

COLLECTIVE AGREEMENT

for employees and other service providers of foreign airlines in Austria

VALID FROM 1 JANUARY 2026

Final information 2026

On 2 December 2025, the GPA trade union and the aviation division of the Association of Bus, Aviation and Shipping Companies agree that:

1. The actual salaries of employees will be increased by 2% plus a fixed monthly amount of EUR 10.00 as of 1 January 2026. In addition, employees will receive a 1% performance-related increase. The performance-related salary increase will apply from 1 January 2026.
2. The minimum salaries of employees under the collective agreement will be increased by 3% plus a fixed monthly amount of EUR 10.00 as of 1 January 2026.
3. The agreement applies to all salary levels.
4. Section 18, Job classification scheme and salary regulations, is amended as follows:

I. General provisions

4. For employees who join the company on or after 1 January 2026, previous periods of relevant service lasting at least six months with one employer shall be taken into account for a maximum of 10 years on classification in the salary table.

a.	Previous periods of service in Austria and abroad shall be considered relevant if they were spent in areas of activity comparable to the current activity in type, purpose, responsibility or required qualifications. Relevance shall be assessed on the activities and tasks actually performed and proven, and the knowledge, skills, and abilities acquired in the course of performing these activities and tasks shall be taken into account in the assessment.
b.	Periods of one or more parental leaves shall qualify as previous service for a total of up to 24 months, provided that relevant previous service within the meaning of lit a was performed immediately prior to the start of such leave.
c.	Crediting of relevant previous service requires provision of evidence by the employee to the employer of such service in the form of relevant certificates or other employment documents upon commencement of employment, but in any case no later than six months from the start of the employment relationship. Any higher classification shall take effect upon provision of complete evidence, at the latest in the following month. If such evidence is not provided within the specified period, the crediting shall lapse.
d.	Specific previous periods of service to be considered include employment or worker relationships, self-employment, freelancing or employment in the public sector
e.	Employees who have not yet completed their 10th year of service by 1 January 2026 may provide evidence of previous periods of service in accordance with points a. to d. by 1 July 2026 at the latest, otherwise they will be forfeited. The claim must be made in

writing. If the crediting of service results in advancement to a higher level, the increase shall take effect on the 1st of the month in which the claim was made. This increase may be credited against any non-earmarked overpayment and better company classifications.

- Point 7 becomes point 6. Thereafter, the numbering shall be consecutive.
- Deletion of point 11.

5. § 20 Transitional provisions is deleted without replacement.

6. Section 21 Preclusive period becomes Section 20.

7. Appendix II – A new level is added to the salary table. This is inserted between levels 4 and 5 and takes effect in the 25th year of service. Level 5 becomes level 6 and level 6 becomes level 7.

The expansion shall be carried out according to the following procedure:

Prior to the above-mentioned increase in the minimum salaries under the collective agreement, the amounts in level 4 shall be increased by the following values:

VG 2	175 euros
VG 3	175 euros
VG 4	175 euros
VG 5	175 euros
VG 6	200 euros
VG 7	200 euros

The resulting amounts shall be increased in accordance with point 2.

Transitional provisions for employees regarding the introduction of the new level "5":
Employees who have completed their 25th year of service as of 1 January 2026 but have not yet completed their 30th year of service shall be promoted to the new level "5".

The increase shall take effect on 1 January 2026. This increase may be offset against any non-earmarked overpayment.

8. The content of the supplementary protocol of 27 March 2025 shall be incorporated into the current version of the collective agreement. The examples shall be updated in accordance with the above agreement.

9. This agreement shall apply from 1 January 2026.

10. Negotiations for the 2027 collective agreement will commence in October 2026.

Table of contents

Page

2026 collective agreement		2
Sect.1	Scope	4
Sect.2	Commencement and duration of validity.	4
Sect.3	Application of the Works Constitution Act.	4
Sect.4	Employment.	4
Sect.5	Working hours.	4
Sect.6	Rest periods and public holidays.	5
Sect.7	Overtime, Sunday and public holiday work.	5
Sect.8	Continued payment of remuneration in the event of inability to work.	6
Sect.9	Holidays and days off.	6
Sect.9a	Parental leave.	7
Sect.10	Termination and early termination of employment.	7
Sect.11	Severance pay.	7
Sect.12	Anniversary bonus.	8
Sect.13	Special payments.	9
Sect.14	Shortage allowance.	9
Sect.15	Mileage allowance.	9
Sect.16	Daily and overnight allowances.	9
Sect.17	Most favourable clause.	9
Sect.18	Employment group scheme and salary regulations.	9
Sect.19	Valorisation provisions.	10
Sect.20	Preclusive period.	11
Appendix I	Classification scheme	13
Appendix II	Salary table 1.1. 2026.	14
Supplementary protocol Amendment and joint explanation to Section 19(2)		15

concluded between the Austrian Federal Economic Chamber, Professional Association of Bus, Aviation and Shipping Companies, Aviation Professional Group, Wiedner Hauptstraße 63, 1040 Vienna, on the one hand, and the Austrian Trade Union Federation, GPA Trade Union, Alfred-Dallinger-Platz 1, 1030 Vienna, on the other hand,

concerning the employees and other service providers of foreign airlines in Austria.

Section 1 Scope

1. This collective agreement applies to all employees and other service providers (hereinafter referred to as employees) of foreign airlines operating 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 employment contracts are subject to foreign employment law, as well as special contracts for senior employees within the meaning of the Working Hours Act, provided that these do not contain any less favourable provisions.

Section 2 Commencement and duration of validity

1. This collective agreement shall enter into force on 1 January 2026.
2. This collective agreement may be terminated by either party by registered letter with three months' notice to the end of a calendar month. During the notice period, negotiations shall be initiated with a view to renewing this collective agreement.

Section 3 Application of the Labour Constitution Act

The Labour Constitution Act, including the works council election and rules of procedure in their currently valid versions, shall apply to employee representation.

Section 4 Employment

1. A probationary period may only be agreed with the employee for a period of one month.
2. At the start of the employment relationship, the employee shall be informed in writing of their classification in the employment group and seniority level specified in Appendix I (see page 13) to this collective agreement by means of a letter of appointment. The works council shall be informed of this in advance.

Section 5 Working hours

1. Working hours for employees who are not employed in shift work or continuous service total 40 hours per week.

Normal working hours are between 6 a.m. and 8 p.m.

2. Regular working hours for employees who work shifts or continuous shifts are between 160 and a maximum of 184 hours per month, depending on the length of the month, public holidays and the position of weekends. Working hours may be distributed unevenly, but there must be a minimum of 11 hours of rest between two shifts or rotations.

If necessary, the calculation period can be agreed differently by means of a works agreement, provided that equivalence with the collective agreement is maintained.

A works agreement may also stipulate that a balance of up to 24 hours in excess or in deficit may be carried over to the next calculation period. In companies without a works council, this agreement may also be made on an individual contract basis.

3. The normal working hours for employees who work shifts are between 6 a.m. and 10 p.m. and can be extended to a maximum of 12 hours per day, in compliance with the provisions of the Working Hours Act. The period from 10 p.m. to 6 a.m. is compensated within the framework of the existing night shift allowance of at least 30%. Existing more favourable regulations continue to apply.

4. For part-time employees, daily continuous normal working time in shift work must be at least 4 hours.

Section 6 Rest periods and public holidays

1. In shift work or continuous service, Sunday is considered a working day in view of the special operating conditions.

For shift schedules not including a Sunday off, each employee affected is entitled to weekly rest time as compensation for Sunday rest. The weekly rest period must include at least 36 hours of uninterrupted free time.

2. The 36-hour weekly rest period must include the period from Saturday, 1 p.m. to Sunday, midnight at least twelve times in the calendar year. This rule does not apply to airlines that fly to Austrian airports exclusively on weekends. Deviating regulations can only be agreed upon through a works agreement.

3. Public holidays are:

1 and 6 January

Easter Monday

1 May

Ascension Day

Whit Monday

Corpus Christi

15 August

26 October

1 November

8, 25 and 26 December

24 and 31 December are considered half-holidays with work ending no later than at 12.00 noon. If an employee takes holiday on 24 or 31 December, this shall qualify as only half a day of holiday.

Section 7 Overtime, Sunday and public holiday work

1. Overtime is defined as working hours ordered by the employer or its authorised representative exceeding the working hours specified in § 5. The provisions of the Working Hours Act apply to the ordering of overtime.
2. Overtime pay consists of a basic hourly wage and a surcharge. The basis for calculating the basic hourly wage is 1/157.
3. For employees who are not employed in shift work or continuous service, the overtime bonus on working days between 6 a.m. and 8 p.m. is 50% and between 8 p.m. and 6 a.m. is 100%, and on Sundays is 100%.
4. For employees who work shifts or continuous shifts, the premium for the first 3 hours of overtime per week (Monday to Sunday) is 50%, and 100% for any additional hours.
5. A 100% surcharge is granted for work during rest periods (in accordance with § 6 Z 1).
6. A 60% bonus is granted for work on public holidays or half-holidays that are not rest days.

For each hour worked on public holidays or half-holidays, paid time off shall be granted to the same extent. This paid time off shall be granted subject to account operational requirements.

If the conditions for granting overtime surcharges and public holiday or rest day surcharges apply at the same time, only the higher surcharge (e.g. 60% surcharge plus 100% time off) shall apply.
7. If an employee working shifts is called in to work for less than 6 hours on an unscheduled basis and not in connection with shift work, they shall in any case be remunerated for 6 hours.
8. The claim for overtime compensation must be asserted within 4 months of the day on which the overtime was worked, otherwise the claim expires. If the claim is asserted in good time, the 3-year period specified in the ABGB (Austrian Civil Code) shall apply.
9. In agreement with the employee overtime may be compensated as time off in lieu, taking into account the surcharges specified in points 3, 4 and 5.
10. In general, normal working hours should not be less than 6 hours per shift or day.

Section 8 Continued payment of remuneration in the event of inability to work

1. In the event of illness, the employee shall remain entitled to remuneration as specified in Section 8 of the Employees Act, with the proviso that instead of half the remuneration, the difference between sick pay and the normal net salary shall be paid.

In addition to the benefits specified in the previous paragraph, a further supplement to sick pay shall be granted in the amount of the difference between sick pay and the normal net

salary (Appendix II), which, however, shall not exceed 49% of the gross salary (Appendix II), as follows:

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

2. In the following cases, any employee who is unable to work shall be granted time off to the extent specified below without any reduction in salary. Where applicable, the cases listed also apply to registered partnerships:

in the event of their own marriage	3 working days,
for the marriage of a parent, child or sibling.	1 working day,
in the event of the death of a spouse or partner, provided that they were living together at the time of death. . .	3 working days,
in the event of the death of the father, mother or a child.	2 working days
in the event of the death of a sibling, parent-in-law, grandparent or spouse not living in the same household.	1 working day,
in the event of a change of residence, the time required, but no more than	2 working days,
in the event of the birth of a child to the spouse or partner.	2 working days.
when your own child starts primary school.	1 working day.

Section 9 Holidays and days off

1. The provisions of the Federal Act of 7 July 1976 on the standardisation of holiday entitlement and the introduction of care leave (Federal Law Gazette No. 390), as amended, shall apply to the employee's holiday entitlement.

2. Periods of service abroad shall also be considered for calculating holiday entitlements, but shall not exceed a total of 5 years, including periods of service in Austria.

3. All full-time employees not yet entitled to the sixth week of holiday shall receive two days off per year. All full-time employees entitled to the sixth week of holiday shall receive one day off per year. Part-time employees shall be entitled to a portion of the day off corresponding to the portion of part-time employment in relation to full-time employment.

4. The employer shall grant each employee either one additional day off or the period until 12 noon on the two half-holidays of 24 December and 31 December (see Section 6.3, last paragraph) with full pay. Employees must be informed by 31 March which of these leisure options will be granted by the employer. If a company works council has been established, it shall be consulted in advance about the choice of leisure option. If an employee is granted one additional day off, the date on which it is taken must be agreed between the employer and the employee.

If an employee works on a day off or half day off as defined in this provision, the entitlement to time off shall be preserved. If an employee works on a day off, another full day off shall be granted. If an employee works on half a day off on 24 or 31 December before 12.00 noon, another full day off before 12 noon shall be granted.

If, contrary to the chosen leisure option, employees perform work on both 24 and 31 December before 12 noon, they shall be granted one whole day off. In any case, the time of use shall be agreed between the employer and the employee.

Section 9a Parental leave

If parental leave has been taken up until the child's second birthday at the latest, the employer shall inform the parent on leave in writing at the last known address in the sixth or fifth month before the end of the leave or the end-date of the leave.

If this notification is not provided and no resignation has been submitted in accordance with Section 23a (3) or (4) AngG, the employee may commence work up to four weeks after a subsequent notification in the above sense (at the latest upon expiry of the entitlement to childcare allowance) or submit a resignation within two weeks of this notification; in which case the employee is entitled to severance pay in accordance with Section 23a (3) and (4) AngG, unless the BMVG applies.

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

This provision applies to parental leave ending after 30 September 2004.

The following applies to parental leave beginning on or after 1 January 2016:

Leave periods of up to 22 months per leave period shall be credited for all entitlements dependent on the length of service.

The following applies to parental leave beginning on or after 1 January 2019:

For births from 1 January 2019, the periods of parental leave for each child, taken in full up to the maximum duration, shall be credited to all entitlements dependent on the length of service in accordance with Sections 15(1) and 15c(2)(3) and (3) of the Maternity Protection Act (MSchG) in the version published in Federal Law Gazette I No. 68/2019.

For parental leave beginning on or after 1 August 2019, the following applies:

For births on or after 1 August 2019, the crediting of parental leave periods in the current employment relationship for all legal claims based on the length of service is governed by Section 15f of the Maternity Protection Act (MSchG) as amended by Federal Law Gazette 68/2019 in conjunction with Section 7c of the Paternity Leave Act (VKG).

Section 10 Termination and early termination of the employment relationship

1. Employment relationships entered into or continued for an indefinite period may be terminated by the employer in compliance with the notice periods specified in the Employees Act.

Employees who have not yet completed their second year of service may be terminated on the 15th or last day of any month. From the third year of service onwards, termination may only take place at the end of each calendar quarter.

2. In all other respects, the relevant provisions of the Employees Act shall apply to the termination and premature dissolution of the employment relationship.

Section 11 Severance pay

1. With regard to severance pay, the provisions of clauses 1 to 6 of this paragraph shall apply to all employment relationships that began before 1 January 2003, provided that no transfer pursuant to § 47 BMVG has taken place.

For all employment relationships that began after 31 December 2002 or for which a transfer pursuant to Section 47 BMVG has been agreed, the current version of the Austrian Employee Benefits Act (BMVG) shall apply. The provisions of clauses 1 to 6 of this paragraph shall not apply to these employment relationships.

If the employment relationship has lasted for an uninterrupted period of three years, the employee is entitled to severance pay upon termination of the employment relationship. This amounts to twice the remuneration due to the employee for the last month of the employment relationship and increases

–	after 5 years of service to	3 times
–	after 10 years of service to	6 times
–	after 15 years of service to	9 times
–	after 17 years of service to	12 times
–	after 20 years of service to	15 times
–	after 25 years of service to	18 times
–	after 30 years of service to	19 times

the monthly salary,

If the company is dissolved, the severance pay shall be 3 times the remuneration due to the employee for the last month of employment instead of the above rates and shall increase

–	after 5 years of service to	4 times
–	after 10 years of service to	7 times
–	after 15 years of service to	10 times
–	after 17 years of service on the.	12 times
–	after 20 years of service to the	16 times
–	after 25 years of service to	18 times
–	after 30 years of service to	19 times

of the monthly salary.

Section 23 of the Employees Act shall also apply.

2. Employees shall also be entitled to severance pay if the employment relationship is ended by retirement, for men after reaching the age of 60 and for women after reaching the age of 55, by resignation by the employee, provided that the employee has been employed without interruptions for at least 10 years.

3. Female employees terminating their employment relationship within the protection period or maternity leave in accordance with the Maternity Protection Act shall receive half the severance pay in accordance with Z 1.

4. Employees shall not be entitled to severance pay in accordance with Z 1 if they resign, with the exception of Z 2, leave prematurely without good cause, or are at fault for the dismissal.

5. Severance pay of twice the last monthly salary shall be paid in the event of the death of an employee who has not been employed by the company for 5 years without interruption.

If the employee has been employed by the company for more than 5 years without interruption, they are entitled to the full severance pay in accordance with Z 1.

The spouse or partner living in the same household is entitled to the severance pay; if there is no spouse or partner, the legal heirs for whom the deceased had maintenance obligations are entitled to the severance pay; in the absence of such persons, those persons who pay the funeral expenses are entitled to the severance pay, but only up to the amount of the actual funeral expenses proven.

6. In the event of a fatal accident at work recognised as such by the General Accident Insurance Institution, severance pay shall be payable in accordance with Z 1. With regard to entitlement, Z 5 shall apply mutatis mutandis.

Section 12 Anniversary bonus

For long-term service, employees shall be entitled to a anniversary bonus after at least 20 years of employment with the same company amounting to after

20 years at least	2 gross monthly base salaries
-----------------------------	-------------------------------

30 years or more.	3 gross monthly base salaries
40 years or more	4 monthly gross base salaries

granted as a one-off recognition payment.

In addition, the employee shall be exempt from work on his or her special day and the following day with continued payment of his or her remuneration.

Minutes note dated 28 November 2023

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

For employment relationships established on or after 1 January 2010, the following applies in deviation from the above provision:

For long-term service, employees who have been employed by the same company shall receive for

10 years	1 gross monthly basic salary
20 years or more.	2 gross monthly basic salaries
30 years or more	3 monthly gross basic salaries

as a one-off recognition payment.

In addition, employees are granted leave on their 10th anniversary on their special day and on their 20th and 30th anniversaries on the following day, with continued payment of their remuneration. For full-time employees, the days off are calculated on the basis of a 5-day week; for part-time employees, they are calculated on a pro rata basis, with partial days off being rounded up to whole days.

If a company offers other one-off non-cash benefits as part of the anniversary, the employee has the choice between this non-cash benefit or the anniversary bonus from the applicable collective agreement (either/or).

Section 13 Special payments

1. Holiday allowance

Employees shall receive a holiday allowance in the amount of the monthly base salary due at the time of payment by 30 June of each year at the latest.

2. Christmas bonus

Employees shall receive a Christmas bonus in the amount of their November salary by 30 November of each year at the latest.

3. Employees who join or leave the company during the year shall be entitled to a pro rata portion corresponding to their period of service in the calendar year, calculated on the basis of their last monthly base salary for employees leaving the company.

Employees shall repay the pro rata portion of the special payment already paid to them at the employer's request if they resign or if the employment relationship is terminated through their own fault.

Section 14 Shortfall allowance

The works council is authorised to conclude a works agreement with the employer regarding shortfall allowance (§ 97 Works Constitution Act).

Section 15 Mileage allowance

For business trips on behalf of the employer using a car, the official mileage rates granted to federal employees shall apply in accordance with Section 10 (2) of the Travel Expenses Regulation 1955, Federal Law Gazette No. 133/55, as amended.

Section 16 Daily and overnight allowances

For business trips in Austria on behalf of the employer, daily and overnight allowances shall be paid in accordance with Section 26(4) of the Income Tax Act, as amended. If invoices for overnight stays are submitted that exceed the officially set overnight accommodation fees, these invoices shall be paid by the employer up to 2.5 times the officially set overnight accommodation fee.

Section 17 Favourable clause

Existing regulations and agreements that are more favourable to employees shall not be affected by the provisions of this collective agreement. The benefits of this collective agreement shall be credited against any further benefits of a similar nature provided by the employer.

Section 18 Classification scheme and salary regulations

I. General provisions

1. Employees are classified into job categories according to their activities. Classification into a job category is based not on the job title, but on the type of activity and the required

vocational training. Employees whose activities are not mentioned in the job categories are classified into the category that most closely matches their area of responsibility.

2. If an employee performs several duties at the same time that are mentioned in different job categories, they shall be classified in the category that corresponds to their predominant duty.

3. Temporary work in a higher employment group or temporary substitution for an employee in a higher employment group does 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 work or substitution, at least in the amount of the difference between the starting salaries of the relevant employment groups.

4. For employees who join the company on or after 1 January 2026, previous periods of service in a relevant field lasting at least six months with one employer shall be taken into account for a maximum of 10 years when determining their position in the salary scale.

a.	Previous periods of service in Austria and abroad are considered relevant if spent in areas of activity comparable to the current activity in terms of type, purpose, responsibility or required qualifications. The relevance assessment shall be based on the activities and tasks actually performed and proven, and the knowledge, skills and abilities acquired in the course of performing these activities and tasks shall be taken into account in the assessment.
b.	Periods of one or more parental leaves of absence shall be taken into account as previous service for a total of up to 24 months, provided that relevant previous service within the meaning of lit. a was performed immediately prior to the commencement of such leave.
c.	The prerequisite for the crediting of relevant previous service is that the employee provides the employer with evidence of this service in the form of relevant certificates or other employment documents upon commencement of employment, but no later than six months after the start of the employment relationship. Any higher classification shall take effect upon provision of complete evidence, at the latest in the following month. If the evidence is not provided within the specified period, the crediting shall lapse.
d.	Previous periods of service that were completed as an employee or worker, as a self-employed person, as a freelance employee or in the public sector can be considered as relevant previous periods of service.
e.	Employees who have not yet completed their 10th year of service by 1 January 2026 may provide evidence of previous periods of service in accordance with points a. to d. by 1 July 2026 at the latest, otherwise they will be forfeited. The claim must be made in writing. If the crediting of previous service results in advancement to a higher grade, the increase shall take effect on the 1st of the month in which the claim was made. This increase may be credited against any non-earmarked overpayment and better operational classifications.

5. When advancing to a higher employment group, employees shall continue in the new employment group with their previous years of service and in their grade (linear transition).

6. If there are reasons that warrant a salary increase, the increase shall take effect on the first day of the month in which the reason for the increase occurs.

7. Salary payments for the current calendar month must be made no later than on the last day of the month. If the pay day falls on a Sunday or public holiday, the salary payment shall be made on the preceding working day.

8. Each employee shall be given a written payslip showing the gross salary, any bonuses and deductions.

9. In the case of new hires, the employer must offer the employee an opportunity to discuss the collective agreement classification and the promotion system with the works council (if there is no works council, with the respective HR manager or with a statutory or voluntary interest group).

II. The job classification scheme is set out in Appendix I ([see page 13](#)), and salaries and allowances in Appendix II ([see page 19](#)).

Section 19 Revaluation provisions

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

Three different components are negotiated:	
1.	The collective remuneration adjustment of actual salaries: this refers to the increase that applies indiscriminately to all actual salaries.
2.	The budget, which is distributed in individual amounts to all or individual employees. If a performance-related component is agreed upon when increasing actual salaries, this must also be specified as a percentage for all employees in addition to the agreed percentage. The percentage agreed for calculating the performance-related component is used to determine the total amount that is distributed among employees in accordance with the company's internal performance assessment criteria. The basis for the calculation is the monthly total of all gross monthly salaries, excluding any overtime and bonuses, of the employees employed in Austria. Calculation of the amount to be distributed:
S =	$G \cdot (l/100)$
G =	monthly sum of all gross monthly salaries excluding any overtime and bonuses after the increase in actual salaries for all employees
l =	percentage of the performance-related increase in actual salaries
S =	total amount distributed among employees in accordance with the company's internal performance assessment criteria. If the company's internal performance assessment criteria are not met, neither the amount to be distributed nor the percentage <i>l</i> is used in calculating the increase in the actual salary. The amount to be distributed is divided among the employees who have met the performance assessment criteria. If a company does not have internal performance assessment criteria, the increase in actual salaries is calculated as follows:
	$A \cdot (1 + ((a+l)/100)) + f$

N =	
A =	actual salary before increase according to current collective agreement
N =	actual salary after increase according to current collective agreement
a =	percentage increase for all actual salaries
l =	percentage of performance-related increase in actual salaries
f =	fixed amount for the increase in actual salaries If an individual pot is set and the employee does not receive an increase in their actual salary from this pot for two years, a target agreement is concluded between the employee and their supervisor for the third year in which the remuneration increase did not take place. At the employee's request, the works council will be involved in this discussion. In companies without a works council, the employee has the right to involve a trade union representative in this discussion. During this discussion, realistic targets that can be achieved by the employee in their immediate work are agreed upon, which, if fully achieved, will lead to an increase in the actual salary from the individual pot in the third year.
3.	Adjustment of the new salary table: Collective agreement adjustments to actual salaries are not automatically transferred to the new salary table. The increase in minimum salaries according to the salary table is a separate point of negotiation.

Section 20 Preclusive period

Unless otherwise stipulated in the collective agreement or by law, all claims arising from the employment relationship must be asserted in writing within six months of the due date, otherwise they shall lapse.

Vienna, 2 December 2025

AUSTRIAN CHAMBER OF COMMERCE TRADE ASSOCIATION OF BUS, AVIATION AND SHIPPING COMPANIES AIR TRANSPORT PROFESSIONAL GROUP	
Prof. Dr. Günther Ofner Chairman of the Aviation Professional Group	Mag. Johannes Adensamer Deputy Managing Director
AUSTRIAN TRADE UNION FEDERATION TRADE UNION GPA Transport sector	
Barbara Teiber, MA Chair	Mario Ferrari Federal Managing Director
Thomas Schäffer Chair of the Economic Sector	Anita Palkovich Economic Sector Secretary

APPENDIX I

Employment group scheme

Employment group scheme

Group 1

EMPLOYEES WITH SIMPLE TASKS PERFORMED IN ACCORDANCE WITH GENERAL GUIDELINES

e.g.:

Office assistants

Drivers

Telephone operators

Messengers

Cleaners

**) VG 1 will be abolished without replacement on 1 January 2022.*

Employees who were classified in VG 1 until 31 December 2021 will be reclassified in VG 2 from 1 January 2022, taking into account their previous length of service in the respective grade (without any reduction in basic salary).

Group 2

EMPLOYEES WITHOUT RELEVANT VOCATIONAL TRAINING OR PROFESSIONAL EXPERIENCE WHOSE WORK REQUIRES INDEPENDENCE WITHIN A SPECIFIED FRAMEWORK IN ADDITION TO TASK-RELATED KNOWLEDGE

e.g.:

Employees in passenger, freight and telephone sales as well as in reservations, aircraft and passenger handling, air freight handling, sales representatives, accountants,

clerks as beginners

Group 3

EMPLOYEES WITH SUCCESSFUL VOCATIONAL TRAINING WITHIN ONE YEAR OR COMPARABLE EXPERIENCE WHO ARE ABLE TO MAKE THE NECESSARY CORRECTIONS IN THE NORMAL WORKFLOW INDEPENDENTLY

e.g.:

Employees who have completed basic training in ticket, cargo and telephone sales as well as in reservations, passenger, aircraft and air freight handling, sales representatives, accountants, clerks, aircraft technicians

Group 4

EMPLOYEES WITH THOROUGH SPECIALIST KNOWLEDGE AND EXTENSIVE SPECIFIC PROFESSIONAL EXPERIENCE

e.g.:

Employees in passenger, cargo and telephone sales and reservations, passenger, aircraft and air freight handling, sales representatives, accountants, executive secretaries, aircraft technicians with a licence.

Group 5

EMPLOYEES WITH MANAGEMENT RESPONSIBILITY OR SPECIALISTS WHO ARE EMPLOYED IN A FIELD OF WORK THAT REQUIRES ADVANCED PROFESSIONAL SKILLS

e.g.:

Shift supervisor or deputy shift supervisor

Supervisor or deputy supervisor in ticketing, sales and reservations

Accountant

Aircraft technician with two or more licences

Load controller

Sales representatives with seniority and high performance levels

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
MANAGER IN A COMPLEX AREA OF RESPONSIBILITY

e.g.:

Ward manager

Managing Director

Sales Manager

APPENDIX II

Salary table 1 January 2026

as of 1 January 2026 (in €)

Level	Year of service
Grade 1 (minimum)	Entry
Level 2	in the 5th year of service
Level 3	in the 10th year of service
Level 4	in the 20th year of service
Level 5**).	in the 25th year of service
Level 6	in the 30th year of service
Level 7 (maximum)	in the 40th year of service

Seniority level	VG 2*)	VG 3	VG 4	VG 5	VG 6	VG 7
Level 1 (minimum)	2,288.74	2,585.59	2,907.87	3,331.56	3,829.68	4,425.19
Level 2	2,497.27	2,849.03	3,211.67	3,688.41	4,256.78	4,927.01
Level 3	2,785.15	3,158.40	3,568.50	4,113.55	4,758.36	5,511.81
Level 4	3,187.09	3,659.69	4,153.05	4,805.14	5,564.99	6,437.29
Level 5**)	3,367.34	3,839.94	4,333.30	4,985.39	5,770.99	6,643.29
Level 6	3,524.33	4,060.65	4,618.30	5,351.65	6,187.37	7,168.44
Level 7 (maximum)	3,905.49	4,514.15	5,141.57	5,948.22	6,887.45	7,990.98

*) VG 1 was abolished without replacement on 1 January 2022.

***) A new level will be added to the salary table as of 1 January 2026. This will be inserted between levels 4 and 5 and will take effect in the 25th year of service. Level 5 will become level 6 and level 6 will become level 7.

Transitional provisions for employees regarding the introduction of the new level 5: Employees who have completed their 25th year of service as of 1 January 2026 but have not yet completed their 30th year of service shall be moved up to the new level "5". The increase will take effect on 1 January 2026. This increase may be offset against any non-earmarked overpayment.

NIGHT SHIFT ALLOWANCE:

Employees who work shifts or continuous shifts and whose work regularly falls wholly or partly between 10 p.m. and 6 a.m. are entitled to a special allowance (night shift allowance). This special allowance amounts to at least 30% of the basic hourly wage for each hour worked between 10 p.m. and 6 a.m. This special allowance is only payable if the provisions regarding overtime do not apply.

ADDITIONAL PROTOCOL

Amendment and joint explanation of Section 19 (2) of the collective agreement for employees and other service providers of foreign airlines in Austria,

valid from 1 January 2025

With this additional protocol, the parties to the collective agreement amend the incorrect formula contained in § 19 (2) of the collective agreement due to an editorial error.

~~" $S = G * (1 + (l / 100))$ "~~

amended.

The correct formula in Section 19 (2) for calculating the total amount of the performance-related component to be distributed is:

" $S = G * (l / 100)$ "

G = monthly sum of all gross monthly salaries without any overtime and bonuses after the increase in actual salaries for all employees

l = percentage of the performance-related increase in actual salaries

S = sum that is distributed among employees in accordance with the company's internal performance assessment criteria.

Calculation example:

A company has four employees who received the following gross monthly salaries in 2025, excluding overtime and bonuses:

	2025
Mr/Ms W.	EUR 4,000.00
Mr/Ms X.	EUR 4,000.00
Mr/Ms Y.	EUR 3,500.00
Mr/Ms Z.	EUR 5,000.00

Calculation of the increase in actual salaries for all employees

For 2026, the social partners agreed on the following increase in actual salaries as part of the collective agreement negotiations: 2% plus a fixed monthly amount of EUR 10.00. In addition, employees will receive a 1% increase based on performance.

As a result, the gross monthly salaries for all four employees will be increased as follows for 2026:

Mr/Ms W.	EUR 4,000.00*1.02 + EUR 10.00 = EUR 4,090.00
Mr/Ms X.	EUR 4,000.00*1.02 + EUR 10.00 = EUR 4,090.00
Mr/Ms Y.	EUR 3,500.00*1.02 + EUR 10.00 = EUR 3,580.00
Mr/Ms Z.	EUR 5,000.00*1.02 + EUR 10.00 = EUR 5,110.00

Calculation of the performance-related component

$$S = G * (l / 100)$$

To determine the variable G, all four gross monthly salaries determined above are added together:

$$\text{EUR } 4,090.00 + \text{EUR } 4,090.00 + \text{EUR } 3,580.00 + \text{EUR } 5,110.00 = \text{EUR } 16,870.00 = G$$

To calculate S, the following values are now inserted into the formula $S = G * (l / 100)$:

$$G = \text{EUR } 16,870.00$$

$$l = 1$$

$$S = \text{€}16,870.00 * (1/100)$$

$$S = \text{€}168.70$$

This sum is now distributed among those employees who have fulfilled the company's internal performance assessment criteria. In this example, everyone except Mr/Ms X fulfils the performance assessment criteria. Therefore, S = EUR 168.70 is distributed among the other three employees as follows:

$$\text{EUR } 168.70/3 = \text{EUR } 56.23$$

The increase in gross monthly salaries is ultimately as follows:

Mr/Ms W.	EUR 4,000.00*1.02 + EUR 10.00 = EUR 4,090.00 + EUR 56.23 = EUR 4,146.23
Mr/Ms X.	EUR 4,000.00*1.02 + EUR 10.00 = EUR 4,090.00 (did NOT meet the performance assessment criteria)
Mr/Ms Y.	EUR 3,500.00*1.02 + EUR 10.00 = EUR 3,580.00 + EUR 56.23 = EUR 3,636.23

Mr/Ms Z.	EUR 5,000.00*1.02 + EUR 10.00 = EUR 5,110.00 + EUR 56.23 = EUR 5,166.23
---------------	--

Vienna, 27 March 2025

AUSTRIAN CHAMBER OF COMMERCE TRADE ASSOCIATION OF BUS, AVIATION AND SHIPPING COMPANIES AIR TRANSPORT PROFESSIONAL GROUP	
Prof. Dr. Günther Ofner Chairman of the Aviation Professional Group	Mag. Johannes Adensamer Deputy Managing Director
AUSTRIAN TRADE UNION FEDERATION TRADE UNION GPA Transport sector	
Barbara Teiber, MA Chair	Mario Ferrari Federal Managing Director
Thomas Schäffer Chair of the Economic Sector	Anita Palkovich Economic Sector Secretary