

COLLECTIVE BARGAINING AGREEMENT

**for all employees of
and other persons employed by
foreign airlines**

valid from January 1, 2019

Agreement 2019

1. The actual salaries of employees currently receiving a salary below the final value 6 shall be increased by 1.85% up to level 6 at the most as per 1 January 2019.
2. Furthermore, 1.85% 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 2019 on.
3. By way of derogation from the 5% limit according to Article 19 a.2, the increase derived from the individual pool for employees of service category VG 1 - 4 may amount to up to 8%. This provision shall only apply in 2019 and shall be evaluated and re-negotiated for 2020.

The maximum percentage for salary increases shall only apply to the distribution of the individual pool. Any additional voluntary increase of salaries shall not be affected by this maximum.

4. 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%.
5. The increase shall become effective as per 1 January 2019.
6. The increases specified above shall be paid out by 30 April 2019 at the latest.
7. The minimum period of rest according to Article 5(2) shall increase to 11 hours.
8. The present Agreement shall apply to the period from 1 January 2019 to 31 December 2019.
9. Negotiations for 2020 shall start in the 4th quarter of 2019.

COLLECTIVE BARGAINING AGREEMENT

entered into by and between Austrian Federal Economic Chamber, Federal Association of Coach, Aviation and Ship Companies, Professional Category of Aviation Companies, 1045 Wien, Wiedner Hauptstraße 63, on the one part and Austrian Trade Union Federation, Union of Salaried Private Sector Employees Printing, Journalism, Paper, 1034 Vienna, Alfred Dallingier-Platz 1, on the other part.

Section 1 Scope of Application

1. This Collective Bargaining Agreement shall apply to all employees of and other persons employed by foreign airlines who work in the Republic of Austria, hereinafter referred to as Employees.
2. Employees who have been transferred by their employers into the territory of the Republic of Austria and whose employment contracts are subject to foreign labour law, as well as special contracts for employees on the management level, pursuant to the Statute on Working Time shall be exempted from this Collective Bargaining Agreement to the extent such special contracts do not contain any provisions which are less favourable for the employees.

Section 2 Commencement of Application and Term of Application

1. This collective agreement shall take effect as of 1 January 2016.
2. This Collective Bargaining Agreement may be terminated by giving three months' notice in each case as of the end of a calendar month by both parties by means of a registered letter. During the period of notice the parties shall commence negotiations for the purpose of renewing the present Collective Bargaining Agreement.

Section 3 Application of the Labour Code

The Labour Code including the Rules on Election of the Works Council and the Internal Rules of the Works Council in the applicable version shall apply to the employees' representation.

Section 4 Employment

1. An employment on probation may only be agreed upon with the employee for a term of one month.
2. Upon commencement of employment the employee shall be informed in writing by means of a Dienstzettel [employment contract summary] about his/her classification according to the job group and salary grade determined in Annex I to this Collective Bargaining Agreement. The works council shall be informed thereof in advance.

Section 5 Working Time

1. The working time for employees who are not employed in shift service or continuous service, respectively, shall be 40 hours per week. The normal working time shall be within the time between 6 a.m. and 8 p.m.
2. The regular working time of employees working in shifts or continuous service shall be between 160 and a maximum of 184 hours within one month depending on the duration of the month and the timing of weekends. The working hours may be distributed unevenly, but there shall be a minimum period of rest of **11 hours** between two shifts or work periods.
If necessary, the period for averaging working hours may be defined differently in a works agreement provided that equivalence to the provision of the Collective Bargaining Agreement shall be ensured.
3. The normal working hours for staff members working in shifts shall be between 6 a.m. and 10 p.m. and may be expanded to a daily maximum of 12 hours by complying with the provisions of the Working Time Statute. The staff members shall be compensated for hours worked between 10 p.m. and 6 a.m. within the scope of the existing rightshift surcharge of at least 30 per cent. More favourable provisions, which currently exist, shall continue to apply.
4. The normal working time for part-time employees has to be at least 4 hours continuous a day.

Section 6 Rest Period and Public Holidays

1. In view of the particular operational circumstances, Sundays are considered working days in the shift or continuous service, respectively.
If the shift schedule does not contain an off-duty Sunday, each employee concerned shall be granted a weekly rest period as compensation for the Sunday rest. The weekly rest period must include an uninterrupted time-off of at least 36 hours.
2. At least twelve times per calendar year the week rest of 36 hours has to include the period between Saturday 1 p.m. and Sunday 12 midnight. Exception: Airlines which operate in Austria on weekends only. Divergent provisions can only be made by internal agreement.
3. The public holidays are:
 - 1 and 6 January
 - Good Friday (only for members of the Protestant churches AB and HB, the old catholic churches and the Methodist church)
 - Easter Monday
 - 1 May
 - Ascension Day
 - Whitsun Monday
 - Corpus Christi
 - 15 August
 - 26 October
 - 1 November
 - 8, 25 and 26 December24 and 31 December are considered semi-public holidays on which work must end not later than at 12 noon. If an employee applies for leave on 24 or 31 December only half a day will be deducted from his/her leave balance.

Section 7 Overtime, Work on Sundays and Public Holidays

1. Overtime shall be defined as working hours ordered by the employer or his/her authorised representative which exceed the working time determined under Section 5.
Regarding the order to work overtime the provisions of the Statute on Working Time shall apply.
2. The overtime pay consists of a basic hourly rate and a surcharge. Basis for the calculation of the basic hourly rate shall be 1/157.
3. For employees who are not employed in shift service or continuous service, respectively, the overtime surcharge amounts to 50% on workdays between 6 a.m. and 8 p.m. and to 100% between 8 p.m. and 6 a.m. and to 100% on Sundays.
4. For employees who are employed in shift service or continuous service respectively, the surcharge amounts to 50% for the first 3 hours of overtime per week (Monday through Sunday) and to 100% for all additional hours of overtime.
5. For work done during rest periods (pursuant to Section 6 para 1) a surcharge of 100% shall be granted.
6. For work on public holidays or semi-public holidays, respectively, which are no rest days a surcharge of 60% shall be granted. For each hour worked on public holidays or semi-public holidays, respectively, paid time-off shall be granted in the same amount. Such paid time-off shall be granted by taking into account the operational requirements.

If the requirements for granting of an overtime surcharge and the granting of a surcharge for public holidays or rest days apply at the same time, only the respective higher surcharge (e.g. 60% surcharge + 100% time-off) shall be applied.

7. If an employee working in shift service is asked to work less than 6 hours as an exception to the normal schedule and not connected with the shift service, s/he shall in any case be compensated for 6 hours.
8. The claim for overtime compensation must be asserted within 4 months after the day on which the overtime was worked because otherwise the claim will be forfeited. In case the claim is asserted in time, the period of 3 years stipulated by the ABGB [Austrian General Civil Code) shall apply.
9. If the employee agrees, overtime may be compensated by time-off; in that case the surcharges pursuant to paragraphs 3, 4 and 5 must be taken into account.
10. In general, the normal working time shall not be less than 6 hours per shift or day, respectively.

Section 8 Continued Payment of Remuneration in Case of Inability to Work

1. In case of illness the employee retains the right to be paid pursuant to Section 8 Employees' Statute, subject to the proviso that instead of half of the remuneration the difference between sickness benefit and the normal net salary will be paid.

In addition to the payments mentioned in the preceding paragraph an additional allowance to the sickness benefit in the amount of the difference between the sickness benefit and the normal net salary (Annex II) will be granted, which, however, must not exceed 49% of the gross salary (Annex II) and that as follows:

- if the employment relationship lasted for more than 5 years 4 months
- in case of more than 10 years 6 months
- in case of more than 20 years 9 months

2. In the cases listed below each employee will be granted time-off in the amounts stated hereunder without reduction in his/her salary in case of his/her inability to work:

- in case of his/her own wedding 3 working days
- in case of wedding of mother or father, children, sisters and brothers 1 working day
- in case of death of the spouse or lifetime companion if they had a common household at the time of death 3 working days
- in case of death of father, mother or a child 2 working days
- in case of death of brothers, sisters, parents in law, grand parents as well as spouses who did not live in a common household with the employee 1 working day
- in case of change of residence the required time, however, not more than 2 working days
- in case of childbirth by the spouse or lifetime companion 2 working days

Section 9 Annual Leave

1. Concerning the annual leave of the employee the regulations of the Federal Statute dated 7 July 1976 regarding the harmonisation of the law on annual leave and the introduction of nursing leave BGBL [Federal Law Gazette] No. 390 in the applicable version shall apply.
2. For determination of the leave entitlement, also the periods of service abroad shall be taken into account, however, in total not more than 5 years including the times of service in Austria.

Section 9a Parental leave

If parental leave has been claimed up until the child's second birthday as a maximum the employer shall notify the parent on parental leave during the sixth or fifth month before the end of the parental leave at the most recently announced address of the time at which such parental leave will end.

In the event that no such notification is given and that no resignation occurs as defined in § 23 a para 3 or 4 Employment Act (AngG) the employee shall be entitled to start work up until four weeks after a later notification as defined above (no later than on the expiry of the claim to parental leave allowance) or declare his/her resignation within two weeks of the notification; in this event the employee has a claim to cushioning pursuant to § 23 a 3 and 4 AngG in as far as the BMVG does not apply.

The omission of the service between the end of the legal parental leave and the return as defined by the above provision is not regarded as contrary to duty. No protection against dismissal exists beyond the legal claim.

This provision applies for parental leaves ending after 30.9.2004.

For paternity leaves starting on or after 1 January 2016, the following shall apply: Periods of paternity leave are taken into account in all entitlements depending on the duration of employment to the maximum extent of 22 months per paternity leave

For children born on 1 January 2019 or later, the first parental leave pursuant to the Maternity Protection Act (*MSchG - Mutterschutzgesetz*) and the Paternity Leave Act (*VKG - Väter-Karenzgesetz*) that occurs during the current employment relationship shall be credited with a maximum of up to 24 months for all the entitlements depending on the duration of service. From the second parental leave occurring during the current employment relationship, each parental leave according to MSchG and VKG shall be credited with up to 22 months for all the entitlements depending on the duration of service per.

Section 10 Termination and Premature Termination of Employment

1. If the employment was commenced or continued without stating a definite period, it may be terminated by the employer by observing the periods of notice stated in the Employees' Statute.

Employees who have not yet completed the second year of service may be terminated as of the 15th or the last day of any month. From the 3rd year of service onwards termination may only be effected as of the end of each calendar quarter.

2. In addition the relevant provisions of the Employees' Statute shall apply to termination and premature termination of employment.

Section 11 Redundancy Pay

1. With regard to severance pay, the provisions of sec. 1 to 6 of this paragraph shall apply for all employment relationships that have started before 1 January 2003, provided that no transfer according to § 47 BMVG takes place.

For all employment relationships that started after 31 December 2002 or for which a transfer acc. to § 47 BMVG has been agreed, the Company Retirement Plan Act (BMVG) in the applicable version shall apply. The provisions of sec. 1 to 6 of this paragraph shall not apply for these employment relationships.

If the employment lasted for 3 years without interruption, the employee shall be entitled to a redundancy pay in case of termination of the employment. Such redundancy pay amounts to twice the pay to which the employee is entitled for the last month of employment and shall be increased

- 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 remuneration.

In case of dissolution of the firm the redundancy pay shall, instead of the rates stated above, amount to 3 times the remuneration to which the employee is entitled for the last month of the employment and shall be increased

- 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 to	12 times
- after 20 years of service to	16 times
- after 25 years of service to	18 times
- after 30 years of service to	19 times

the monthly remuneration.

Apart from that, Section 23 of the Employees' Statute shall apply.

2. The employee shall also be entitled to redundancy pay if employment ends because of retirement, in case of men after the 60th birthday, in case of women after the 55th birthday, by notice of termination given by the employee if the employment lasted for at least 10 years without interruption.
3. Female employees who terminate the employment within the protection period or during maternity leave pursuant to the Maternity Statute shall be granted half the redundancy pay pursuant to paragraph 1.
4. The employee shall not be entitled to a redundancy pay pursuant to paragraph 1 if the employee - with the exception pursuant to paragraph 2 - terminates the employment him/herself, if s/he prematurely terminates the employment without important reason or if the fault for his/her dismissal lies with him/her.
5. In case of death of an employee who was not employed by the firm for 5 years without interruption the redundancy pay amounts to 2 times of the last monthly remuneration. If the employee was employed in the firm for more than 5 years without interruption, there is an entitlement to the full redundancy pay pursuant to paragraph 1.
The spouse or lifetime companion having a common household with the employee shall be entitled to such redundancy pay; if there is no such spouse and no such lifetime companion, the heirs at law for the maintenance of whom the deceased was responsible by law shall be entitled to the redundancy pay, and if no such heirs exist those persons shall be entitled to the redundancy pay who pay for the funeral cost, however, only in the amount of the funeral cost actually incurred and proven by evidence.

6. In case of a fatal accident at work which has been recognised as such by Allgemeine Unfallversicherungsanstalt [General Accident Insurance] the redundancy pay shall be payable pursuant to paragraph 1. As regards the entitlement, paragraph 5 shall apply accordingly.

Section 12 Anniversary Bonus

For many years of service the employee shall be granted, after employment with the same business enterprise for

25 years	at least 2 monthly salaries
35 years	at least 3 monthly salaries
40 years	at least 4 monthly salaries

as a one-time appreciation payment. Moreover, the employee will be granted special leave on his/her anniversary as well as on the next day while his/her salary will be continued to be paid.

By derogation from the above provision, the following shall apply to employment contracts entered into on or after 1 January 2010:

For many years of service the employee shall be granted, after employment with the same business enterprise for

10 years	at least 1 monthly salary
20 years	at least 2 monthly salaries
30 years	at least 3 monthly salaries

as a one-time-appreciation payment.

Furthermore, the employee shall be given a day off on the day of his/her 10th anniversary in employment and, for the 20th and 30th anniversary, on the day of the anniversary and the following day while continuing to receive pay. The anniversary days are calculated with regard to a 5-day working week for full-time employees and on a pro-rata basis for part-time employees, with partial vacation days being rounded up to full days.

If a company offers other one-time corporate benefits in kind within the framework of anniversaries, the employee shall have the right to choose between this benefit in kind or the anniversary bonus according to the collective bargaining agreement in effect (either/or).

Section 13 Special Payments

1. Holiday Bonus

The employees shall receive a holiday bonus in the amount of the basic monthly salary to which they are entitled at the time of payment not later than by the 30th day of June of each year.

2. Christmas Remuneration

The employees shall receive a Christmas remuneration in the amount of the November basic salary not later than by the 30th day of November of each year.

The employees joining or leaving the firm in the course of the year shall be entitled to the pro rata share according to their period of employment during that calendar year; in case of employees leaving the firm it shall be calculated on the basis of the last monthly basic salary.

The employees shall be obliged to pay back the pro rata share of the special payment already effected to them upon request of the employer if they terminate the employment themselves or if the fault for termination of the employment lies with them.

Section 14 Allowance for Shortages

The works council will be authorised to conclude an internal agreement on allowance for shortages with the employer (Section 97 Labour Code).

Section 15 Mileage Allowance

For business travels on behalf of the employer the employees shall be entitled to the statutory kilometre rates granted to the civil servants on the basis of Section 10 (2) of the Travel Charges Regulation 1955 BGBL (Federal Law Gazette) No. 133/55 in the applicable version if they use a car.

Section 16 Daily Allowance and Accommodation Allowance

In case of business travels within Austria on behalf of the employer the employee shall be entitled to daily allowances and accommodation allowances pursuant to Section 26 Paragraph 4 of the Income Tax Statute in the applicable version. If invoices for accommodation are presented, which exceed the accommodation charges fixed by the authorities, those will be paid by the employer up to 2.5 times of the accommodation charges fixed by the authorities.

Section 17 Deviation for Employees' Benefit

Existing regulations and agreements which are more favourable for employees shall not be affected by the provisions of this Collective Bargaining Agreement. The benefits stipulated by this Collective Bargaining Agreement shall be offset against further-reaching equivalent benefits granted by the employer.

Section 18 Scheme of Job Groups and Regulation on Salaries

I. General Stipulations

1. The employees will be classified into job groups according to their jobs. For classification into a job group the type of job and the vocational training required shall be relevant and not the job title. Employees doing jobs which are not mentioned in the job groups will be classified into the group which comes closest to the employees' scope of responsibilities.
2. If an employee does several jobs at the same time which are mentioned in different job groups, s/he will be classified into the group which corresponds to his/her main job.
3. A temporary job for the purpose of rendering assistance in a higher job group or a temporary representation of an employee of a higher job group does not lead to an entitlement to a higher salary unless such temporary job lasts for more than two months. In that case a surcharge has to be paid for the temporary job which shall at least amount to the difference between the initial salaries of the job groups concerned.
4. Deleted as per 1 January 2016

5. Upon advancing to a higher service category, the employees shall keep their previous years of service and level in the new service category (linear switchover).
6. Deleted as per 1 January 2016
7. In case of reasons leading to an increase in the salary, the increase shall become effective on the 1st day of the month in which the reason relevant for the increase occurred.
8. Payment of the salaries for the regular calendar months shall be made not later than on the last day of the month. If the payment date is a Sunday or public holiday, the salary payment shall be effected on the preceding workday.
9. Each employee shall be given a written salary statement showing the gross salary, surcharges, if any, and deductions.
10. In case of new employments from 1 January 2008, the employer shall offer the employee an opportunity for discussion with the works council (if no works council exists, with the relevant HR responsible or with a statutory or voluntary lobby) on the collective agreement classification and the advance system.
11. From 1 January 2016, a new salary table shall apply to which existing employment contracts are to be migrated in accordance with Section 20 and to which the following principles shall apply:
 The basis for salary increases within the new salary table shall be the employee's years of employment completed or taken into account which in their turn, are based on the date when each employee was hired.
 The first increase shall be after the first four completed years of employment, the second one after the next five completed years of employment (nine years of employment in total). Thereafter, a salary increase shall be effected every ten years up to the completed fortieth year of employment (see table in Annex II).
- II. The scheme of job groups is regulated in Annex I, the salaries and surcharges are regulated in Annex II.

Article 19 Provisions on value adjustments

The collective bargaining partners agree to negotiate annually on value adjustments in line with the following principles:

- a. Three different components shall be negotiated:
 1. Collective pay adjustments of actual salaries:
 This refers to a rise applying indiscriminately to all salaries with the exception of those having reached the final value.
 2. Budget distributed in an individual amount to all or individual employees. The distribution of this individual bucket is effected by the employer, but the actual salary per employee can be raised by a maximum of 5%.
 The works council shall receive a list of names and pay rises in the context of the individual performance benefit every year.
 3. Adjustment of the new salary table: Adjustments of actual salaries through collective agreements are not automatically integrated into the new salary table. The increase of minimum salaries according to the salary table shall be a separate point to be negotiated.

In each salary group there is a final value at level 40. Each employee receiving a level 40 salary or higher, shall not be considered in the distribution of the individual and collective buckets (points 1 and 2). It shall be possible to agree exceptions in works agreements or in individual employment contracts / notices of employment. There shall be no entitlement to such works agreements or provisions in individual employment contracts / notices of employment.

Employees receiving a level 40 salary or higher may get an individual one-off payment that does not come from the buckets of points 1 and 2. The employers shall decide individually on the entitlement to and the amount of these one-off payments. There shall be no legal entitlement to such payments for the employees.

The designation "level 40" refers to the table of Annex III and correlates with level 6 of Annex II (also with regard to the amount in 2016). After future increases in the table (point 3), only level 6 shall be considered as the final value.

If an individual bucket is set up in accordance with point 2 and if an employee has not received a rise of his/her actual salary for two years, a target agreement shall be made between the employee and his/her superior for the third year without salary rise.

Upon the employee's request, the works council shall be involved in this meeting. In companies without works council, the employee shall have the right to call in a trade union representative to take part in this meeting. In this meeting, realistic targets that can be achieved by the employee in his/her direct work shall be agreed and full achievement of these targets shall result in a rise of the actual salary from the individual bucket in the third year provided that there is an individual bucket.

Section 20 Transitional provisions

The level changes to be performed on 1 January 2016 or, in some cases, on 1 July 2016 shall use the table values of the year 2015.

The resulting euro amounts shall be migrated to the new table (see Annex II). Parts of the salary that exceed the minimum salaries of the new table after migration shall be considered non-reducible overpayment (actual salary).

The value adjustment as per 1 January 2016 shall be performed as follows: First, the level changes shall be carried out and then the value adjustment for 2015 shall be applied.

Section 21 Preclusion period

All claims arising from employment relationships shall be made in writing within a period of six months of the day when they become due - unless provided otherwise in the collective bargaining agreement or statutory provisions - on pain of forfeiture.

Vienna, 21st November 2018

AUSTRIAN FEDERAL ECONOMIC CHAMBER TRADE ASSOCIATION OF BUS, AVIATION AND SHIPPING COMPANIES	
GROUP OF AVIATION PROFESSIONS	
Mag. Christian Domany President of the Group of Aviation Professions	Dr. Manfred Handerek Deputy Managing Director
AUSTRIAN TRADE UNION FEDERATION UNION OF SALARIED PRIVATE SECTOR EMPLOYEES PRINTING, JOURNALISM, PAPER	
Barbara Teiber Chairman	Helga Fichtinger Deputy Managing Director.
Thomas Schäffer Chairman of the Transport Sector	Bernd Kulterer Secretary of the Transport Sector

Scheme of Job Groups

Group 1

STAFF MEMBERS WITH SIMPLE JOBS SUBJECT TO INSTRUCTIONS, WHICH HAVE TO BE CARRIED OUT ACCORDING TO GENERAL GUIDELINES

- e.g.
- office clerks
 - drivers
 - telephone operators
 - couriers
 - cleaning staff

Group 2

STAFF MEMBERS WITHOUT SPECIFIC EDUCATION OR EDUCATIONAL EXPERIENCE WHOSE JOB APART FROM KNOW-HOW WITH RESPECT TO THE DUTIES REQUIRES INDEPENDENT ACTIONS WITHIN A PRESCRIBED FRAME/SCOPE

- e.g. staff members in passenger sales, cargo sales and telephone sales as well as in reservations, in aircraft handling and passenger handling, air-cargo handling, sales staff, accountants, staff dealing with a specific area as beginners

Group 3

STAFF MEMBERS WHO SUCCESSFULLY CONCLUDED A SPECIFIC TRAINING WITHIN ONE YEAR OR WITH COMPARABLE EXPERIENCE WHO ARE ABLE TO INDEPENDENTLY MAKE NECESSARY CORRECTIONS IN THE NORMAL WORK PROCESS

- e.g. staff members after basic training in passenger sales, cargo sales and telephone sales as well as in reservations, in passenger handling, aircraft handling and air-cargo handling, sales staff, accountants, employees specialised in a certain duty, aircraft engineers

Group 4

STAFF MEMBERS WITH PROFOUND KNOW-HOW AND EXTENSIVE SPECIFIC JOB EXPERIENCE

- e.g. staff members in passenger sales, cargo sales and telephone sales as well as in reservations, in passenger handling, aircraft handling and air-cargo handling, sales staff, accountants, secretaries to managers, aircraft engineers holding a licence

Group 5

STAFF MEMBERS WITH LEADERSHIP RESPONSIBILITY OR SPECIALISTS WITH AN AREA OF RESPONSIBILITY REQUIRING MORE SPECIFIC QUALIFICATIONS

- e.g.
- shift manager or deputy shift manager
 - supervisor or deputy supervisor in ticketing, sales and reservations
 - accountants
 - aircraft engineers with two or more licences
 - load controllers
 - senior sales staff with a high performance level

Group 6

STAFF MEMBERS WITH EXTENSIVE LEADERSHIP RESPONSIBILITY AND A LARGE AREA OF RESPONSIBILITIES

- e.g.
- chief mechanics
 - supervisors
 - duty managers
 - shift managers
 - dispatchers
 - department heads
 - station managers or deputy station managers

Group 7

EXECUTIVE STAFF MEMBERS WITH CONVINCING PERFORMANCE AS LEADER IN A COMPLEX AREA OF RESPONSIBILITIES

- e.g.
- station manager
 - managing director
 - sales manager

ANNEX II

Salary table applicable from 1 January 2018 in €

Level	Year
Level 1 (Minimum)	Entrance
Level 2.	In the 5th year of employment
Level 3.	In the 10th year of employment
Level 4.	In the 20th year of employment
Level 5.	In the 30th year of employment
Stufe 6 (Maximum)	In the 40th year of employment

Senioritätsstufe	VG 1	VG 2	VG 3	VG 4	VG 5	VG 6	VG 7
Stufe 1 (Minimum)	1.576,06	1.637,79	1.893,80	2.157,94	2.505,21	2.913,48	3.401,56
Stufe 2	1.759,67	1.821,41	2.109,71	2.406,95	2.797,68	3.263,53	3.812,86
Stufe 3	2.037,31	2.057,36	2.363,28	2.699,41	3.146,15	3.674,64	4.292,17
Stufe 4	2.292,50	2.386,80	2.774,15	3.178,52	3.712,99	4.335,77	5.050,72
Stufe 5	2.557,02	2.663,20	3.102,79	3.559,84	4.160,91	4.845,88	5.649,99
Stufe 6 (Maximum)		2.975,62	3.474,48	3.988,73	4.649,86	5.419,68	6.324,16

ANNEX II

Salary table applicable from 1 January 2016 in €

Level	Year
Level 1 (Minimum)	Entrance
Level 2.	In the 5th year of employment
Level 3.	In the 10th year of employment
Level 4.	In the 20th year of employment
Level 5.	In the 30th year of employment
Stufe 6 (Maximum).	In the 40th year of employment

Level	VG 1	VG 2	VG 3	VG 4	VG 5	VG 6	VG 7
Level 1 (Minimum)	1.391,89	1.605,68	1.856,67	2.115,63	2.456,09	2.856,35	3.334,86
Level 2	1.545,16	1.785,70	2.068,34	2.359,75	2.742,82	3.199,54	3.738,10
Level 3	1.725,17	1.997,36	2.316,94	2.646,48	3.084,46	3.602,59	4.208,01
Level 4	2.017,02	2.340,00	2.719,75	3.116,20	3.640,19	4.250,75	4.951,69
Level 5	2.247,55	2.610,98	3.041,95	3.490,04	4.079,32	4.750,86	5.539,21
Level 6 (Maximum)	2.506,88	2.917,27	3.406,35	3.910,52	4.558,69	5.313,41	6.200,16

Nightshift allowance:

Employees who work in shifts or continuous service and whose working hours regularly are in full or in part in the time from 10 a.m. to 6 a.m. shall receive an allowance (nightshift allowance). This special allowance shall amount to a minimum of 30% of the basic hourly salary for each hour worked in the time from 10 a.m. to 6 a.m. This special allowance shall only be paid if the provisions on overtime are inapplicable.

ANNEX III

Salary Table applicable from 1 January 2015 in €

VG	1	2	3	4	5	6	7
Year							
-1		1.452,90	1.677,43	1.941,10	2.212,85	2.570,40	2.993,08
-2		1.503,81	1.737,26	1.999,22	2.293,95	2.665,54	3.107,00
-3		1.554,70	1.797,02	2.059,06	2.374,98	2.760,79	3.220,94
1.	1.391,89	1.605,68	1.856,67	2.115,63	2.456,09	2.856,35	3.334,86
2.	1.428,48	1.648,58	1.907,40	2.173,96	2.524,60	2.938,49	3.431,20
3.	1.466,28	1.693,09	1.959,48	2.234,05	2.595,16	3.022,96	3.530,51
4.	1.505,15	1.738,61	2.013,95	2.295,99	2.667,93	3.109,95	3.632,65
5.	1.545,16	1.785,70	2.068,34	2.359,75	2.742,82	3.199,54	3.738,10
6.	1.586,45	1.834,21	2.125,29	2.425,45	2.820,03	3.291,80	3.846,49
7.	1.628,92	1.884,07	2.184,00	2.493,04	2.900,79	3.386,94	3.958,18
8.	1.672,59	1.935,49	2.244,43	2.562,73	2.984,14	3.484,85	4.073,30
9.	1.672,59	1.935,49	2.244,43	2.562,73	2.984,14	3.484,85	4.073,30
10.	1.725,17	1.997,36	2.316,94	2.646,48	3.084,46	3.602,59	4.208,01
11.	1.725,17	1.997,36	2.316,94	2.646,48	3.084,46	3.602,59	4.208,01
12.	1.779,64	2.061,18	2.392,10	2.733,20	3.187,93	3.724,32	4.346,80

13.	1.779,64	2.061,18	2.392,10	2.733,20	3.187,93	3.724,32	4.346,80
14.	1.835,90	2.127,40	2.469,81	2.822,82	3.295,19	3.850,40	4.490,26
15.	1.835,90	2.127,40	2.469,81	2.822,82	3.295,19	3.850,40	4.490,26
16.	1.894,30	2.195,92	2.550,31	2.917,18	3.406,28	3.980,86	4.638,79
17.	1.894,30	2.195,92	2.550,31	2.917,18	3.406,28	3.980,86	4.638,79
18.	1.954,64	2.266,74	2.633,54	3.014,98	3.521,15	4.115,41	4.794,94
19.	1.954,64	2.266,74	2.633,54	3.014,98	3.521,15	4.115,41	4.794,94
20.	2.017,02	2.340,00	2.719,75	3.116,20	3.640,19	4.250,75	4.951,69
21.	2.017,02	2.340,00	2.719,75	3.116,20	3.640,19	4.250,75	4.951,69
22.	2.017,02	2.340,00	2.719,75	3.116,20	3.640,19	4.250,75	4.951,69
23.	2.090,87	2.426,91	2.821,72	3.235,93	3.780,81	4.410,92	5.139,80
24.	2.090,87	2.426,91	2.821,72	3.235,93	3.780,81	4.410,92	5.139,80
25.	2.090,87	2.426,91	2.821,72	3.235,93	3.780,81	4.410,92	5.139,80
26.	2.167,65	2.517,11	2.929,57	3.360,62	3.927,14	4.577,57	5.335,59
27.	2.167,65	2.517,11	2.929,57	3.360,62	3.927,14	4.577,57	5.335,59
28.	2.167,65	2.517,11	2.929,57	3.360,62	3.927,14	4.577,57	5.335,59
29.	2.247,55	2.610,98	3.041,96	3.490,04	4.079,32	4.750,86	5.539,21
30.	2.247,55	2.610,98	3.041,95	3.490,04	4.079,32	4.750,86	5.539,21

31.	2.247,55	2.610,98	3.041,95	3.490,04	4.079,32	4.750,86	5.539,21
32.	2.330,56	2.708,71	3.158,56	3.624,69	4.233,28	4.931,04	5.750,94
33.	2.330,56	2.708,71	3.158,56	3.624,69	4.233,28	4.931,04	5.750,94
34.	2.330,56	2.708,71	3.158,56	3.624,69	4.233,28	4.931,04	5.750,94
35.	2.417,02	2.810,15	3.280,02	3.764,70	4.392,77	5.118,50	5.971,22
36.	2.417,02	2.810,15	3.280,02	3.764,70	4.392,77	5.118,50	5.971,22
37.	2.417,02	2.810,15	3.280,02	3.764,70	4.392,77	5.118,50	5.971,22
38.	2.506,88	2.917,26	3.406,35	3.910,52	4.558,69	5.313,41	6.200,16
39.	2.506,88	2.917,26	3.406,35	3.910,52	4.558,69	5.313,41	6.200,16
40.	2.506,88	2.917,27	3.406,35	3.910,52	4.558,69	5.313,41	6.200,16
41.	2.600,33	3.029,05	3.537,69	4.062,03	4.731,21	5.516,09	6.438,33
42.	2.600,33	3.029,05	3.537,69	4.062,03	4.731,21	5.516,09	6.438,33

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VG	1	2	3	4	5	6	7
Year							
43.	2.600,33	3.029,05	3.537,69	4.062,03	4.731,21	5.516,09	6.438,33
44.	2.600,33	3.029,05	3.537,69	4.062,03	4.731,21	5.516,09	6.438,33
45.	2.600,33	3.029,05	3.537,69	4.062,03	4.731,21	5.516,09	6.438,33

46.	2.697,54	3.145,29	3.674,30	4.215,85	4.910,60	5.726,89	6.686,02
47.	2.697,54	3.145,29	3.674,30	4.215,85	4.910,60	5.726,89	6.686,02
48.	2.697,54	3.145,29	3.674,30	4.215,85	4.910,60	5.726,89	6.686,02
49.	2.697,54	3.145,29	3.674,30	4.215,85	4.910,60	5.726,89	6.686,02
50.	2.697,54	3.145,29	3.674,30	4.215,85	4.910,60	5.726,89	6.686,02
51.	2.798,62	3.266,20	3.816,34	4.374,65	5.097,19	5.946,12	6.943,62
52.	2.798,62	3.266,20	3.816,34	4.374,65	5.097,19	5.946,12	6.943,62
53.	2.798,62	3.266,20	3.816,34	4.374,65	5.097,19	5.946,12	6.943,62
54.	2.798,62	3.266,20	3.816,34	4.374,65	5.097,19	5.946,12	6.943,62
55.	2.798,62	3.266,20	3.816,34	4.374,65	5.097,19	5.946,12	6.943,62
56.	2.905,11	3.391,94	3.964,09	4.539,79	5.291,23	6.174,14	7.211,52
57.	2.905,11	3.391,94	3.964,09	4.539,79	5.291,23	6.174,14	7.211,52
58.	2.905,11	3.391,94	3.964,09	4.539,79	5.291,23	6.174,14	7.211,52
59.	2.905,11	3.391,94	3.964,09	4.539,79	5.291,23	6.174,14	7.211,52
60.	2.905,11	3.391,94	3.964,09	4.539,79	5.291,23	6.174,14	7.211,52
61.	3.016,41	3.522,71	4.116,87	4.711,55	5.493,05	6.411,25	7.490,15
62.	3.016,41	3.522,71	4.116,87	4.711,55	5.493,05	6.411,25	7.490,15
63.	3.016,41	3.522,71	4.116,87	4.711,55	5.493,05	6.411,25	7.490,15

64.	3.016,41	3.522,71	4.116,87	4.711,55	5.493,05	6.411,25	7.490,15
65.	3.016,41	3.522,71	4.116,87	4.711,55	5.493,05	6.411,25	7.490,15

All other 5-years increments are made to the same percentage extent as the previous ones.