

MINUTES RELATING TO THE COLLECTIVE AGREEMENT OF THE AUSTRIAN ELECTRICAL AND ELECTRONICS INDUSTRY 2024

The following agreement is concluded between the Professional Association of the Electrical and Electronics Industry (FEEI) and the GPA union and the PRO-GE union (details in the appendices):

1. Increase in the **minimum salaries or wages** by 7.5% from May 1, 2024.
2. Increase in the **actual salaries or wages** by 6.8% from May 1, 2024.
3. Increase upon conclusion of a company agreement on the application of the **distribution option**:
 - a. Increase in actual salaries and wages by 6.6% and
 - b. additional individual increase in a volume of 0.4% of the salaries or wages total.
4. Increase upon conclusion of a company agreement on the use of the **one-time payment option**:
 - a. Increase in actual salaries and wages by 6.6% and
 - b. additional one-off payment of at least 8.4% of the respective individual actual wage or salary or the average actual wage or salary of the workers or employees in the company or the average of the actual wages and actual salaries of all workers and employees in the company in April 2024.
5. **Time-off option**: By concluding a company agreement and individual agreements based on it, the possibility can be created to convert part or all of the actual increase into paid free time. Instead of increasing the actual salary or wage, if you make full use of the free time option, you will be entitled to additional free time of 11 hours 20 minutes per month.
6. Increase in **apprentice** income and remuneration for **interns** by 7.5%.
7. Increase in **travel expense allowances** by 7.5%.
8. Increase in the **allowances** specified in the collective agreement by 7.5%. The allowance for the 2nd shift will be increased to €1.
9. Continuation of the working group to simplify **business travel law**.
10. The collective bargaining parties agree to discuss conditions to enable final **apprenticeship examinations for adults**, in particular taking into account existing further training institutions and regional structures as well as ongoing measures by professional associations and unions.
11. **Editorial changes** in the framework law according to the appendix.

Vienna, April 22nd 2024

Professional Association of the Electrical and Electronics Industry

Chairman:

KR Ing. Wolfgang Hesoun

Managing Director:

Mag. Marion Mitsch

Austrian Trade Union Federation Union GPA

Federal Chairman:

Karl Dürtscher

Economic Sector Secretary:

Eva Scherz

Austrian Trade Union Federation Union PRO-GE

Federal Chairman:

Reinhold Binder

Federal Managing Director:

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