

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 "19th Addendum of December 4, 2024"**

### **1. Article 49 (3) is amended as follows:**

The amount in letter (d) shall be EUR 5,751.10. The full stop at the end of letter (d) is replaced by a semicolon.

After letter (d), a letter (e) is added:

(e) after eight years of service in a position as defined in letter (d) to EUR 6,251.10.

### **2. Article 54 (1) is amended by addition as follows:**

The table in paragraph (1) is amended and supplemented:

In job group I, the bracket term in R6 is '(5 J)', in R7 the bracket term '(5 J)' is inserted after the amount and after R7 a column R8 with the amount of EUR 2,929.4 is inserted.

In job group IIa, the bracket term in R4 and R5 is '(7 J)', in R6 the bracket term '(7 J)' is inserted after the amount and after R6 a column R7 with the amount of EUR 3,201.8 is inserted.

In job group IIb, the bracket term in R4 and R5 is '(7 J)', in R6 the bracket term '(7 J)' is inserted after the amount and after R6 a column R7 with the amount of EUR 3,360.2 is inserted.

In job group IIIa, in R5 the bracket term '(8 J)' is inserted after the amount and after R5 a column R6 with the amount of EUR 4,125.5 is inserted.

In job group IIIb, in R5 the bracket term '(8 J)' is inserted after the amount and after R5 a column R6 with the amount of EUR 4,515.7 is inserted.

In job group IVa, in R4 the bracket term '(8 J)' is inserted after the amount and after R4 a column R5 with the amount of EUR 5,251.0 is inserted.

In job group IVb, in R4 the bracket term '(8 J)' is inserted after the amount and after R4 a column R5 with the amount of EUR 5,653.4 is inserted.

In job group V, in R4 the bracket term '(8 J)' is inserted after the amount and after R4 a column R5 with the amount of EUR 6,055.4 is inserted.

### **3. Article 49 (1) – (3) is amended as follows with effect as of 1.2.2025:**

(1) The gross monthly salary of the A1 salary group amounts to EUR 6,604.30. 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 7,231.30 after six years of service,  
to EUR 7,852.40 after twelve years of service,  
to EUR 8,473.40 after eighteen years of service, and  
to EUR 9,094.60 after twenty-four years of service.

(2) The gross monthly salary of the A2 salary group amounts to EUR 5,012.70 and in the case of staff members holding a doctor's degree or Ph.D. in the relevant subject it amounts to EUR 5,808.20.

These amounts shall increase

(a) to EUR 6,285.80 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 6,920.90 after six years of service as Associate Professor,  
to EUR 7,542.00 after twelve years of service,  
to EUR 8,163.10 after eighteen years of service, and  
to EUR 8,783.90 after twenty-four years of service.

- (3) The gross monthly salary of the B1 salary group amounts to EUR 3,714.80. This amount shall increase
- (a) to EUR 4,403.80 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 4,932.90;
  - (c) after eight years of service in a position as defined in letter (b) to EUR 5,450.60;
  - (d) after eight years of service in a position as defined in letter (c) to EUR 5,969.60;
  - (e) after eight years of service in a position as defined in letter (d) to EUR 6,488.60.

**4. Article 54 (1) is amended as follows with effect as of 1.2.2025:**

- (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							
	2,281.8 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6	R7	R8
	2,420.9 (3 J)	2,490.3 (3 J)	2,629.4 (5 J)	2,699.2 (5 J)	2,769.9 (5 J)	2,842.4 (8 J)	2,916.2 (5 J)	3,040.7
IIa	Basic Level							
	2,420.9 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6	R7	
	2,629.4 (3 J)	2,769.9 (5 J)	2,885.5 (7 J)	3,009.1 (7 J)	3,133.0 (7 J)	3,228.0 (7 J)	3,323.5	
IIb	Basic Level							
	2,560.1 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6	R7	
	2,769.9 (3 J)	2,916.2 (5 J)	3,040.4 (7 J)	3,164.0 (7 J)	3,293.0 (7 J)	3,390.3 (5 J)	3,487.9	
IIIa	Basic Level							
	2,699.2 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6		
	2,993.8 (5 J)	3,390.3 (7 J)	3,714.8 (8 J)	3,958.2 (8 J)	4,120.3 (8 J)	4,282.3		
IIIb	Basic Level							
	3,071.3 (3 J)							
	Regular Level 1	R2	R3	R4	R5	R6		
	3,390.3 (5 J)	3,796.0 (7 J)	4,120.3 (8 J)	4,363.2 (8 J)	4,525.4 (8 J)	4,687.3		
IVa	Basic Level							
	3,390.3 (3 J)							
	Regular Level 1	R2	R3	R4	R5			
	4,039.0 (8 J)	4,525.4 (8 J)	5,092.5 (8 J)	5,331.2 (8 J)	5,450.5			
IVb	Basic Level							
	3,714.8 (3 J)							
	Regular Level 1	R2	R3	R4	R5			
	4,403.8 (8 J)	4,932.9 (8 J)	5,450.6 (8 J)	5,729.1 (8 J)	5,868.2			
V	Basic Level							
	4,039.0 (3 J)							
	Regular Level 1	R2	R3	R4	R5			
	4,769.2 (8 J)	5,331.2 (8 J)	5,808.2 (8 J)	6,126.7 (8 J)	6,285.5			

**5. Article 56** is amended as follows with effect as of 1.2.2025:

The heading is "Apprentice income, Holiday Work"

Paragraph (1) shall read:

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

EUR 1,042.60 in the 1<sup>st</sup> year

EUR 1,240.80 in the 2<sup>nd</sup> year

EUR 1,467.40 in the 3<sup>rd</sup> year

EUR 1,806.80 in the 4<sup>th</sup> year of apprenticeship.

**6. In Article 81** the following Article 25 is added:

(25) The amendments according to the 19<sup>th</sup> addendum shall become effective on 1 January 2025, unless stated otherwise.

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 3.8 % and at least by EUR 100. with effect as of 1 February 2025. The apprentice income (Article 56) shall be raised by EUR 100. with effect as of 1 February 2025. 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.

The increase in the salaries according to the Collective Bargaining Agreement set out in Article 49 (3) (d) with effect as of 1.1.2025 and the salary advancement depending on periods of service from the salary level according to Article 49 (3) (d) to the salary level according to letter (e) is to be offset against excess payments granted and reduces these accordingly (absorption).

Vienna, on 4<sup>th</sup> December 2024

Austrian Trade Union Federation  
Union of Public Services

Umbrella Organisation  
of the universities