

## MINUTES RELATING TO THE COLLECTIVE AGREEMENT OF THE AUSTRIAN ELECTRICAL AND ELECTRONICS INDUSTRY 2026

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, 2026 (also for employment relationships that existed on April 30, 2026, and ended before May 28, 2026), an increase in the
  - a) basic level of the **minimum salaries or wages** by 3.0%;
  - b) **actual salaries or wages** by 1.85% and 22 € (for full-time employees).
2. Increase if a company agreement is concluded on the application of the **distribution option**:
  - a) increase in actual salaries and wages by 1.65% and 22 € (for full-time employees), 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 1.65% and 22 € (for full-time employees) 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 2026.
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 by 1.85% an employee will be entitled to additional free time of 3 hours 6 minutes per month (for full-time employees). The increase by 22 € (for full-time employees) must be implemented in any case.
5. Increase in **apprentice** income and remuneration for **interns** by 3.0%.
6. Increase in **travel expense allowances** by 3.0%.
7. Increase in the allowance for the **second shift**: € 1.187 from May 1, 2026, € 1.364 from May 1, 2027, € 1.500 from May 1, 2028.
8. Increase in the allowance for the **third shift** and **night work**: € 3.832 from May 1, 2026, € 4.000 from May 1, 2027.
9. Increase in the other **allowances** specified in the collective agreement by 3.0%.
10. **Changes** in the framework law according to the appendix.

Vienna, May 28, 2026

### 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:

Reinhold Binder

Federal Managing Director:

Peter Schleinbach