

**COLLECTIVE AGREEMENT  
FOR THE ELECTRICAL AND ELECTRONICS INDUSTRY  
AUTHENTIC INTERPRETATION OF SECTION 5 ITEM 5b  
(HEALTH DAYS)**

**PARTIES TO THE COLLECTIVE AGREEMENT**

1. This collective agreement is concluded between
- the Professional Association of the Electrical and Electronics Industry and
  - the Austrian Trade Union Federation, Trade Union GPA / Trade Union PRO-GE.

**TERRITORIAL, SECTORAL, AND PERSONAL SCOPE**

2. This collective agreement applies
- territorially to the territory of the Republic of Austria;
  - sectorally to all members of the Professional Association of the Electrical and Electronics Industry;
  - temporally from 1 May 2026 to 30 April 2027;
  - personally to all employees who meet the requirements pursuant to Section 5 Item 5b of the Collective Agreement for the Electrical and Electronics Industry (CAEEI).

3. Section 5 item 5b CAEEI regulates the granting of health days. In the wording of the entitlement to health days (first paragraph of item 5b), interpretative ambiguities have arisen. The following clarification is therefore provided:

According to Section 5 item 5b, first paragraph, employees with more than 20 years of service with the company (taking into account any periods of service to be credited pursuant to Section 3 item 1) receive annually, for vacation years beginning after 1 May 2026:

- one health day, provided the employee has reached the age of 40 (lit. a);
- one additional health day, provided the employee has reached the age of 45 (lit. b);
- one additional health day, provided the employee has reached the age of 50 (lit. c).

Health days are granted under the provisions of Section 5 item 5b CAEEI for vacation years after 1 May 2026, provided **both** requirements – namely 20 years of service and the required age – are met.

It is **not** relevant whether the 40<sup>th</sup>, 45<sup>th</sup>, or 50<sup>th</sup> birthday falls within the vacation year that begins after 1 May 2026. Such an interpretation would lead to unreasonable results.

All other provisions (e.g., purpose, agreement, termination of health days upon reaching the 6th week of vacation pursuant to lit. b and lit. c, crediting, expiration) remain unaffected.

Vienna, 31 July 2026

## **Association of the Electrical and Electronics Industry**

KR Ing. Wolfgang Hesoun, Chairman  
Mag. Marion Mitsch, Managing Director

## **Austrian Trade Union Federation**

### **GPA Union**

Barbara Teiber, MA, Chairwoman  
Mario Ferrari, Federal Managing Director  
Harald Zebedin, Sector Chairman  
Eva Scherz, Sector Secretary

### **PRO-GE Union**

Reinhold Binder, Federal Chairman  
Peter Schleimbach, Federal Managing Director

**This English text is not an authentic and, hence, not a legally binding version but a working aid.**

**Solely the German version published by the Professional Association of the Electrical and Electronics Industry is legally binding and authentic.**

Translation: Professional Association of the Electrical and Electronics Industry