

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

2021

1. Minimum Salaries in €
(Mindestgehälter)

EG	Basic Level (Grundstufe)	After 2 EG-Years	After 4 EG-Years	After 7 EG-Years	After 10 EG-Years	Compulsory Pay Raise (Vorrückung)	
						2 4 EG-Y	7 10 EG-Y
A	1 940.00						
B	1 960.00	1 991.81	2 030.87	2 050.40	2 069.93	39.06 ¹	19.53
C	2 143.29	2 207.59	2 271.89	2 304.04	2 336.19	64.30	32.15
D	2 287.03	2 355.66	2 424.29	2 458.61	2 492.93	68.63	34.32
E	2 620.80	2 725.63	2 830.46	2 882.88	2 935.30	104.83	52.42
F	2 954.71	3 072.90	3 191.09	3 250.19	3 309.29	118.19	59.10
G	3 398.14	3 534.08	3 670.02	3 737.99	3 805.96	135.94	67.97
H	3 727.43	3 876.53	4 025.63	4 100.18	4 174.73	149.10	74.55
I	4 560.66	4 743.12	4 925.58	5 016.81	5 108.04	182.46	91.23
J	5 007.22	5 207.52	5 407.82	5 507.97	5 608.12	200.30	100.15
						2 EG-Y	4 7 10 EG-Y
K	6 619.65	6 884.42	7 016.81	7 149.20	7 281.59	264.77	132.39

EG ... employment group (Beschäftigungsgruppe)

2. Apprenticeship Remuneration in €
(Lehrlingseinkommen)

Apprenticeship
(Lehre)

Appr-Years	I	II
year 1	914.82	1 143.52
year 2	1 143.52	1 486.57
year 3	1 372.22	1 715.27
year 4	1 829.63	1 943.98

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

IPT-Years	Appr-Prolongation		Partial Qualification (Teilqualifizierung)
	1 Year	2 Years	
year 1	914.82	914.82	914.82
year 2	1 045.51	980.16	947.49
year 3	1 306.89	1 176.19	993.24
year 4	1 620.54	1 411.44	
year 5	1 829.63	1 698.94	
year 6		1 829.63	

¹ Only for 4 BG-J.

3. Student Apprenticeship Remuneration

(Pflichtpraktikum)

secondary schools for engineering (berufsbildende mittlere oder höhere Schulen):
€ 884.06

universities of applied sciences (Fachhochschulen):
€ 1194.82

4. Remuneration for Internship During Vacation in €

(Ferialpraktikum)

	Without Final Examination (ohne Matura)	With Final Examination (mit Matura)
first employment without vocational experience or student apprenticeship	665.25	884.06
other cases	884.06	1194.82

5. Extra Charges Based on the Collective Agreement

(Kollektivvertragliche Zulagen)

Extra Charges	€
dirt/adversity/danger-charge (SEG-Zulage)	0.556
night-charge	2.872
shift work-charge (shift 2)	0.488
shift work-charge (shift 3)	2.872

6. Business Travel Allowances

(Reiseaufwandsentschädigungen)

Per Diem Allowance EU (EU-Taggeld)	€
more than 5 up to 8 hours	17.98
more than 8 up to 12 hours	35.96
more than 12 hours	53.94
Per Diem Allowance in Vicinity (Nahbereichstaggeld)	€
more than 5 up to 8 hours	13.01
more than 8 up to 11 hours	16.33
more than 11 hours	26.97
Accommodation Allowance EU (EU-Nächtigungsgeld)	€
up to 7 days	29.91
more than 7 days	18.18