

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.

**13th Addendum to the Collective Bargaining Agreement
(26.03.2021)**

1. Article 20 (3) amended as follows:

(3) A fixed-term employment relationship as defined in paragraphs (1) and (2) shall be extended

1. by periods

(a) of a prohibition of employment as defined in Sections 3 to 5 of the Austrian Maternity Act [Mutterschutzgesetz/MSchG] 1979,

(b) leave according to the MSchG or the Austrian Paternity Act [Väter Karenzgesetz/VKG],

(c) of military or civil service;

(d) of an extension of the employment relationship to be calculated in accordance with item 3 in the case of part-time employment as defined in Article 15h of the Austrian Maternity Act [Mutterschutzgesetz/MSchG] 1979 or Article 8 of the Austrian Paternity Act [Väter Karenzgesetz/VKG], if the employment relationship was entered into for training purposes, the fulfillment of a qualification agreement or the fulfillment of other performances required for employees to achieve a qualification or career level and to the extent that the employee has consented to this extension;

2. for periods of leave for relevant academic or artistic activities to the extent that such activities do not mainly serve the purpose of gaining the qualifications (e.g. doctoral thesis, professoral thesis) to be rendered within the relevant fixed-term employment relation;

3. if part-time employment has been agreed, after establishment of an employment relationship for training purposes depending on the working time to the extent that the originally agreed training period will be adjusted accordingly.

The extension periods defined in item 1 letters a to b shall not exceed three years in total and those defined in item 2 shall not exceed one year.

Vienna, on 26th March 2021

Austrian Trade Union Federation
Union of Public Services

Umbrella Organisation
of the universities