COLLECTIVE AGREEMENT FOR THE ELECTRICAL AND ELECTRONICS INDUSTRY

NEW REGULATION: SECTION 4 ITEM 32 (CAEEI) (PART-TIME WORK FOR OLDER EMPLOYEES)

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 1.11.2026 to 30.4.2027;
- **personally** to all individuals covered by the collective agreement for blue-collar and white-collar workers in the electrical and electronics industry who enter into an agreement for part-time work for older employees (as defined in Section 27 of the Unemployment Insurance Act – AlVG) that commences after October 31 2026.

Section 4 item 32 lit. a CAEEI reads as follows:
"***Up to 75%*** of the maximum contribution basis (Section 45 of the General Social Insurance Act – ASVG) the employee is entitled to a salary or wage compensation equal to at least 50% of the difference between: (i) the remuneration earned on average ***for regular working hours*** during the year preceding the reduction in regular working hours ***('upper value')***, and (ii) the remuneration ***that would have been earned for the same period had the working hours been reduced accordingly ('lower value')***. When determining the remuneration prior to the reduction in working hours, flat-rate or regular allowances, surcharges, and overtime pay must be included, in accordance with the guidelines of the Public Employment Service (Arbeitsmarkt-service – AMS)."

Vienna, 14 October 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 Schleinbach, Federal Managing Director

Explanatory Notes:

Section 4 items 32 et seq. CAEEI (Collective Agreement for the Electrical and Electronics Industry) govern the terms for agreements for part-time work for older employees in accordance with Section 27 of the Unemployment Insurance Act (AlVG). Due to two legislative amendments, the following adjustments are being made:

1. The **Partial Pension Act – APG** (Federal Law Gazette I No. 47/2025) amended Section 27 paragraph 2 item 3 lit. a AlVG, redefining the "upper limit" (applicable to the year preceding the start of part-time work for older employees) used for calculating salary or wage compensation. This upper limit now refers exclusively to remuneration for regular working hours – **excluding overtime or flat-rate overtime payments.** Furthermore, overtime or flat-rate overtime payments from the year prior to partial retirement are not to be included proportionally in the "lower limit" (the basis for the reduced working hours). This is intended to prevent any additional increase in remuneration during the period of part-time work for older employees. This change is now being incorporated into the CAEEI.
2. The **Budget Accompanying Act 2027–2028** (Federal Law Gazette I No. 62/2026) modified the conditions for the subsidization of agreements for part-time work for older employees, effective 1.11.2026. Under these new rules, **salary or wage compensation** is no longer calculated up to the maximum contribution base, but rather only **up to 75% of the maximum contribution base**. Consequently, Section 4 item 32 lit. a CAEEI – which mirrors the wording of Section 27 AlVG – is being updated to align with the new statutory provisions.

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Translation: Professional Association of the Electrical and Electronics Industry