

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.

## **11th Addendum to the Collective Bargaining Agreement (December 2019)**

### **1 Article 4** amended by addition as follows:

- 5a. regulations for marginal employment in accordance with Section 15e paragraph (1) MSchG or Section 7b paragraph (1) (Article 17 (4));
- 13a. reduction of the calculation period for the normal academic teaching load (Article 49 (7));

### **2 Article 14** amended as follows:

The staff member shall open a salary account in a country of the SEPA territory for the University to remit the salary and all other payments in connection with the employment relationship with debt-releasing effect.

### **3 Article 17** the following paragraph 4 is added:

(4) By plant agreement, regulations can be made for employees on maternity or paternity leave to continue job-related activities, to promote further professional education and development or to facilitate re-entry into marginal employment in accordance with Section 15e (1) MSchG or Section 7b (1) VKG. Marginal employment shall not be considered if important job-related reasons do not permit so. The extent and location of the working hours must be agreed in accordance with the plant agreement, taking into account the employee's possibilities with regard to the necessary childcare and the requirements of the job-related activities.

### **4 Article 19a** gets the heading "Early parental leave"

### **5 Article 49 (1) – (3)** amended as follows:

(1) The gross monthly salary of the A1 salary group amounts to EUR 5,245.60. 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 5,754.60 after six years of service,
- to EUR 6,258.60 after twelve years of service,
- to EUR 6,762.60 after eighteen years of service, and
- to EUR 7,266.70 after twenty-four years of service.

(2) The gross monthly salary of the A2 salary group amounts to EUR 3,953.90 and in the case of staff members holding a doctor's degree or Ph.D. in the relevant subject it amounts to EUR 4,599.60. These amounts shall increase

- (a) to EUR 4,987.20 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 5,502.60 after six years of service as Associate Professor,
  - to EUR 6,006.70 after twelve years of service,
  - to EUR 6,510.70 after eighteen years of service, and
  - to EUR 7,014.60 after twenty-four years of service.

(3) The gross monthly salary of the B1 salary group amounts to EUR 2,929.00. This amount shall increase

- (a) to EUR 3,472.40 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 3,889.50;
- (c) after eight years of service in a position as defined in letter (b) to EUR 4,309.30;
- (d) after eight years of service in a position as defined in letter (c) to EUR 4,535.30.

**6 Article 49 (7) amended by addition as follows:**

A reduction of the calculation period for the normal academic teaching load may be stipulated in plant agreement.

**7 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						
	1,750.6 (3J)						
	Regular Level 1	R2	R3	R4	R5	R6	R7
	1,872.5 (3J)	1,933.4 (3J)	2,055.4 (5J)	2,116.6 (5J)	2,177.4 (5J)	2,238.6 (8J)	2,299.4
IIa	Basic Level						
	1,872.5 (3J)						
	Regular Level 1	R2	R3	R4	R5	R6	
	2,055.4 (3J)	2,177.4 (5J)	2,275.1 (7J)	2,372.7 (8J)	2,470.4 (8J)	2,545.2	
IIb	Basic Level						
	1,994.6 (3J)						
	Regular Level 1	R2	R3	R4	R5	R6	
	2,177.4 (3J)	2,299.4 (5J)	2,397.2 (7J)	2,494.7 (8J)	2,596.4 (8J)	2,673.1	
IIIa	Basic Level						
	2,116.6 (3J)						
	Regular Level 1	R2	R3	R4	R5		
	2,360.6 (5J)	2,673.1 (7J)	2,929.0 (8J)	3,120.9 (8J)	3,248.8		
IIIb	Basic Level						
	2,421.7 (3J)						
	Regular Level 1	R2	R3	R4	R5		
	2,673.1 (5J)	2,993.0 (7J)	3,248.8 (8J)	3,440.3 (8J)	3,568.2		
IVa	Basic Level						
	2,673.1 (3J)						
	Regular Level 1	R2	R3	R4			
	3,184.6 (8J)	3,568.2 (8J)	4,018.7 (8J)	4,212.4			
IVb	Basic Level						
	2,929.0 (3J)						
	Regular Level 1	R2	R3	R4			
	3,472.4 (8J)	3,889.5 (8J)	4,309.3 (8J)	4,535.3			
V	Basic Level						
	3,184.6 (3J)						
	Regular Level 1	R2	R3	R4			
	3,760.4 (8J)	4,212.4 (8J)	4,599.6 (8J)	4,858.0			

### 8 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 663.40 in the 1<sup>st</sup> year

EUR 837.10 in the 2<sup>nd</sup> year

EUR 1,035.70 in the 3<sup>rd</sup> year

EUR 1,333.10 in the 4<sup>th</sup> year of apprenticeship.

**9 Article 61 (2) amended as follows:**

With effect from 1 September 2010 the commuting allowance for every full calendar month shall, in the cases defined in

1. Section 16 paragraph (1) No. (6) letter (c) EstG 1988, amount to the following for a distance between home and workplace of at least:

20 km to 40 km	EUR 20.64
more than 40 km and up to 60 km	EUR 40.80
more than 60 km	EUR 60.99

2. Section 16 paragraph (1) No. (6) letter (d) EstG 1988, amount to the following for a distance between home and workplace of:

at least 2 km and up to 20 km	EUR 11.23
more than 20 km and up to 40 km	EUR 44.55
more than 40 km and up to 60 km	EUR 77.54
more than 60 km	EUR 110.74

3. Section 16 paragraph (1) No. (6) letter (e) EstG 1988, amount to the following for trips from home to the workplace on:

at least 8 but not more than 10 days per calendar month	two thirds,
at least 4 but not more than 7 days per calendar month	one third

of the relevant monthly amount defined in No. 1 or 2.

The above monthly payments shall decrease or increase according to the change of the 2010 Consumer Price Index published by the government agency Statistics Austria or the index replacing the same compared to the index figure published for May 2019; however, changes shall not be taken into consideration unless they exceed 5% of that index figure and subsequently 5% of the index figure most recently used for adjustment. The new amounts shall apply from the first day of the month after the next month following publication of the index change by the government agency Statistics Austria. The amounts that are published by order of the Federal Chancellor in accordance with Section 20b paragraph (2) Gehaltsgesetz 1956 and changed through adjustment shall be relevant, including the date the change enters into effect.

**10 Article 69 paragraphs 2 and 4 are deleted in their entirety.**

**11 Article 81 the following paragraph 17 is added:**

(17) Unless otherwise stated, the amendments of the 11<sup>th</sup> Addendum shall become effective on 1 January 2020.

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 2.25%, but at least by EUR 55, with effect as of 1 February 2020. The apprentice pay (Article 56) shall be raised by EUR 55. 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 16th December 2019

Austrian Trade Union Federation  
Union of Public Services

Umbrella Organisation  
of the universities