

COLLECTIVE AGREEMENT
White Collar Workers, May 1st 2018

1. Minimum Salaries in €
(Mindestgehälter)

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	1800.97						
B	1822.34	1858.80	1895.26	1913.49	1931.72	36.46	18.23
C	2000.16	2060.17	2120.18	2150.19	2180.20	60.01	30.01
D	2134.31	2198.35	2262.39	2294.41	2326.43	64.04	32.02
E	2445.79	2543.61	2641.43	2690.34	2739.25	97.82	48.91
F	2757.40	2867.70	2978.00	3033.15	3088.30	110.30	55.15
G	3171.23	3298.09	3424.95	3488.38	3551.81	126.86	63.43
H	3478.52	3617.67	3756.82	3826.40	3895.98	139.15	69.58
I	4256.12	4426.39	4596.66	4681.80	4766.94	170.27	85.14
J	4672.85	4859.77	5046.69	5140.15	5233.61	186.92	93.46
						2 EG-Y	4 7 10 EG-Y
K	6177.61	6424.70	6548.25	6671.80	6795.35	247.09	123.55

EG ... employment group (Beschäftigungsgruppe)

2. Apprenticeship Remuneration in €
(Lehrlingsentschädigung)

Apprenticeship
(Lehre)

Appr-Years	I	II
year 1	700.00	900.00
year 2	900.00	1150.00
year 3	1150.00	1420.00
year 4	1550.00	1720.00

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	700.00	700.00	700.00
year 2	800.00	750.00	725.00
year 3	1000.00	900.00	760.00
year 4	1240.00	1080.00	
year 5	1550.00	1300.00	
year 6		1550.00	

3. Student Apprenticeship Remuneration

(Pflichtpraktikum)

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

€ 825.03

universities of applied sciences (Fachhochschulen):

€ 1115.03

4. Remuneration for Internship During Vacation in €

(Ferialpraktikum)

	Without Final Examination (ohne Matura)	With Final Examination (mit Matura)
first employment without vocational experience or student apprenticeship	620.83	825.03
other cases	825.03	1115.03

5. Extra Charges Based on the Collective Agreement

(Kollektivvertragliche Zulagen)

Extra Charges	€
dirt/adversity/danger-charge (SEG-Zulage)	0.523
night-charge	2.209
shift work-charge (shift 2)	0.459
shift work-charge (shift 3)	2.209

6. Business Travel Allowances

(Reiseaufwandsentschädigungen)

Per Diem Allowance EU (EU-Taggeld)	€
more than 5 up to 8 hours	17.12
more than 8 up to 12 hours	34.23
more than 12 hours	51.35
Per Diem Allowance in Vicinity (Nahbereichstaggeld)	€
more than 5 up to 8 hours	12.39
more than 8 up to 11 hours	15.55
more than 11 hours	25.68
Accommodation Allowance EU (EU-Nächtigungsgeld)	€
up to 7 days	28.48
more than 7 days	17.31