

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.

16th Addendum to the Collective Bargaining Agreement (February 2023)

1. Article 49 (1) – (3) amended as follows:

(1) The gross monthly salary of the A1 salary group amounts to EUR 5,826.50. 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 6,379.70 after six years of service,
- to EUR 6,927.60 after twelve years of service,
- to EUR 7,475.50 after eighteen years of service, and
- to EUR 8,023.50 after twenty-four years of service.

(2) The gross monthly salary of the A2 salary group amounts to EUR 4,422.30 and in the case of staff members holding a doctor's degree or Ph.D. in the relevant subject it amounts to EUR 5,124.20. These amounts shall increase

- (a) to EUR 5,545.50 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 6,105.80 after six years of service as Associate Professor,
- to EUR 6,653.80 after twelve years of service,
- to EUR 7,201.70 after eighteen years of service, and
- to EUR 7,749.40 after twenty-four years of service.

(3) The gross monthly salary of the B1 salary group amounts to EUR 3,277.30. This amount shall increase

- (a) to EUR 3,885.20 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 4,351.90;
- (c) after eight years of service in a position as defined in letter (b) to EUR 4,808.7;
- (d) after eight years of service in a position as defined in letter (c) to EUR 5,054.40.

2. Article 54 (1) amended as follows:

(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 | | | | | | |
| | 1,998.0 (3J) | | | | | | |
| | Regular Level 1 | R2 | R3 | R4 | R5 | R6 | R7 |
| | 2,125.4 (3J) | 2,188.9 (3J) | 2,316.3 (5J) | 2,380.2 (5J) | 2,443.7 (5J) | 2,507.6 (8J) | 2,572.7 |
| IIa | Basic Level | | | | | | |
| | 2,125.4 (3J) | | | | | | |
| | Regular Level 1 | R2 | R3 | R4 | R5 | R6 | |
| | 2,316.3 (3J) | 2,443.7 (5J) | 2,545.7 (7J) | 2,654.7 (8J) | 2,764.0 (8J) | 2,847.8 | |
| IIb | Basic Level | | | | | | |
| | 2,252.8 (3J) | | | | | | |
| | Regular Level 1 | R2 | R3 | R4 | R5 | R6 | |
| | 2,443.7 (3J) | 2,572.7 (5J) | 2,682.3 (7J) | 2,791.4 (8J) | 2,905.1 (8J) | 2,991.0 | |
| IIIa | Basic Level | | | | | | |
| | 2,380.2 (3J) | | | | | | |
| | Regular Level 1 | R2 | R3 | R4 | R5 | | |
| | 2,641.2 (5J) | 2,991.0 (7J) | 3,277.3 (8J) | 3,492.0 (8J) | 3,635.1 | | |
| IIIb | Basic Level | | | | | | |
| | 2,709.6 (3J) | | | | | | |
| | Regular Level 1 | R2 | R3 | R4 | R5 | | |
| | 2,991.0 (5J) | 3,348.9 (7J) | 3,635.1 (8J) | 3,849.4 (8J) | 3,992.4 | | |
| IVa | Basic Level | | | | | | |
| | 2,991.0 (3J) | | | | | | |
| | Regular Level 1 | R2 | R3 | R4 | | | |
| | 3,563.3 (8J) | 3,992.4 (8J) | 4,492.8 (8J) | 4,703.3 | | | |
| IVb | Basic Level | | | | | | |
| | 3,277.3 (3J) | | | | | | |
| | Regular Level 1 | R2 | R3 | R4 | | | |
| | 3,885.2 (8J) | 4,351.9 (8J) | 4,808.7 (8J) | 5,054.4 | | | |
| V | Basic Level | | | | | | |
| | 3,563.3 (3J) | | | | | | |
| | Regular Level 1 | R2 | R3 | R4 | | | |
| | 4,207.5 (8J) | 4,703.3 (8J) | 5,124.2 (8J) | 5,405.1 | | | |

3. Article 56 (1) amended as follows:

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

- EUR 863.20 in the 1st year
- EUR 1,044.70 in the 2nd year
- EUR 1,252.20 in the 3rd year
- EUR 1,563.00 in the 4th year of apprenticeship.

4. Article 81 the following Article 22 is added:

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 7.15%, but at least by EUR 170 with effect as of 1 February 2023.

The apprentice pay (Article 56) shall be raised by EUR 170. In the case of part-time employment, an aliquot calculation applies. The amounts so calculated shall be rounded arithmetically to the first decimal place.

Vienna, on 16th December 2022

Austrian Trade Union Federation
Union of Public Services

Umbrella Organisation
of the universities