

# COLLECTIVE AGREEMENT

for white-collar employees and other staff of foreign  
airlines in Austria

VALID AS OF JANUARY 1, 2024

## Closing information 2024

**The GPA trade union and the aviation professional group of the trade association of bus, aviation and shipping companies agreed on 28. 11. 2023 that:**

1. the actual salaries of the employees will be increased by 7% including 1.7% performance-related and a monthly fixed amount of EUR 85.00 as of January 1, 2024
2. the performance-related increase shall be granted retroactively from January 1, 2024
3. the collectively agreed minimum salaries of the employees will be increased by 7% plus a monthly fixed amount of EUR 85.00 as of January 1, 2024
4. the agreement applies to all salary levels
5. the anniversary bonus regulation for employees who joined a company before January 1, 2010 will be adjusted as follows at least 20 years instead of 25 years at least 2 monthly gross basic salaries  
at least 30 years instead of 35 years at least 3 monthly gross basic salaries  
All employees to whom this regulation applies and who have been working in the same company for more than 20 years but less than 25 years or more than 30 years but less than 35 years when the regulation is changed on January 1, 2024, will also receive at least 2 or 3 monthly gross basic salaries at the earliest possible date. This also applies to the two paid days off as stipulated in § 12 of the collective agreement.
6. in § 5.2, in the sentence "The regular working time for employees who are employed on shift or continuous duty is - depending on the length of the month and the location of the weekends - between 160 and a maximum of 184 hours within a month", the words "public holidays" is inserted between the words "month" and "and".
7. a working group shall be entrusted with the following issues:
  - a) additional vacation day for all employees § 9 Pkt 3
  - b) reformulation of § 19.2
8. it is noted that the rolling inflation from October 2022 to September 2023 of 9.2% (based on data from Statistics Austria) was used for the negotiations of the CBA for 2024
9. it is agreed that in future collective bargaining negotiations the procedure as in point 8 will be used with adjusted annual figures (in accordance with the agreement of 2022).
10. this agreement shall apply from 1. 1. 2024
11. negotiations for the CBA 2025 will commence in October 2024.

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# COLLECTIVE AGREEMENT

concluded between the **Austrian Economic Chamber, Professional association of bus, air transport, and shipping operators, Air transport section**, Wiedner Hauptstraße 63, 1040 Vienna, on the one hand, and the **Austrian Trade Union Federation, GPA Union**, Alfred Dallinger-Platz 1, 1030 Vienna, on the other hand,

concerning white collar employees and other staff of foreign airlines in Austria

## § 1 Scope of application

1. This collective agreement shall apply to all white collar employees and other staff (hereinafter referred to as "employees") of foreign airlines working in the Republic of Austria.

2. Excluded from this collective agreement are employees transferred by the companies to the territory of the Republic of Austria whose service contracts are subject to foreign labour law, as well as special contracts of executive employees within the meaning of the Working Hours Act, unless these contain less favorable provisions.

## § 2 Start and duration of validity

1. This collective agreement shall enter into force on **January 1, 2024**.

2. This collective agreement may be terminated by either party by registered letter giving three months' notice to the end of a calendar month. During the notice period, negotiations shall be initiated for the purpose of renewing this collective agreement.

## § 3 Application of the Labour Constitutional Act

The Labour Constitutional Act together with the Works Council Election and Business Regulations as amended from time to time shall apply to works council representation.

## § 4 Employment

1. Any probationary employment agreed with employees shall be limited to a maximum period of one month.

2. At the beginning of the employment relationship, the employee shall be notified in writing by means of a service slip of his/her classification in the employment group scheme and seniority level specified in Annex I (see page 12) to this

collective agreement. The works council shall be informed thereof in advance.

## § 5 Working hours

1. The working time for employees who are not on shift or continuous duty is 40 hours per week. Normal working hours shall be scheduled between 6:00 a.m. and 8:00 p.m.

2. Regular working time for employees employed in shift or continuous service - depending on the length of the month, public holidays and the number of weekends - shall be between 160 and a maximum of 184 hours within one month. Working hours may be distributed unevenly, but there must be a rest period of at least 11 hours between 2 shifts or rotations.

If necessary, differing calculation periods can be agreed in a works agreement subject to compliance with collective agreement regulations.

A balance of up to 24 hours plus or minus can also be agreed to be transferred to the next accounting period if so agreed in a works agreement. In companies without a works council this can also be agreed in individual contracts.

*(Para. 2 as amended as of 1. 1. 2019)*

3. Normal working hours for employees working in shifts shall be scheduled between 6:00 a.m. and 10:00 p.m. and may be extended to a maximum of 12 hours per day, subject to the provisions of the Working Hours Act. Hours worked between 10:00 p.m. and 6:00 a.m. shall be remunerated as per the existing night shift allowance of at least 30%. Any other more favourable provisions existing shall continue to apply.

4. For part-time employees, the daily continuous normal working time in shift work shall total at least 4 hours.

## § 6 Rest period and public holidays

1. in view of the special operating conditions in both shift work and continuous service, Sundays shall qualify as working days. If the shift schedule does not include a work-free Sunday, each employee concerned shall be entitled to a weekly rest period in lieu of Sunday rest. The weekly rest period must be at least 36 hours of uninterrupted time off.

2. The 36-hour weekly rest period must include the period from 1 p.m. on Saturday to midnight on Sunday at least twelve times during the calendar year. This regulation does not apply to those airlines that fly to Austrian airports exclusively on weekends. Deviating regulations can only be made by company agreement.

3. The public holidays are:

January 1 and 6

Easter Monday

May 1st  
Ascension Day  
Whit Monday  
Corpus Christi  
August 15  
October 26  
November 1  
December 8, 25 and 26

December 24 and 31 shall be considered half holidays with closing time no later than 12:00 noon. If an employee takes leave on the 24th or 31st of December, this shall qualify as only a half day of leave.

*(Para. 3 as amended from 1. 1. 2020)*

### § 7 Overtime, work on Sundays and public holidays

1. Overtime shall be working hours ordered by the employer or the employer's authorized representative which exceed the working hours stipulated in § 5. The provisions of the Working Hours Act shall apply to ordered overtime.

2. Overtime pay shall consist of a basic hourly rate and a supplementary rate. The basic hourly rate shall be calculated on the basis of 1/157.

3. For employees who are not on shift or continuous duty, the overtime premium shall be 50% on weekdays between 6:00 a.m. and 8:00 p.m. and 100 % on Sundays.

4. For employees who work in shifts or continuous service, the supplement for the first 3 overtime hours per week (Monday to Sunday) is 50 %, for the other 100 %.

5. 100 % extra pay shall be granted for work during rest periods (according to § 6 line 1).

6. 60% extra pay shall be granted for work performed on public holidays or semi-holidays which are no days of rest. For each hour worked on public or semi-public holidays, the same amount of paid time off shall be granted. The granting of such paid time off shall take into account operational requirements.

If the conditions for granting an overtime bonus and a public holiday or rest day bonus both apply at the same time, only the higher bonus (e.g. 60% bonus plus 100% time off) shall be applied.

7. If an employee on shift duty is called upon to work less than 6 hours on an unscheduled basis and not in connection with shift duty, he shall in any case be compensated for 6 hours.

8. The claim for overtime compensation must be asserted within 4 months from the day on which the overtime was worked otherwise the claim shall expire. In the event

of timely assertion, the 3-year period of the ABGB (General Civil Code) shall apply.

9. In agreement with the employee overtime can be compensated as compensatory time, taking into account the surcharges pursuant to items 3, 4 and 5.

10. In general, normal working hours shall not be less than 6 hours per shift or day.

§ 8 Continued payment of remuneration in the event of absence from work

1. In the event of illness, the employee shall retain the right to remuneration pursuant to Section 8 of the Salaried Employees Act, with the provision that instead of half the remuneration, the difference between sick pay and the normal net salary shall be paid.

In addition to the benefits under the previous paragraph, a further supplement to sick pay shall be paid in the amount of the difference between sick pay and the normal net salary (Appendix II), but not exceeding 49% of the gross salary (Appendix II), as follows:

- if the employment relationship has lasted more than 5 years ..... 4 months,
- if more than 10 years ..... 6 months,
- for more than 20 years ..... 9 months.

(2) In the following cases, each employee shall be granted time off without reduction of his/her salary in the event of his/her being prevented from performing his/her duties:

- in case of own marriage ..... 3 working days,
- in case of marriage of one of the parents, of children and siblings..... 1 working day,
- in the event of the death of a spouse or partner provided that at the time of death there was a joint household ... 3 working days,
- in case of the death of a father, mother or child .....2 working days,
- in the event of the death of siblings, parents-in-law, grandparents or spouse not living in the same household ..... 1 working day,
- in case of change of residence, the necessary time, but not more than ..... 2 working days,
- in case of childbirth by spouse or partner ..... 2 working days.

## § 9 Vacation and days off

1. The provisions of the Federal Act of 7 July 1976 on the Unification of Leave Law and the Introduction of Leave for Nursing Care, BGBl (Federal Law Gazette) No 390, as amended from time to time.
2. For the purpose of calculating the period of leave, periods of service abroad shall also be taken into account, but in total, including periods of service in Austria, no more than up to a maximum of 5 years.
3. All full-time employees who are not yet entitled to the 6th week of vacation shall receive two days off/year. All full-time employees who are entitled to the 6th week of vacation shall receive one day off/year. Part-time employees shall be entitled to that portion of the time off day which corresponds to the proportion of part-time employment in relation to full-time employment.

## § 9a Parental leave

If parental leave has been taken until the child's second birthday, the employer shall inform the employee in the sixth or fifth month before the end of the parental leave to the last known address about the date on which the maternity leave ends. If this notification is not made and the parent does not resign pursuant to § 23a para. 3 or 4 AngG, the employee can start work up to four weeks after the notification in the above sense (at the latest at the end of the entitlement to childcare allowance) or resign within two weeks after this notification; in this case, the employee is entitled to severance pay in accordance with § Section 23a (3) and (4) AngG (Austrian Employees Act), unless the BMVG (Company employee and self-employed provision law) applies.

Failure to render service between the end of the statutory maternity leave and the resumption of service within the meaning of the above provision shall not be deemed to be in breach of duty. There is no protection against dismissal beyond the statutory entitlement.

**This provision shall apply to parental leaves ending after 30. 9.2004.**

***For leaves of absence beginning on or after 1. 1. 2016 the following applies:***

*Periods of maternity leave shall be credited to the extent of up to 22 months per maternity leave for all entitlements dependent on the duration of the period of service.*

***The following applies to periods of maternity leave beginning on or after***



**January 1, 2019:**

*For births on or after 1. 1. 2019, those periods of parental leave, for each child, to the full extent of the time taken, up to the maximum duration, in accordance with §§ 15 para. 1 and 15c para. 2 no. 3 and para. 3 MSchG (Trademark Protection Act) in the version of BGBI (Federal Law Gazette) I No. 68/2019, shall be applied to all entitlements dependent on the duration of the period of service.*

**The following applies to leaves of absence beginning on or after 1. 8. 2019:**

*For births on or after 1. 8. 2019, the crediting of periods of maternity leave in the current employment relationship shall be governed for all legal entitlements that are based on the*

*duration of the period of service, by § 15f Maternity Protection Act (MSchG) as amended by BGBI 68/2019 in conjunction with § 7c with § 7c Paternity Leave Act (VKG).*

## § 10 Termination and early termination of the employment relationship

1. If the employment relationship has been entered into or continued without a time limit, it may be terminated by notice of the employer in compliance with the notice periods specified in the Salaried Employees Act. Employees who have not yet completed their 2nd year of service may be terminated on the 15th or last day of each month. From the 3rd year of service onwards, notice of termination may only be given at the end of each calendar quarter.

2. In all other respects, the termination and premature dissolution of the service termination of employment shall be governed by the relevant provisions of the Salaried Employees Act.

## § 11 Severance pay

1. With regard to severance pay, the provisions of items 1 to 6 of this paragraph shall apply to all employment relationships which commenced before 1 January 2003, provided that there is no transfer in accordance with § 47 BMVG (Company employee and self-employed provision law).

For all employment relationships which commenced after 31 December 2002 or for which a transfer in accordance with § 47 BMVG has been agreed, the current version of the Austrian Occupational Pensions Act (BMVG) shall apply. The provisions of items 1 to 6 of this paragraph do not apply to these employment relationships.

If the employment relationship has lasted for an uninterrupted period of 3 years, the employee shall be entitled to a severance payment upon termination of the employment relationship. This amounts to 2 times the remuneration due to the employee for the last month of the employment relationship and increases to

- after 5 years of service ..... 3 times

- after 10 years of service ..... 6 times
- after 15 years of service, ..... 9 times
- after 17 years of service: ..... 12 times
- after 20 years of service ..... 15 times
- after 25 years of service ..... 18 times
- after 30 years of service ..... 19-times the monthly salary,

In the event of termination of employment, the severance payment shall be 3 times the remuneration due to the employee for the last month of employment, instead of the above rates, and shall be increased to

- after 5 years of service ..... 4 times
  - after 10 years of service, ..... 7 times
  - after 15 years of service, ..... 10 times
  - after 17 years of service ..... 12 times
  - after 20 years of service ..... 16 times
  - after 25 years of service ..... 18 times
  - after 30 years of service: ..... 19 times
- of the monthly salary.

Section 23 of the Salaried Employees Act shall apply in all other respects.

2. Entitlement to severance pay shall also exist if the employment relationship is terminated by the employee on the grounds of retirement, in the case of men after reaching the age of 60 and in the case of women after reaching the age of 55, provided that the employment relationship has lasted at least 10 years without interruption.

3. Female employees who terminate their employment during the protection period or maternity leave pursuant to the Maternity Protection Act shall receive half the severance payment pursuant to item 1.

4. Entitlement to severance pay pursuant to item 1 shall not exist if the employee, with the exception of item 2, resigns himself/herself, if he/she resigns prematurely without good cause or if he/she is at fault for the dismissal.

5. In the event of the death of an employee who has not yet been employed in the company for an uninterrupted period of 5 years, the severance payment shall amount to 2 times the last monthly salary. If the employee has been continuously employed in the company for more than 5 years, he/she shall be entitled to the full severance payment pursuant to item 1.

The spouse or partner living in the same household shall be entitled to severance pay; in the absence of such spouse or partner, the legal heirs whom the deceased was legally obligated to maintain; in the absence of such heirs, the persons paying the funeral expenses, but only to the extent of the funeral expenses actually incurred.

6. In the event of an occupational accident resulting in death, which has been recognized as such by the General Accident Insurance Institution, the severance pay pursuant to subparagraph (1) shall be due. With regard to entitlement, subparagraph (5) shall apply analogously.

§ 12 Anniversary bonus

For long service, the employee shall be paid after employment in the same company of

- 20 years at least ..... 2 monthly gross basic salaries
  - 30 years at least ..... 3 monthly gross basic salaries
  - 40 years at least ..... 4 monthly gross basic salaries
- Granted as a one-time recognition payment.

In addition, the employee shall be released from duty on his or her anniversary day as well as the following day with continued payment of his or her salary.

Note to the minutes of 28. 11. 2023

All employees to whom this regulation applies and who have been working in the same company for more than 20 years but less than 25 years or more than 30 years but less than 35 years when the regulation is changed on January 1, 2024, will also receive at least 2 or 3 monthly gross basic salaries at the earliest possible date. This also applies to the two paid off-duty days regulated in § 12 of the collective agreement.

(as amended from 1. 1. 2024)

For employment relationships which were or are established as of 1. 1. 2010, the following shall apply in deviation from the above:

- Remuneration for long-time service shall total after employment in the same company of at least
- 10 years at least ..... 1 monthly gross basic salary
  - 20 years at least ..... 2 monthly gross basic salaries
  - 30 years at least ..... 3 monthly gross basic salaries
- granted as a one-time recognition payment.

In addition, on the employee's 10th anniversary, the employee shall be excused from duty with continued pay on his or her anniversary day, and on the employee's 20th and 30th anniversaries, the employee shall also be excused from duty on the following day. The anniversary days are calculated in relation to a 5-day week in the

case of full-time employees, and accordingly pro rata in the case of part-time employees, with partial leave days being rounded up to whole days. Should a company offer other one-off company benefits in kind as part of the anniversary, the employee has the option of choosing between this benefit in kind or the anniversary bonus from the applicable collective agreement (either/or).

## § 13 Special payments

### **1. Vacation allowance**

Employees shall receive a vacation allowance no later than by June 30 of each year in the amount of the basic monthly salary due at the time of payment.

### **2. Christmas bonus**

Employees shall receive a Christmas bonus in the amount of the November salary no later than by November 30 of each year.

3. Employees entering or leaving the company during the year shall receive the aliquot part corresponding to their period of service in the calendar year, in the case of employees leaving the company this shall be calculated on the basis of the last basic monthly salary. Employees are obliged to repay the aliquot part of the special payment already paid to them at the employer's request if they themselves resign or if the employment relationship is terminated through their fault.

## § 14 Shortage allowance

The works council shall be authorised to conclude a works agreement with the employer on a shortage allowance (section 97 of the Labour Constitution Act).

## § 15 Mileage allowance

For business trips on behalf of the employer, the official mileage rates granted to federal employees on the basis of § 10 para. 2 of the Travel Fee Regulation 1955, Federal Law Gazette No. 133/55, as amended from time to time, shall apply when using a passenger car.

## § 16 Daily and overnight allowances

In the case of business trips in Austria on behalf of the employer, the daily and overnight accommodation allowances pursuant to § 26 Z 4 of the Income Tax Act, as amended, shall be due. If invoices are submitted for overnight stays that are higher than the officially set overnight stay fees, these invoices will be paid by the employer up to 2.5 times the officially set overnight stay fee

## § 17 Favorability clause

Existing regulations and agreements that are more favorable to employees shall not be affected by the standards of this collective agreement. The benefits of this collective agreement may be offset against more extensive benefits of the same kind provided by the employer.

## § 18 Employment group scheme and salary regulation

### I. General provisions

1. Employees shall be classified in job groups according to the nature of their work. The classification in a job group shall not be determined by the job title, but by the type of work and the required professional training. Employees with activities that are not mentioned in the employment groups shall be classified in the group that comes closest to their area of responsibility.

2. If an employee simultaneously performs several activities which are mentioned in different employment groups, he/she shall be classified in the group which is closest to his/her predominant activity.

3. Temporary work in a higher job group or temporary substitution of an employee in a higher job group shall not entitle the employee to a higher salary, unless the temporary work or substitution lasts longer than two months. In this case, an allowance shall be paid for the temporary activity or substitution, at least in the amount of the difference between the starting salaries of the respective use groups.

*4. Deleted as of 1. 1. 2016*

5. In the event of advancement to a higher job classification, the employees shall continue to be employed in the new job classification with their previous years of service and in the same step (linear advancement).

*(Para. 5 as of January 1, 2019)*

*6. deleted as of 1.1.2016*

7. If there are reasons for increasing the salary, the increase shall take effect on the first day of the month in which the reason for the increase falls.

8. The salary payment for the current calendar month shall be made no later than on the last day of the month. If the payday falls on a Sunday or a public holiday, the salary shall be paid on the preceding working day.

9. A written salary statement showing the gross salary, any supplements and deductions shall be given to each employee.

10. In the case of new hires, the employer shall offer the employee the opportunity to talk to the works council (or, if there is no works council, to the relevant human resources manager or to a statutory or voluntary interest group) about the classification under the collective agreement and the system of advancement.

11. As of January 1, 2016, a new salary scale shall apply to which existing employment relationships shall be transferred in accordance with the provisions of § 20 and for which the following principles shall be applied:

The basis for the proposed salary jumps within the new salary scale is each employee's completed or credited years of service, which in turn is based on each employee's individual hire date. The first jump will occur after the first four completed years of service, the second after the second five completed years of service (for a total of nine years of service), then a jump will occur every ten years thereafter, until the completed fortieth year of service.

(see table in Annex II, page 13).

II. The employment group scheme is set out in Annex I (see page 12), salaries and allowances in Annex II (see page 13).

## § 19 Value adjustment provisions

The parties to the collective agreement agree to conduct annual value adjustment negotiations in accordance with the following principles.

a. Three different components shall be negotiated:

1. The collective compensation adjustment of actual salaries This refers to the increase that will be applied indiscriminately to all actual salaries, except those at final value.

2. The budget, which is distributed in individual amounts to all or individual employees. The distribution of this individual pot is done by the employer, but the actual salary can be increased by a maximum of 5% per employee. The works council receives an annual list of the distribution of the individual performance benefit, showing the name and compensation increase. The maximum percentage salary increase only applies to the distribution of the individual pot. Voluntary salary increases beyond this are not affected by this maximum.

As an exception to the 5% limit in § 19 a.2. the increase from the individual pot can be up to 8% for employees in VG 1-4. This regulation is only valid for 2019 and will be evaluated or renegotiated for 2020.

*(a. 2. as of 1. 1. 2019)*

3. Adjustment of the new salary scale: adjustments to actual salaries under collective bargaining agreements are not automatically transferred to the new salary scale. The increase of the minimum salaries according to the salary scale represents a separate point of negotiation.

There is a final value at the 40th step in each remuneration group. Any employee who receives the salary of the 40th step or higher is not considered for the distribution of individual and collective pots (point 1 and 2). It is possible to agree on exceptions in a company agreement or in the individual employment contract/service note. There is no entitlement to such a company agreement or regulation in the individual employment contract/slip of service.

- Employees who draw the salary of the 40th step or higher may receive an individual one-time payment which is not drawn from the pots (point 1 and point 2). Employers decide individually on the entitlement and on the amount of these one-time payments. This does not give rise to any legal entitlement on the part of the employee. The designation 40th step refers to the table in Annex III and correlates (in 2016 also in terms of amount) with step 6 according to Annex II. After future increases in the table (point 3), only this step 6 is to be considered as the final value.

- If an individual pot is determined according to point 2 and the employee does not receive an increase in his/her ACTUAL salary from this pot for two years, a target agreement shall be concluded between the employee and the supervisor for the third year of the compensation increase that has not taken place. At the request of the employee, the works council shall be involved in this discussion. In companies without a works council, the employee shall have the right to consult a trade union representative for this discussion. In this discussion, realistic goals that are achievable by the employee in his or her immediate activity are agreed upon, which, if fully achieved, will lead to an increase in the ACTUAL salary from the individual pot in the 3rd year. The prerequisite is that an individual pot is available.

## § 20 Transitional provisions

The step changes on January 1, 2016, or in some cases on July 1, 2016, will be implemented using the table values from 2015. The resulting euro amounts will be migrated to the new table (see Annex II). Salary components that exceed the minimum salaries of the new table after migration are considered as non-absorbable overpayments (actual salary). For the valorization as of January 1, 2016, the following procedure shall be followed: First the step changes are implemented, then the valorization for 2015.

## § 21 Preclusive period

All claims arising from the employment relationship must be asserted in writing within six months of the due date, unless otherwise stipulated in the collective agreement or statutory provisions, otherwise they shall expire.

Vienna, 28<sup>th</sup> of November 2023

AUSTRIAN ECONOMIC CHAMBER  
PROFESSIONAL ASSOCIATION OF BUS, AIR TRANSPORT AND SHIPPING OPERATORS  
AIR TRANSPORT SECTION

Prof. Dr. Günther Ofner  
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TRADE UNION GPA  
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Barbara Teiber, MA  
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Karl Dürtscher  
Federal manager

Thomas Schäffer  
Chairman of the Economic Area

Christina Höferl  
Business Section Secretary

# ANNEX I

## Employment group scheme

### Employment group scheme

#### Group 1\*)

**EMPLOYEES WITH SIMPLE ACTIVITIES THAT ARE SUBJECT TO INSTRUCTIONS AND THAT ARE CARRIED OUT ACCORDING TO GENERAL GUIDELINES**

e.g:

office assistants

drivers

telephone operators

messengers

cleaning staff

*\*) EG 1 will be deleted without replacement as of 1. 1. 2022.*

*Employees who were classified in EG 1 until 31. 12. 2021 shall be reclassified to EG 2 as of 1. 1. 2022, taking into account the previous periods of service in the respective step (without reduction of the basic salary).*

#### Group 2

**EMPLOYEES WITHOUT RELEVANT PROFESSIONAL TRAINING OR EXPERIENCE WHOSE ACTIVITIES REQUIRE, IN ADDITION TO TASK-RELATED KNOWLEDGE, INDEPENDENCE WITHIN A GIVEN FRAMEWORK.**

e.g: Employees in passenger, cargo and telephone sales and reservations, aircraft



and passenger handling, air cargo handling, canvassers, bookkeepers, clerks as beginners.

### **Group 3**

**EMPLOYEES WHO HAVE SUCCESSFULLY COMPLETED SPECIALIZED TRAINING WITHIN ONE YEAR OR HAVE COMPARABLE EXPERIENCE AND ARE ABLE TO INDEPENDENTLY MAKE NECESSARY CORRECTIONS IN THE NORMAL COURSE OF WORK**

e.g: Employees who have completed basic training in passenger, cargo and telephone sales and reservations, passenger, aircraft and air cargo handling, canvassers, accountants, clerks, aircraft technicians.

### **Group 4**

**EMPLOYEES WITH THOROUGH TECHNICAL KNOWLEDGE AND EXTENSIVE SPECIFIC PROFESSIONAL EXPERIENCE**

E.g.: Workers in passenger, cargo and telephone sales and reservations, passenger, aircraft and air cargo handling, canvassers, accountants, executive secretaries, aircraft technicians with a license

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### **Group 5**

**EMPLOYEES WITH MANAGERIAL RESPONSIBILITY OR SPECIALISTS WHO ARE ASSIGNED TO A TASK AREA FOR THE PROCESSING OF WHICH EXTENDED TECHNICAL REQUIREMENTS ARE NECESSARY.**

e.g:

Shift supervisor or shift deputy supervisor

Supervisor or deputy supervisor, in ticketing, sales and reservations

Accountant

Aircraft technician with two or more licenses

Load controller

Acquisition agents with seniority and high performance level

### **Group 6**

**EMPLOYEES WITH EXTENSIVE MANAGEMENT RESPONSIBILITY AND A WIDE RANGE OF TASKS**

e.g:

Chief mechanic

Supervisor

Duty manager

Shift supervisor

Dispatcher

Department manager

Ward manager or deputy ward manager

### **Group 7**

**EMPLOYEE IN A SENIOR POSITION WITH CONVINCING PERFORMANCE AS A LEADER  
IN A COMPLEX TASK AREA**

- e.g:  
 Ward manager  
 General Manager  
 Sales manager

# ANNEX II

Salary scale 1. 1. 2024  
 as of January 1, 2024 (in €)

Level	Year of service
Level 1 (minimum) .....	Entry level
Level 2 .....	in 5th year of service
Level 3 .....	in 10th year of service
Level 4 .....	in 20th year of service
Level 5 .....	in the 30th year of service
Level 6 (maximum) .....	in the 40th year of service

Seniority level	VG 2*)	VG 3	VG4	VG 5	VG 6	VG7
Level 1 (minimum)	2,106.18	2,385.99	2,689.78	3,089.15	3,558.67	4,119.99
Level 2	2,302.75	2,634.31	2,976.14	3,425.50	3,961.25	4,593.01
Level 3	2,574.10	2,925.92	3,312.48	3,826.24	4,434.04	5,144.23
Level 4	2,952.96	3,398.44	3,863.48	4,478.14	5,194.36	6,016.59
Level 5	3,270.84	3,776.38	4,302.02	4,993.27	5,781.02	6,705.77
Level 6 (maximum)	3,630.13	4,203.84	4,795.25	5,555.59	6,440.91	7,481.09

\*) EG 1 was deleted without replacement as of 1. 1. 2022.

## **NIGHT SHIFT ALLOWANCE:**

A special supplement (night shift allowance) is due to employees who work in shifts or on continuous duty and whose work regularly falls wholly or partly between the hours of 10 p.m. and 6 a.m. The night shift allowance is paid in addition to the regular salary. This special supplement shall amount to at least 30% of the basic hourly salary for each hour worked between 10 pm and 6 am. This special supplement shall only be paid if the provisions regarding overtime are not applicable.