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## Collective Bargaining Agreement 2020 for Foreign Airlines

Made between the Austrian Federal Economic Chamber, Trade Association of Bus, Aviation and Shipping Companies, Group of Aviation Professions, on the one hand, and the Austrian Trade Union Federation, Union of Salaried Private Sector Employees and of Printers, Journalists and Paper Workers on behalf of the employees, other personnel and apprentices working for foreign airlines, on the other hand

1. The actual salaries of employees currently receiving a salary below the final value 6 shall be increased by 0,9% up to level 6 at the most as per 1 January 2019.
2. Furthermore, 1.0% of the payroll of those employees currently receiving a salary below the final value 6 shall be individually distributed up to level 6 at the most in accordance with the guidelines of Article 19 of the Collective Bargaining Agreement in effect from 1 January 2020 on.
3. The increases pursuant to points 1 and 2 also include a compensation for the level changes under the old Collective Bargaining Agreement at a percentage of 1.2%.
4. All employees who received level 6 salaries or higher in 2019 shall receive a one-off payment of EUR 1,400.00 gross for 2020. Part-time employees shall receive a pro-rated share thereof. In the course of 2020, the employer side and the employee side shall consider the issue of capping with regard to value adjustments for the future.
5. All full-time employees who are not yet entitled to a sixth holiday week shall receive two days off per year, and full-time employees entitled to a sixth holiday week shall receive one day off per year. Part-time employees shall receive a pro-rated share of the day off corresponding to the extent of their part-time employment in relation to full-time employment.
6. The increases shall become effective retroactively as per 1 January 2020 and, like the one-off payment, shall be paid out by 30 April 2020 at the latest.

7. Good Friday shall be deleted as a public holiday from the Collective Bargaining Agreement. If a court ruling is issued against the elimination of this public holiday, Good Friday shall again be included as a public holiday in the Collective Bargaining Agreement.
8. The present Agreement shall apply to the period from 1 January 2020 to 31 December 2020.
9. Negotiations for 2021 shall start in the 4<sup>th</sup> quarter of 2020.