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**Amendments to the Collective Bargaining Agreement for University Staff
"21st Addendum of December 9, 2025"**

I.1. Article 49 (1) – (3) is amended as follows with effect as of 1.1.2026:

- (1) The gross monthly salary of the A1 salary group amounts to EUR 6,713.30. 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 7,350.60 after six years of service,
to EUR 7,982.00 after twelve years of service,
to EUR 8,613.20 after eighteen years of service, and
to EUR 9,244.70 after twenty-four years of service.
- (2) The gross monthly salary of the A2 salary group amounts to EUR 5,095.40 and in the case of staff members holding a doctor's degree or Ph.D. in the relevant subject it amounts to EUR 5,904.00.
These amounts shall increase
(a) to EUR 6,389.50 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 7,035.10 after six years of service as Associate Professor,
to EUR 7,666.40 after twelve years of service,
to EUR 8,297.80 after eighteen years of service, and
to EUR 8,928.80 after twenty-four years of service.
- (3) The gross monthly salary of the B1 salary group amounts to EUR 3,776.10. This amount shall increase
 - (a) to EUR 4,476.50 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 5,014.30;
 - (c) after eight years of service in a position as defined in letter (b) to EUR 5,540.60;
 - (d) after eight years of service in a position as defined in letter (c) to EUR 6,068.10;
 - (e) after eight years of service in a position as defined in letter (d) to EUR 6,595.70.

I.2. Article 54 (1) is amended as follows with effect as of 1.1.2026:

- (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							
	2,341.8 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6	R7	R8
	2,480.9 (3 J)	2,550.3 (3 J)	2,689.4 (5 J)	2,759.2 (5 J)	2,829.9 (5 J)	2,902.4 (8 J)	2,976.2 (5 J)	3,100.7
IIa	Basic Level							
	2,480.9 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6	R7	
	2,689.4 (3 J)	2,829.9 (5 J)	2,945.5 (7 J)	3,069.1 (7 J)	3,193.0 (7 J)	3,288.0 (7 J)	3,383.5	
IIb	Basic Level							
	2,620.1 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6	R7	
	2,829.9 (3 J)	2,976.2 (5 J)	3,100.4 (7 J)	3,224.0 (7 J)	3,353.0 (7 J)	3,450.3 (5 J)	3,547.9	
IIIa	Basic Level							
	2,759.2 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6		
	3,053.8 (5 J)	3,450.3 (7 J)	3,776.1 (8 J)	4,023.5 (8 J)	4,188.3 (8 J)	4,353.0		
IIIb	Basic Level							
	3,131.3 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6		
	3,450.3 (5 J)	3,858.6 (7 J)	4,188.3 (8 J)	4,435.2 (8 J)	4,600.1 (8 J)	4,764.6		
IVa	Basic Level							
	3,450.3 (3 J)							
	Regular Level 1	R2	R3	R4	R5			
	4,105.6 (8 J)	4,600.1 (8 J)	5,176.5 (8 J)	5,419.2 (8 J)	5,540.4			
IVb	Basic Level							
	3,776.1 (3 J)							
	Regular Level 1	R2	R3	R4	R5			
	4,476.5 (8 J)	5,014.3 (8 J)	5,540.5 (8 J)	5,823.6 (8 J)	5,965.0			
V	Basic Level							
	4,105.6 (3 J)							
	Regular Level 1	R2	R3	R4	R5			
	4,847.9 (8 J)	5,419.2 (8 J)	5,904.0 (8 J)	6,227.8 (8 J)	6,389.2			

I.3. Article 56 (1) is amended as follows with effect as of 1.1.2026:

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

- EUR 1,102.60 in the 1st year
- EUR 1,300,80 in the 2nd year
- EUR 1,527.40 in the 3rd year
- EUR 1,866.80 in the 4th year of apprenticeship.

II.1. Article 49 (1) – (3) is mended as follows with effect as of 1.1.2027:

- (1) The gross monthly salary of the A1 salary group amounts to EUR 6,800.60. 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 7,446.20 after six years of service,
 - to EUR 8,085.80 after twelve years of service,
 - to EUR 8,725.20 after eighteen years of service, and
 - to EUR 9,364.90 after twenty-four years of service.

- (2) The gross monthly salary of the A2 salary group amounts to EUR 5,161.60 and in the case of staff members holding a doctor's degree or Ph.D. in the relevant subject it amounts to EUR 5,980.80.
These amounts shall increase
 - (a) to EUR 6,472.60 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 7,126.60 after six years of service as Associate Professor,
 - to EUR 7,766.10 after twelve years of service,
 - to EUR 8,405.70 after eighteen years of service, and
 - to EUR 9,044.90 after twenty-four years of service.

- (3) The gross monthly salary of the B1 salary group amounts to EUR 3,836.10. This amount shall increase
 - (a) to EUR 4,536.50 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 5,079.50;
 - (c) after eight years of service in a position as defined in letter (b) to EUR 5,612.50;
 - (d) after eight years of service in a position as defined in letter (c) to EUR 6,147.00;
 - (e) after eight years of service in a position as defined in letter (d) to EUR 6,681.40.

II.2. Article 54 (1) is amended as follows with effect as of 1.1.2027:

- (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							
	2,401.8 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6	R7	R8
	2,540.9 (3 J)	2,610.3 (3 J)	2,749.4 (5 J)	2,819.2 (5 J)	2,889.9 (5 J)	2,962.4 (8 J)	3,036.2 (5 J)	3,160.7
IIa	Basic Level							
	2,540.9 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6	R7	
	2,749.4 (3 J)	2,889.9 (5 J)	3,005.5 (7 J)	3,129.1 (7 J)	3,253.0 (7 J)	3,348.0 (7 J)	3,443.5	
IIb	Basic Level							
	2,680.1 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6	R7	
	2,889.9 (3 J)	3,036.2 (5 J)	3,160.4 (7 J)	3,284.0 (7 J)	3,413.0 (7 J)	3,510.3 (5 J)	3,607.9	
IIIa	Basic Level							
	2,819.2 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6		
	3,113.8 (5 J)	3,510.3 (7 J)	3,836.1 (8 J)	4,083.5 (8 J)	4,248.3 (8 J)	4,413.0		
IIIb	Basic Level							
	3,191.3 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6		
	3,510.3 (5 J)	3,918.6 (7 J)	4,248.3 (8 J)	4,495.2 (8 J)	4,660.1 (8 J)	4,826.5		
IVa	Basic Level							
	3,510.3 (3 J)							
	Regular Level 1	R2	R3	R4	R5			
	4,165.6 (8 J)	4,660.1 (8 J)	5,243.8 (8 J)	5,489.6 (8 J)	5,612.4			
IVb	Basic Level							
	3,836.1 (3 J)							
	Regular Level 1	R2	R3	R4	R5			
	4,536.5 (8 J)	5,079.5 (8 J)	5,612.5 (8 J)	5,899.3 (8 J)	6,042.5			
V	Basic Level							
	4,165.6 (3 J)							
	Regular Level 1	R2	R3	R4	R5			
	4,910.9 (8 J)	5,489.6 (8 J)	5,980.8 (8 J)	6,308.8 (8 J)	6,472.3			

II.3. Article 56 (1) is amended as follows with effect as of 1.1.2027:

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

- EUR 1,162.60 in the 1st year
- EUR 1,360,80 in the 2nd year
- EUR 1,587.40 in the 3rd year
- EUR 1,926.80 in the 4th year of apprenticeship.

III. In Article 81 the following paragraphs 28 and 29 are added:

(28) The salaries of the University Staff subject to this Collective Bargaining Agreement (Articles 49, 54) including excess payments, if any, shall be raised by 1.65 % and at least by EUR 60. with effect as of 1 January 2026. The apprentice income (Article 56) shall be raised by EUR 60. In the case of part-time employment a prorated calculation shall apply. The amounts so calculated shall be rounded arithmetically to the first decimal place.

(29) The salaries of the University Staff subject to this Collective Bargaining Agreement (Articles 49, 54) including excess payments, if any, shall be raised by 1.3 % and at least by EUR 60. with effect as of 1 January 2027. The apprentice income (Article 56) shall be raised by EUR 60. In the case of part-time employment a prorated calculation shall apply. The amounts so calculated shall be rounded arithmetically to the first decimal place.

Vienna, on 9th December 2025

Austrian Trade Union Federation
Union of Public Services

Umbrella Organisation
of the universities