

Remark:

This English text is not an authentic and, hence, not a legally binding version of the IT collective agreement but rather a working aid.

Solely the German version published by the Austrian Professional Association for Consulting and IT is legally binding and authentic.

With regard to individual contractual relations both the IT collective agreement and the applicable labour legislation must be taken into consideration.

## **Supplemental collective agreement on the actual increase for 2024**

In light of the persistently high inflation rates that serve as the basis for the 2024 collective agreement negotiations, the social partners agree to temporarily repeal the actual increase model defined in Art. 15 V. of the IT collective agreement also for the 2024 calendar year effective from 1 January 2024.

Instead, the following supplemental collective agreement is concluded for 2024 with a validity period from 1 January 2024 to 31 December 2024.

### **Article 1 Contractual partners**

- (1) This supplemental collective agreement has been concluded between the Austrian Professional Association of Management Consultancy, Accounting and Information Technology of the Austrian Economic Chambers, Wiedner Hauptstrasse 63, 1045 Vienna, Austria, on the one hand, and the Austrian Trade Union Federation, Union of Private Sector Employees, the economic sector Electrical and Electronics Industry, Telecommunication and IT, Alfred-Dallinger-Platz 1, 1030 Vienna, Austria, on the other hand.

### **Article 2 Scope**

- (1) The collective agreement is valid
  - a) geographically: for the area of the Republic of Austria;
  - b) technically: for all member businesses of the Austrian Professional Association of Management Consultancy, Accounting and IT of the Austrian Economic Chambers which have a trade license for services in the field of automatic data processing and information technology;
  - c) personally: for all employees subject to the Austrian Act on Salaried Employment who are employed by businesses covered by the aforementioned technical scope. As far as personal references are made only in the male form in this collective agreement, both women and men are meant equally. If applied to an individual, the correct gendered form must be used.
- (2) This supplemental collective agreement does not apply to management board members of public limited companies (AG) and managing directors of private limited companies (GmbH) as long as these persons are not subject to Austrian Chamber of Labour contributions, nor does it apply to apprentices, mandatory interns, voluntary interns, or holiday temps as defined in Art. 15 III. (2) of the collective agreement.
- (3) The supplemental collective agreement will come into force with retroactive effect as of 1 January 2024 and is limited to a term until 31 December 2024.

### § 3 Increase in actual salaries

- (1) A company's total of the contractual monthly basic salaries according to paragraph 2 must be increased as a whole by 7.25% as of 1 July 2024 at the latest. Beyond the minimum amount according to Art. 3 (1) of the supplemental collective agreement, individual increases in monthly basic salaries are incumbent on the employer, under consideration of the minimum basic salaries according to Art. 15 of the IT collective agreement and the provisions of Art. 3 (4) and (5) of the supplemental collective agreement. The employer must ensure payment of the respective minimum basic salaries as defined by Art. 15 III. (1) of the IT collective agreement.

(1a) Every employee who is not excluded from the actual increase in accordance with Art. 3 (4) or (5) of the supplemental collective agreement must be granted a minimum amount/increase amount of at least EUR 175<sup>1</sup> (for part-time employees, this amount must be prorated in accordance with the number of normal working hours agreed). This only applies to employees who are employed at the reference dates specified in Art. 3 (2) of the supplemental collective agreement. Internally granted increases starting with the salary for November 2023 shall be taken into account with regard to both the mandatory minimum amount/increase amount defined in this paragraph and the comparative calculation as defined by Art. 3 (2) of the supplemental collective agreement.

- (2) In order to determine the actual increase of the monthly basic salaries, the sum of all employees' monthly basic salaries from July 2024 at the latest shall be compared with the salary sum of the same employees from October 2023. The minimum amount/increase amount according to Art. 3 (1a) of the supplemental collective agreement must be included in the comparative calculation. Company-specific reductions of the observation period are possible. Monthly basic salaries of employees as defined by Art. 3 (4) and (5) of the supplemental collective agreement are not included.
- (3) The monthly basic salary must be calculated according to Art. 13 (2) of the IT collective agreement.
- (4) Up to 10% of all employees who are employed at the company in the period from October 2023 to July 2024 or at the earlier reference date as defined in Art. 3 (2) of the supplemental collective agreement may be excluded from the increase of the monthly basic salary.

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<sup>1</sup> Because the supplemental collective agreement only covers the increase in actual salaries, the mandatory increase amount of at least EUR 175 is also only due to employees who receive an actual salary and not employees who receive a minimum basic salary according to Art. 15 III. (1) of the IT collective agreement.

Regardless of the result of the percentage calculation, up to 9 employees may be excluded from the increase of the monthly basic salary.

- (5) Another 15% of the employees who are employed at the company in the period from October 2023 to July 2024 or at the earlier reference date as defined in Art. 3 (2) of the supplemental collective agreement may receive a single payment of at least 3.625% of the annual salary (14 times the monthly basic salary as defined by Art. 13 [2] of the IT collective agreement) instead of a sustained increase in the monthly basic salary (according to paragraphs 1 and 1a), paid with the salary for July 2024 at the latest. The works council must be informed about this.
- (6) In companies with a works council, other agreements may be concluded if necessary for economic reasons; however, the social partners must be immediately informed about the provisions and the justification. In companies without a works council, the arbitration board as defined by Art. 20 of the IT collective agreement may permit a variance due to economic necessities.
- (7) The works council must be informed about the implementation of the salary increase and the salary sum increase by 10 October 2024 at the latest (including the base list from October 2023). In the event that the entire calculated salary sum has not yet been distributed by this deadline (10 October 2024), the deficit must be distributed linearly among those employees as defined by Art. 3 (2) of the supplemental collective agreement. These increases are valid as of 1 July 2024.