

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.

**Amendments to the Collective Bargaining Agreement
for University Staff:
“20th Addendum of November 24, 2025”**

1. In Article 21, the following paragraph 2a is added:

(2a) Notwithstanding paragraph 2, employment relationships established on the basis of third-party project funding may also be terminated at the end of any calendar month following the completion of the fifth year of service, if the discontinuation or reduction of such funding makes continued employment in the relevant organisational unit impossible, and not merely temporarily.

2. In Article 81, the following paragraphs 26 and 27 are added:

(26) The amendment of the 20th Addendum shall enter into force on 1 January 2026 and shall cease to have effect on 31 December 2029.

(27) For employment relationships that were established on the basis of third-party project funding and were made permanent between 1 January 2026 and 31 December 2029, paragraph 2a shall continue to apply after 31 December 2029 irrespective of paragraph 26.

Appendix 2

Joint Declaration of the Union of Public Services and the Umbrella Organisation of the Universities regarding Article 21 paragraph 2a:

The shared objective of the collective bargaining parties is to increase the number of permanent employment contracts, taking into account the respective university framework conditions. According to the intention of the BMBWF (see, e.g., Performance Agreements 2025–2027), the option of continued employment beyond the fixed-term limit should also exist for staff funded through third-party resources. This requires appropriate flexibility in cases where third-party funding is discontinued.

The addition of paragraph 2a to Article 21 enables universities, notwithstanding paragraph 2, to terminate employment relationships arising from third-party funded projects at the end of the month, even after five years, if the third-party funds—whether for reasons attributable to the project funders or to the employees themselves—lapse or are reduced. The collective bargaining parties view this supplement as a joint signal to encourage permanent appointments in the area of third-party funding in the future, thereby continuing to offer established and experienced employees the opportunity to work on third-party projects for the university and to submit projects even when exceeding the limits of Article 109 UG. As before, there is no legal entitlement to permanent employment.

The provision of paragraph 2a is intended to apply only if the discontinuation or reduction of third-party project funding prevents employment in the relevant organisational unit, and not merely temporarily. A bridging period of up to 12 months, until new or continued third-party funding for the relevant organisational unit is secured, should be assumed.

Article 21 paragraph 2a is intended to be temporary and thus shall apply only to third-party funded employment relationships that are made permanent between 1 January 2026 and 31 December 2029. The collective bargaining parties will evaluate the new provision and its effects from 2026–2028 (based on reports from all universities) in 2029 and will initiate negotiations in due course regarding a possible extension. This provision constitutes a form of “sunset legislation”, which expires on 31 December 2029 unless the collective bargaining parties agree on an extension. For employment relationships that are made permanent within the period from 1 January 2026 to 31 December 2029, this provision shall continue to apply. In the event of a positive development and evaluation—such as an increased number of permanent appointments of women and men employed through third-party funding, as well as support from university management for applications for funding to undertake research projects beyond the maximum limit for fixed-term employment relationships—both parties will seek an extension.

Vienna, on 24th November 2025

Austrian Trade Union Federation
Union of Public Services

Umbrella Organisation
of the universities