

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

May 1st, 2026

1. Minimum Wages in € / month
(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	2 553.12	-	-	-	-	-	-
B	2 579.44	2 626.26	2 673.08	2 696.49	2 719.90	46.82	23.41
C	2 820.64	2 902.80	2 984.96	3 026.04	3 067.12	82.16	41.08
D	3 009.82	3 097.50	3 185.18	3 229.02	3 272.86	87.68	43.84
E	3 449.08	3 583.02	3 716.96	3 783.93	3 850.90	133.94	66.97
F	3 888.53	4 039.55	4 190.57	4 266.08	4 341.59	151.02	75.51
G	4 472.11	4 645.81	4 819.51	4 906.36	4 993.21	173.70	86.85
H	4 905.47	5 095.98	5 286.49	5 381.75	5 477.01	190.51	95.26
I	6 002.02	6 235.15	6 468.28	6 584.85	6 701.42	233.13	116.57
J	6 589.71	6 845.64	7 101.57	7 229.54	7 357.51	255.93	127.97
						2 EG-Y	4 7 10 EG-Y
K	8 711.74	9 050.03	9 219.18	9 388.33	9 557.48	338.29	169.15

EG ... employment group (Beschäftigungsgruppe)

2. Apprenticeship Remuneration in € / month
(Lehrlingseinkommen)

Apprenticeship
(Lehre)

Appr.-Years	I	II
year 1	1 260.23	1 575.27
year 2	1 575.27	2 047.86
year 3	1 890.32	2 362.91
year 4	2 457.43	2 611.01

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	1 260.23	1 260.23	1 260.23
year 2	1 440.26	1 350.24	1 305.23
year 3	1 800.32	1 620.29	1 368.24
year 4	2 232.40	1 944.35	-
year 5	2 457.43	2 340.42	-
year 6	-	2 457.43	-

3. Student Apprenticeship Remuneration in € / month
(Pflichtpraktikum)

secondary schools for engineering (berufsbildende mittlere oder höhere Schulen):
€ 1 163.46

4. Performance-linked Payment – unchanged
(Leistungslohn)

Competence Extra Charge
(Kompetenzzulage)

Employment Group	Competence Extra Charge in € / month		
	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	23.33
more than 8 up to 12 hours	46.65
more than 12 hours	69.98
Per Diem Allowance in Vicinity (Nahbereichstaggeld)	
more than 5 up to 8 hours	16.88
more than 8 up to 11 hours	21.18
more than 11 hours	34.98
Accommodation Allowance EU (EU-Nächtigungsgeld)	
up to 7 days	38.81
more than 7 days	23.59

6. Extra Charges Based on the Collective Agreement
(Kollektivvertragliche Zulagen)

Extra Charges	€ / h
dirt/adversity/danger-charge (SEG-Zulage)	0.731
shift work-charge (shift 2)	1.187
shift work-charge (shift 3)	3.832
night-charge	3.832
construction-charge (Montagezulage)	1.125

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

€/h

charge for working 1600 m or more above sea level (Seehöhenzulage)	1.853
charge for working in a department of pathology (Prosektorenzulage)	2.328
charge for working in a mine (Grubenzulage)	1.566

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

6 – 15 m	0.869
more than 15 – 40 m	2.897
more than 40 – 70 m	4.366
more than 70 m	5.737

charge for working on contact wire- and signal-systems (Zulage für Arbeiten an Fahrleitungs- und Signalanlagen)	1.087
charge for working with cartouche-powered machines (Zulage für Arbeiten mit kartuschenbetriebenen Geräten)	0.731
charge for working on street lighting- and traffic regulation-facilities (Zulage für Arbeiten an Einrichtungen für Straßenbeleuchtung und Verkehrsregelung)	2.162