

This addendum has been drawn up in German. Translations into other languages shall serve informational purposes only. Only the German version shall be binding, also for questions of interpretation.

10th Addendum to the Collective Bargaining Agreement (February 2019)

1. Article 49 (1) – (3) amended as follows:

(1) The gross monthly salary of the A1 salary group amounts to EUR 5,130.20. Subject to at least one positive evaluation of work (as defined in the UG 2002) during the relevant period this amount shall increase

- to EUR 5,628.00 after six years of service,
- to EUR 6,120.90 after twelve years of service,
- to EUR 6,613.80 after eighteen years of service, and
- to EUR 7,106.80 after twenty-four years of service.

(2) The gross monthly salary of the A2 salary group amounts to EUR 3,866.90 and in the case of staff members holding a doctor's degree or Ph.D. in the relevant subject it amounts to EUR 4,498.40. These amounts shall increase

- (a) to EUR 4,877.50 after fulfilment of the qualification agreement (Article 27),
 - (b) and in the case of at least one positive evaluation of work (as defined in the UG) during the relevant period
- to EUR 5,381.50 after six years of service as Associate Professor,
 - to EUR 5,874.50 after twelve years of service,
 - to EUR 6,367.40 after eighteen years of service, and
 - to EUR 6,860.20 after twenty-four years of service.

(3) The gross monthly salary of the B1 salary group amounts to EUR 2,864.50. This amount shall increase

- (a) to EUR 3,396.00 after three years of service. The three-year period shall be reduced by periods for which previous job-related work experience can be proved;
- (b) after eight years of service in a position as defined in letter (a) or in the case of a doctor's degree which was a prerequisite for conclusion of the employment contract (postdoc position), to EUR 3,803.90;
- (c) after eight years of service in a position as defined in letter (b) to EUR 4,214.50;
- (d) after eight years of service in a position as defined in letter (c) to EUR 4,435.50.

(7) The services as defined in paragraph (6) shall also include but not be limited to independent teaching (including the activities as defined in Article 29(4)), which shall, however, not apply to staff members of the C job group. In this connection the following normal academic teaching load (taking into account the calculation provisions of Article 29(3)) shall be taken as the basis, which, subject to paragraph (9), shall on average be achieved during two consecutive years of study:

- A2 salary group: four instruction units and after fulfilment of the qualification agreement eight instruction units;
- B1 salary group: two instruction units and after classification as defined in paragraph (3) letter (a) four instruction units.

The calculation period for the normal academic teaching load shall start with the first semester of teaching.

2. Article 54 (1) amended as follows:

(1) The gross monthly salary in euros shall be (bracket term J = advancement period in years; internal work experience required for the advancement)

Salary Scheme for General University Staff

Job Group	Qualification Level						
	I	Basic Level					
1,695.6 (3J)							
Regular Level 1		R2	R3	R4	R5	R6	R7
	1,817.5 (3J)	1,878.4 (3J)	2,000.4 (5J)	2,061.6 (5J)	2,122.4 (5J)	2,183.6 (8J)	2,244.4
IIa	Basic Level						
	1,817.5 (3J)						
	Regular Level 1	R2	R3	R4	R5	R6	
	2,000.4 (3J)	2,122.4 (5J)	2,220.1 (7J)	2,317.7 (8J)	2,415.4 (8J)	2,489.2	
IIb	Basic Level						
	1,939.6 (3J)						
	Regular Level 1	R2	R3	R4	R5	R6	
	2,122.4 (3J)	2,244.4 (5J)	2,342.2 (7J)	2,439.7 (8J)	2,539.3 (8J)	2,614.3	
IIIa	Basic Level						
	2,061.6 (3J)						
	Regular Level 1	R2	R3	R4	R5		
	2,305.6 (5J)	2,614.3 (7J)	2,864.5 (8J)	3,052.2 (8J)	3,177.3		
IIIb	Basic Level						
	2,366.7 (3J)						
	Regular Level 1	R2	R3	R4	R5		
	2,614.3 (5J)	2,927.1 (7J)	3,177.3 (8J)	3,364.6 (8J)	3,489.7		
IVa	Basic Level						
	2,614.3 (3J)						
	Regular Level 1	R2	R3	R4			
	3,114.5 (8J)	3,489.7 (8J)	3,930.3 (8J)	4,119.7			
IVb	Basic Level						
	2,864.5 (3J)						
	Regular Level 1	R2	R3	R4			
	3,396.0 (8J)	3,803.9 (8J)	4,214.5 (8J)	4,435.5			
V	Basic Level						
	3,114.5 (3J)						
	Regular Level 1	R2	R3	R4			
	3,677.7 (8J)	4,119.7 (8J)	4,498.4 (8J)	4,751.1			

3. Article 56 (1) amended as follows:

(1) The monthly apprentice pay for apprentices as defined in the Austrian Act on Vocational Training [Berufsausbildungsgesetz/BAG] amounts to

EUR 608.40 in the 1st year

EUR 782.10 in the 2nd year

EUR 980.70 in the 3rd year

EUR 1,278.10 in the 4th year of apprenticeship.

4. Article 81 *the following Article 16 is added:*

(16) The salaries of the University Staff subject to this Collective Bargaining Agreement (Articles 49 and 54) including excess payments, if any, shall be raised by 2.5%, but at least by EUR 60 and maximum by EUR 130, with effect as of 1 February 2019. The apprentice pay (Article 56) shall be raised by EUR 60. In the case of part-time employment the prorated euro amount shall apply. The amounts so calculated shall be rounded arithmetically to the first decimal place.

Vienna, on 5th February 2019

Austrian Trade Union Federation
Union of Public Services

Umbrella Organisation
of the universities