

**COLLECTIVE AGREEMENT FOR WHITE COLLAR WORKERS  
AUSTRIAN ELECTRICAL AND ELECTRONICS INDUSTRIES**

**2024**

**1. Minimum Salaries in €**  
(Mindestgehälter)

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	2 406.56						
B	2 431.37	2 476.83	2 522.29	2 545.02	2 567.75	45.46	22.73
C	2 658.73	2 738.50	2 818.27	2 858.16	2 898.05	79.77	39.89
D	2 837.05	2 922.18	3 007.31	3 049.88	3 092.45	85.13	42.57
E	3 251.09	3 381.13	3 511.17	3 576.19	3 641.21	130.04	65.02
F	3 665.31	3 811.93	3 958.55	4 031.86	4 105.17	146.62	73.31
G	4 215.39	4 384.03	4 552.67	4 636.99	4 721.31	168.64	84.32
H	4 623.87	4 808.83	4 993.79	5 086.27	5 178.75	184.96	92.48
I	5 657.48	5 883.82	6 110.16	6 223.33	6 336.50	226.34	113.17
J	6 211.44	6 459.92	6 708.40	6 832.64	6 956.88	248.48	124.24
						2 EG-Y	4 7 10 EG-Y
K	8 211.65	8 540.09	8 704.31	8 868.53	9 032.75	328.44	164.22

EG ... employment group (Beschäftigungsgruppe)

**2. Apprenticeship Remuneration in €**  
(Lehrlingseinkommen)

**Apprenticeship**  
(Lehre)

Appr.-Years	I	II
year 1	1 187.88	1 484.84
year 2	1 484.84	1 930.30
year 3	1 781.81	2 227.27
year 4	2 316.36	2 461.13

**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	1 187.88	1 187.88	1 187.88
year 2	1 357.57	1 272.72	1 230.30
year 3	1 696.96	1 527.27	1 289.69
year 4	2 104.24	1 832.72	
year 5	2 316.36	2 206.05	
year 6		2 316.36	

**Dual Studies:** € 2 461.13

**3. Student Apprenticeship Remuneration**  
(Pflichtpraktikum)

secondary schools for engineering (berufsbildende mittlere oder höhere Schulen):  
€ 1 096.67

universities of applied sciences (Fachhochschulen):  
€ 1 482.17

**4. Remuneration for Internship During Vacation in €**  
(Ferialpraktikum)

	<b>Without Final Examination</b> (ohne Matura)	<b>With Final Examination</b> (mit Matura)
first employment without vocational experience or student apprenticeship	825.23	1 096.67
other cases	1 096.67	1 482.17

**5. Extra Charges Based on the Collective Agreement**  
(Kollektivvertragliche Zulagen)

<b>Extra Charges</b>	<b>€</b>
dirt/adversity/danger-charge (SEG-Zulage)	0.689
night-charge	3.556
shift work-charge (shift 2)	1.000
shift work-charge (shift 3)	3.556

**6. Business Travel Allowances**  
(Reiseaufwandsentschädigungen)

<b>Per Diem Allowance EU</b> (EU-Taggeld)	<b>€</b>
more than 5 up to 8 hours	21.99
more than 8 up to 12 hours	43.97
more than 12 hours	65.96
<b>Per Diem Allowance in Vicinity</b> (Nahbereichstaggeld)	<b>€</b>
more than 5 up to 8 hours	15.91
more than 8 up to 11 hours	19.96
more than 11 hours	32.97
<b>Accommodation Allowance EU</b> (EU-Nächtigungsgeld)	<b>€</b>
up to 7 days	36.58
more than 7 days	22.23