

COLLECTIVE AGREEMENT
Blue Collar Workers, May 1st 2018

1. Minimum Wages in €
 (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	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

4. Performance-linked Payment

(Leistungslohn)

Competence Extra Charge

(Kompetenzzulage)

Employment Group	Competence Extra Charge in €		
	After 2 EG-Y	After 5 EG-Y	After 8 EG-Y
B	36.46	54.69	72.92
C	60.01	90.02	120.03
D	64.04	96.06	128.08
E	97.82	146.73	195.64
F	110.30	165.45	220.60
G	126.86	190.29	253.72

5. 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

6. 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
construction-charge (Montagezulage)	0.806

7. Recommendation Concerning Special Adversity- and Danger-Charges
(Empfehlung betreffend besondere Erschwernis und Gefahren-Zulagen)

€ / Hour

charge for working 1600 m or more above sea level (Seehöhenzulage)	1.328
charge for working in a department of pathology (Prosekturenzulage)	1.668
charge for working in a mine (Grubenzulage)	1.123

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

6 – 15 m	0.622
15 – 40 m	2.076
40 – 70 m	3.130
more than 70 m	4.112

charge for working on contact wire- and signal-systems (Zulage für Arbeiten an Fahrleitungs- und Signalanlagen)	0.779
charge for working with cartouche-powered machines (Zulage für Arbeiten mit kartuschenbetriebenen Geräten)	0.523
charge for working on street lighting- and traffic regulation-facilities (Zulage für Arbeiten an Einrichtungen für Straßenbeleuchtung und Verkehrsregelung)	1.550