

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

**2023**

**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	2 238.66						
B	2 261.74	2 304.03	2 346.32	2 367.47	2 388.62	42.29	21.15
C	2 473.24	2 547.44	2 621.64	2 658.74	2 695.84	74.20	37.10
D	2 639.12	2 718.31	2 797.50	2 837.10	2 876.70	79.19	39.60
E	3 024.27	3 145.24	3 266.21	3 326.70	3 387.19	120.97	60.49
F	3 409.59	3 545.98	3 682.37	3 750.57	3 818.77	136.39	68.20
G	3 921.29	4 078.16	4 235.03	4 313.47	4 391.91	156.87	78.44
H	4 301.27	4 473.33	4 645.39	4 731.42	4 817.45	172.06	86.03
I	5 262.77	5 473.32	5 683.87	5 789.15	5 894.43	210.55	105.28
J	5 778.08	6 009.22	6 240.36	6 355.93	6 471.50	231.14	115.57
						2 EG-Y	4 7 10 EG-Y
K	7 638.74	7 944.27	8 097.04	8 249.81	8 402.58	305.53	152.77

EG ... employment group (Beschäftigungsgruppe)

**3. Apprenticeship Remuneration in €**  
(Lehrlingseinkommen)

**Apprenticeship**  
(Lehre)

Appr-Years	I	II
year 1	1 105.00	1 381.25
year 2	1 381.25	1 795.63
year 3	1 657.50	2 071.88
year 4	2 154.75	2 289.43

**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	1 105.00	1 105.00	1 105.00
year 2	1 262.86	1 183.93	1 144.46
year 3	1 578.57	1 420.71	1 199.71
year 4	1 957.43	1 704.86	
year 5	2 154.75	2 052.14	
year 6		2 154.75	

## Student Apprenticeship Remuneration

(Pflichtpraktikum)

secondary schools for engineering (berufsbildende mittlere oder höhere Schulen):  
€ 1 020.16

## 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	42.29	63.44	84.59
C	74.20	111.30	148.40
D	79.19	118.79	158.39
E	120.97	181.46	241.95
F	136.39	204.59	272.79
G	156.87	235.31	313.75

## 5. Business Travel Allowances

(Reiseaufwandsentschädigungen)

Per Diem Allowance EU (EU-Taggeld)	€
more than 5 up to 8 hours	20.45
more than 8 up to 12 hours	40.91
more than 12 hours	61.36
Per Diem Allowance in Vicinity (Nahbereichstaggeld)	€
more than 5 up to 8 hours	14.80
more than 8 up to 11 hours	18.57
more than 11 hours	30.67
Accommodation Allowance EU (EU-Nächtigungsgeld)	€
up to 7 days	34.03
more than 7 days	20.68

## 6. Extra Charges Based on the Collective Agreement

(Kollektivvertragliche Zulagen)

Extra Charges	€
dirt/adversity/danger-charge (SEG-Zulage)	0.641
night-charge (Nachtarbeitszulage)	3.308
shift work-charge (shift 2) (Schichtzulage)	0.562
shift work-charge (shift 3) (Schichtzulage)	3.308
construction-charge (Montagezulage)	0.986

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

	<b>€/Hour</b>
charge for working 1600 m or more above sea level (Seehöhenzulage)	1.625
charge for working in a department of pathology (Prosektorenzulage)	2.041
charge for working in a mine (Grubenzulage)	1.373

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

6 – 15 m	0.762
more than 15 – 40 m	2.540
more than 40 – 70 m	3.829
more than 70 m	5.031

charge for working on contact wire- and signal-systems (Zulage für Arbeiten an Fahrleitungs- und Signalanlagen)	0.953
charge for working with cartouche-powered machines (Zulage für Arbeiten mit kartuschenbetriebenen Geräten)	0.641
charge for working on street lighting- and traffic regulation-facilities (Zulage für Arbeiten an Einrichtungen für Straßenbeleuchtung und Verkehrsregelung)	1.896