

COLLECTIVE AGREEMENT FOR BLUE COLLAR WORKERS AUSTRIAN ELECTRICAL AND ELECTRONICS INDUSTRIES

May 1st, 2025

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	2 478.76	-	-	-	-	-	-
B	2 504.31	2 551.13	2 597.95	2 621.36	2 644.77	46.82	23.41
C	2 738.49	2 820.65	2 902.81	2 943.89	2 984.97	82.16	41.08
D	2 922.16	3 009.84	3 097.52	3 141.36	3 185.20	87.68	43.84
E	3 348.62	3 482.56	3 616.50	3 683.47	3 750.44	133.94	66.97
F	3 775.27	3 926.29	4 077.31	4 152.82	4 228.33	151.02	75.51
G	4 341.85	4 515.55	4 689.25	4 776.10	4 862.95	173.70	86.85
H	4 762.59	4 953.10	5 143.61	5 238.87	5 334.13	190.51	95.26
I	5 827.20	6 060.33	6 293.46	6 410.03	6 526.60	233.13	116.57
J	6 397.78	6 653.71	6 909.64	7 037.61	7 165.58	255.93	127.97
						2 EG-Y	4 7 10 EG-Y
K	8 458.00	8 796.29	8 965.44	9 134.59	9 303.74	338.29	169.15

EG ... employment group (Beschäftigungsgruppe)

2. Apprenticeship Remuneration in € (Lehrlingseinkommen)

Apprenticeship (Lehre)

Appr.-Years	I	II
year 1	1 223.52	1 529.39
year 2	1 529.39	1 988.21
year 3	1 835.26	2 294.09
year 4	2 385.85	2 534.96

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	1 223.52	1 223.52	1 223.52
year 2	1 398.30	1 310.91	1 267.21
year 3	1 747.88	1 573.09	1 328.39
year 4	2 167.37	1 887.71	-
year 5	2 385.85	2 272.24	-
year 6	-	2 385.85	-

3. Student Apprenticeship Remuneration

(Pflichtpraktikum)

secondary schools for engineering (berufsbildende mittlere oder höhere Schulen):
€ 1 129.57

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	46.82	70.23	93.64
C	82.16	123.24	164.32
D	87.68	131.52	175.36
E	133.94	200.91	267.88
F	151.02	226.53	302.04
G	173.70	260.55	347.40

5. Business Travel Allowances

(Reiseaufwandsentschädigungen)

Per Diem Allowance EU (EU-Taggeld)	€
more than 5 up to 8 hours	22.65
more than 8 up to 12 hours	45.29
more than 12 hours	67.94
Per Diem Allowance in Vicinity (Nahbereichstaggeld)	€
more than 5 up to 8 hours	16.39
more than 8 up to 11 hours	20.56
more than 11 hours	33.96
Accommodation Allowance EU (EU-Nächtigungsgeld)	€
up to 7 days	37.68
more than 7 days	22.90

6. Extra Charges Based on the Collective Agreement

(Kollektivvertragliche Zulagen)

Extra Charges	€
dirt/adversity/danger-charge (SEG-Zulage)	0.710
night-charge (Nachtarbeitszulage)	3.663
shift work-charge (shift 2) (Schichtzulage)	1.030
shift work-charge (shift 3) (Schichtzulage)	3.663
construction-charge (Montagezulage)	1.092

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

	€/Hour
charge for working 1600 m or more above sea level (Seehöhenzulage)	1.799
charge for working in a department of pathology (Prosekturenzulage)	2.260
charge for working in a mine (Grubenzulage)	1.520

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

6 – 15 m	0.844
more than 15 – 40 m	2.813
more than 40 – 70 m	4.239
more than 70 m	5.570

charge for working on contact wire- and signal-systems (Zulage für Arbeiten an Fahrleitungs- und Signalanlagen)	1.055
charge for working with cartouche-powered machines (Zulage für Arbeiten mit kartuschenbetriebenen Geräten)	0.710
charge for working on street lighting- and traffic regulation-facilities (Zulage für Arbeiten an Einrichtungen für Straßenbeleuchtung und Verkehrsregelung)	2.099