

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

2024

1. Minimum Wages in €
(Mindestlöhne)

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	2 406.56						
B	2 431.37	2 476.83	2 522.29	2 545.02	2 567.75	45.46	22.73
C	2 658.73	2 738.50	2 818.27	2 858.16	2 898.05	79.77	39.89
D	2 837.05	2 922.18	3 007.31	3 049.88	3 092.45	85.13	42.57
E	3 251.09	3 381.13	3 511.17	3 576.19	3 641.21	130.04	65.02
F	3 665.31	3 811.93	3 958.55	4 031.86	4 105.17	146.62	73.31
G	4 215.39	4 384.03	4 552.67	4 636.99	4 721.31	168.64	84.32
H	4 623.87	4 808.83	4 993.79	5 086.27	5 178.75	184.96	92.48
I	5 657.48	5 883.82	6 110.16	6 223.33	6 336.50	226.34	113.17
J	6 211.44	6 459.92	6 708.40	6 832.64	6 956.88	248.48	124.24
						2 EG-Y	4 7 10 EG-Y
K	8 211.65	8 540.09	8 704.31	8 868.53	9 032.75	328.44	164.22

EG ... employment group (Beschäftigungsgruppe)

2. Apprenticeship Remuneration in €
(Lehrlingseinkommen)

Apprenticeship
(Lehre)

Appr.-Years	I	II
year 1	1 187.88	1 484.84
year 2	1 484.84	1 930.30
year 3	1 781.81	2 227.27
year 4	2 316.36	2 461.13

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	1 187.88	1 187.88	1 187.88
year 2	1 357.57	1 272.72	1 230.30
year 3	1 696.96	1 527.27	1 289.69
year 4	2 104.24	1 832.72	
year 5	2 316.36	2 206.05	
year 6		2 316.36	

3. Student Apprenticeship Remuneration

(Pflichtpraktikum)

secondary schools for engineering (berufsbildende mittlere oder höhere Schulen):
€ 1 096.67

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	45.46	68.19	90.92
C	79.77	119.66	159.55
D	85.13	127.70	170.27
E	130.04	195.06	260.08
F	146.62	219.93	293.24
G	168.64	252.96	337.28

5. Business Travel Allowances

(Reiseaufwandsentschädigungen)

Per Diem Allowance EU (EU-Taggeld)	€
more than 5 up to 8 hours	21.99
more than 8 up to 12 hours	43.97
more than 12 hours	65.96
Per Diem Allowance in Vicinity (Nahbereichstaggeld)	€
more than 5 up to 8 hours	15.91
more than 8 up to 11 hours	19.96
more than 11 hours	32.97
Accommodation Allowance EU (EU-Nächtigungsgeld)	€
up to 7 days	36.58
more than 7 days	22.23

6. Extra Charges Based on the Collective Agreement

(Kollektivvertragliche Zulagen)

Extra Charges	€
dirt/adversity/danger-charge (SEG-Zulage)	0.689
night-charge (Nachtarbeitszulage)	3.556
shift work-charge (shift 2) (Schichtzulage)	1.000
shift work-charge (shift 3) (Schichtzulage)	3.556
construction-charge (Montagezulage)	1.060

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

	€/Hour
charge for working 1600 m or more above sea level (Seehöhenzulage)	1.747
charge for working in a department of pathology (Prosektorenzulage)	2.194
charge for working in a mine (Grubenzulage)	1.476

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

6 – 15 m	0.819
more than 15 – 40 m	2.731
more than 40 – 70 m	4.116
more than 70 m	5.408

charge for working on contact wire- and signal-systems (Zulage für Arbeiten an Fahrleitungs- und Signalanlagen)	1.024
charge for working with cartouche-powered machines (Zulage für Arbeiten mit kartuschenbetriebenen Geräten)	0.689
charge for working on street lighting- and traffic regulation-facilities (Zulage für Arbeiten an Einrichtungen für Straßenbeleuchtung und Verkehrsregelung)	2.038