

MINUTES RELATING TO THE COLLECTIVE AGREEMENT OF THE AUSTRIAN ELECTRICAL AND ELECTRONICS INDUSTRY 2025

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

1. Effective May 1, 2025 (also for employment relationships that existed on April 30, 2025, and ended before June 6, 2025), an increase in the
 - a) **minimum salaries or wages** by 3.0%;
 - b) **actual salaries or wages** by 2.75%, but not exceeding €115 (amount for full-time employment). If a company proves a negative EBIT to the collective bargaining parties, the **recession option** may be applied (see Appendix 3 for details).
2. Increase if a company agreement is concluded on the application of the **distribution option**:
 - a) increase in actual salaries and wages by 2.55%, but not exceeding 106 €, and
 - b) additional individual increase in a volume of 0.4% of the salaries or wages total.
3. Increase if a company agreement is concluded on the application of the **one-time payment option**:
 - a) increase in actual salaries and wages by 2.55%, but not exceeding 106 €, 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 2025.
4. **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 an employee will be entitled to additional free time of 4 hours 35 minutes per month, if the employee makes full use of the free time option. – The Time-off option will also be part of the collective bargaining agreements for the years 2026 to 2030 inclusive.
5. Increase in **apprentice** income and remuneration for **interns** by 3.0%.
6. Increase in **travel expense allowances** by 3.0%. Increase in the collective agreement mileage allowance to 50 respectively 47 cents.
7. Increase in the **allowances** specified in the collective agreement by 3.0%.
8. **Editorial changes** in the framework law according to the appendix.

Vienna, June 6th 2025

Professional Association of the Electrical and Electronics Industry

Chairman:

KR Ing. Wolfgang Hesoun

Managing Director:

Mag. Marion Mitsch

Austrian Trade Union Federation Union GPA

Economic Sector Chairman:

Harald Zebedin

Economic Sector Secretary:

Eva Scherz

Austrian Trade Union Federation Union PRO-GE

Federal Chairman:

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