneration

(Pflichtpraktikum)

secondary schools for engineering (berufsbildende mittlere oder höhere Schulen):  
€ 866.73

universities of applied sciences (Fachhochschulen):  
€ 1171.39

### 4. Remuneration for Internship During Vacation in €

(Ferialpraktikum)

|                                                                          | Without Final Examination<br>(ohne Matura) | With Final Examination<br>(mit Matura) |
|--------------------------------------------------------------------------|--------------------------------------------|----------------------------------------|
| first employment without vocational experience or student apprenticeship | 652.21                                     | 866.73                                 |
| other cases                                                              | 866.73                                     | 1 171.39                               |

### 5. Extra Charges Based on the Collective Agreement

(Kollektivvertragliche Zulagen)

| Extra Charges                             | €     |
|-------------------------------------------|-------|
| dirt/adversity/danger-charge (SEG-Zulage) | 0.545 |
| night-charge                              | 2.651 |
| shift work-charge (shift 2)               | 0.478 |
| shift work-charge (shift 3)               | 2.651 |

### 6. Business Travel Allowances

(Reiseaufwandsentschädigungen)

| Per Diem Allowance EU<br>(EU-Taggeld)                  | €     |
|--------------------------------------------------------|-------|
| more than 5 up to 8 hours                              | 17.74 |
| more than 8 up to 12 hours                             | 35.48 |
| more than 12 hours                                     | 53.22 |
| Per Diem Allowance in Vicinity<br>(Nahbereichstaggeld) | €     |
| more than 5 up to 8 hours                              | 12.84 |
| more than 8 up to 11 hours                             | 16.11 |
| more than 11 hours                                     | 26.61 |
| Accommodation Allowance EU<br>(EU-Nächtigungsgeld)     | €     |
| up to 7 days                                           | 29.51 |
| more than 7 days                                       | 17.94 |