

COLLECTIVE AGREEMENT FOR BLUE COLLAR WORKERS AUSTRIAN ELECTRICAL AND ELECTRONICS INDUSTRIES

2021

1. Minimum Wages in € (Mindestlöhne)

2.	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)

3. 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.

Student Apprenticeship Remuneration

(Pflichtpraktikum)

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

4. Performance-linked Payment

(Leistungslohn)

Competence Extra Charge

(Kompetenzzulage)

Employment Group	Competence Extra Charge in €		
	After 2 EG-Y	After 5 EG-Y	After 8 EG-Y
B	39.06	58.59	78.12
C	64.30	96.45	128.60
D	68.63	102.95	137.27
E	104.83	157.25	209.67
F	118.19	177.29	236.39
G	135.94	203.91	271.88

5. 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

6. Extra Charges Based on the Collective Agreement

(Kollektivvertragliche Zulagen)

Extra Charges	€
dirt/adversity/danger-charge (SEG-Zulage)	0.556
night-charge (Nachtarbeitszulage)	2.872
shift work-charge (shift 2) (Schichtzulage)	0.488
shift work-charge (shift 3) (Schichtzulage)	2.872
construction-charge (Montagezulage)	0.856

7. Recommendation Concerning Special Adversity- and Danger-Charges
(Empfehlung betreffend SEG-Zulagen)

	€/Hour
charge for working 1600 m or more above sea level (Seehöhenzulage)	1.411
charge for working in a department of pathology (Prosekturenzulage)	1.772
charge for working in a mine (Grubenzulage)	1.192

charge for working in dangerous hight
(Zulage für Arbeiten in gefährlicher Höhe)

6 – 15 m	0.661
more than 15 – 40 m	2.205
more than 40 – 70 m	3.324
more than 70 m	4.368

charge for working on contact wire- and signal-systems (Zulage für Arbeiten an Fahrleitungs- und Signalanlagen)	0.827
charge for working with cartouche-powered machines (Zulage für Arbeiten mit kartuschenbetriebenen Geräten)	0.556
charge for working on street lighting- and traffic regulation-facilities (Zulage für Arbeiten an Einrichtungen für Straßenbeleuchtung und Verkehrsregelung)	1.646