YOUR MEMBERSHIP FEE

Not included in membership fee
- Overtime payments (also non-rate payments), holiday and Christmas bonuses (15th and 14th salaries), personal allowances, redundancy payments & similar remunerations.

Periods that are membership fee free
After a paid membership period of at least 6 months the periods are credited as membership periods:
- Statutory maternity leave & parental leave, conscription/community service, voluntary service leave, study leave, full-time-family-hospice leave, unpaid sick leave.

Monthly fixed membership fees for employees
If you are not a member of your employer's company, you can deduct your membership fees from your wages/salaries.

<table>
<thead>
<tr>
<th>Monthly fixed fees for members</th>
<th>Royalty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage tax *)</td>
<td>without member</td>
</tr>
<tr>
<td>EUR 1,500.00</td>
<td>15,00</td>
</tr>
<tr>
<td>EUR 2,500.00</td>
<td>25,00</td>
</tr>
<tr>
<td>EUR 3,470.00</td>
<td>34,70</td>
</tr>
<tr>
<td>EUR 4,400.00</td>
<td>44,67</td>
</tr>
<tr>
<td>EUR 5,400.00</td>
<td>54,60</td>
</tr>
</tbody>
</table>

* If the membership fee is deducted from your wages/salary, your employer is responsible for the correct calculation of the gross salary.

BY YOUR CONSENT TO PROCESSING THE THEREFORE NECESSARY ADDITIONAL DATA.

EXPLANATION

Your ÖGB/GPA membership constitutes the legal basis for processing your data; if you have agreed to the deduction of your membership fee from your wage/salary, the legal basis is provided by your consent to processing the therefore necessary additional data.

The protection of your personal data is our special concern. Prior to the start of membership administration for the ÖGB/GPA, I had my financial institution for direct debiting of the membership fee completed. I was informed in advance about the amount of the membership fee to be debited within 8 weeks, starting from the date on which my account was debited. Thanking you for your condition agreed with my financial institution for debiting the membership fee.

You can reach our data protection officer at datenschutzbeauftragter@oegb.at.

You can reach us through:
- Öster.; Gewerkschaft GPA
- GEWERKSCHAFT GPA
- STRONGER TOGETHER!
- Union Membership pays.

GEWERKSCHAFT GPA IN AUSTRIA
SERVICE-HOTLINE: +43 (0)5 0301
Gewerkschaft GPA Service Center
1180 Wien, Alfred-Dollinger-Platz 1
Tel.: +43 (0)5 0301-330
Email: service@gpa.at
www.gpa.at

You can reach us at:
- ÖGB Wien
- ÖGB Niederösterreich
- ÖGB Burgenland
- ÖGB Steiermark
- ÖGB Tirol
- ÖGB Kärnten
- ÖGB Vorarlberg
- ÖGB NÖ

UNION MEMBERSHIP PAYS.

OGB ZVR-Nr.: 576439352, Foto: iStock
**WHO WE ARE**

GPA Union is a non-partisan employees' representation based on voluntary membership. Together with other trade unions organised in the Austrian Trade Union Federation (ÖGB) we represent the interests of employees, apprentices, employees on parental leave, university and school students and retired employees.

GPA secures the income of hundreds of thousands of employees. GPA is on the scene by conflicts at company level and provides training for more than 10,000 members of works councils. GPA is also taking a stand on maintaining and improving our social and health care system.

Your membership strengthens the trade union movement and provides an important contribution for decent working conditions and fair payment.

**Your collective agreement**

Collective bargaining is one of the most important responsibilities of the trade unions and a task you directly benefit from as your collective agreement substantially determines the development of your salary/wage. Most pay rises are achieved by better collective agreements. Holiday and Christmas bonuses (13th and 14th salaries) are also part of the collective agreement.

As GPA member, you benefit from unique forms of protection:

- **Legal protection**: The experts of GPA provide intelligible answers to questions like »Is my salary/wage correct?«, »What about my working conditions?«, »Which collective agreement applies to me?« and »Is my All-in contract fair?«

- **Legal protection**: Legal protection is effective for all legal disputes which are directly related to your employment and do not contradict any trade union principles. If appropriate, you will be assisted by a fee legal representative. Court fees and cash expenditures will be refunded if necessary. The entire legal costs of the opposing party will be covered.

Insurance protection at work

As GPA member, you benefit from unique forms of protection:

- **Personal Liability Insurance at work**
  - You have insurance cover up to EUR 100,000, if you are held responsible for personal and material damage due to the negligence of a third party (except your employer), related to your job activities.

- **Legal expenses insurance at work**
  - Legal expenses insurance covers yearly costs up to EUR 350 for legal and psychological counselling, if you are affected by mobbing, harassment or discrimination at work.

- **Legal protection**
  - If appropriate, GPA will assist you in conflict situations.

- **Insurance protection at work**
  - Your insurance cover of up to EUR 200,000, if you claim compensation for damage suffered in pursuance of your vocational activities.

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Information

**KOMPETENZ (competence)** – the GPA membership magazine regularly brings top information right into your home.

www.gpa.at – the GPA website offers current information on the world of employment.

**Service**

The membership CARD ensures comprehensive services and qualified support in all questions related to your employment. Thanks to the membership CARD, GPA members can also rely on the special arrangements (negotiated by the trade union) in their leisure time.

- **CARD benefits**
  - Discounts for cultural events
  - Access to recreational and sport facilities at a reduced rate
  - Discounted special holiday offers

Further information at www.gpa.at/card

**Get support**

Especially employees in troubled economic sectors or regions are often affected very negatively by economic changes. The trade union also supports members in emergency situations.

- **Advice & support payments**
  - Unemployment support and special support in emergency situations caused through no fault of one's own
  - Support during industrial action for members on strike or on lockout
  - Advice on retirement questions
  - Contact to social security institutions in cases of complicated health, accident and retirement problems

**YOUR MEMBERSHIP FEE**

**Your membership fee**

The monthly membership fee basically amounts to 1% of the monthly gross salary/wage or the monthly gross apprenticeship compensation.

Example: If you have a monthly gross income of EUR 3,672.45, your membership fee amounts to EUR 16.72.

**Tax-deductible**

The membership fee is entirely deductible from your wage tax and is therefore actually tax-reducing (see table at the back page). If the membership fee is directly deducted from the salary/wage (deduction from salary/wage by the employer), the tax reduction is directly calculated at payroll accounting.

The marginal amount A (maximum) marginal amount for your membership fee is calculated each year, whereas members can voluntarily pay a higher fee. In 2021 the monthly marginal amount is EUR 34.70.

Other membership fees

- **Municipal employees (employees working on basis of freelance service contracts, crawdworkers, contractors for work and services and trade licence holders who themselves do not employ any employee)**
  - pay 1% of the monthly gross income up to a maximum fee of EUR 10.- monthly.

- **Salaried employees, apprenticeship compensation, commissions and bonuses**
  - pay 1% of the monthly gross income up to a maximum fee of EUR 10,– monthly.

Please tick as appropriate:

- **Salaried employee**
- **Apprenticeship**, **Apprenticeship**, **Apprenticeship** or **Voluntary apprenticeship**
- **Student**
- **Unemployed person**
- **Freelancer/self-employed**
- **Freelancer/self-employed**
- **Trade union representative**
- **Marginal employee**

**Monthly/quarterly joining GPA**

| Male | Female | Academic degree
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>First name</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Date of birth</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Address/Street no.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postal code/Place of residence</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Phone</td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-Mail</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Please tick as appropriate:

- **Student employee**
- **Municipal employee**
- **Employees on parental leave**
- **Employed at (Company or school/university)**
- **Other**

**Address**

**Sector**

**Current occupation**

<table>
<thead>
<tr>
<th>Monthly gross income</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR</td>
</tr>
</tbody>
</table>

Months/years of joining GPA:

- **Salaried employee**: The monthly gross income plus 1% of the gross income up to a maximum monthly amount adjusted every year (for information in German see www.gpa.at/mitgliedsbeitrag). The marginally increased fee is tax-deductible.

- **Apprenticeship, Apprenticeship, Apprenticeship**: The monthly apprenticeship compensation, commissions and bonuses are adjusted every year.

Please tick as appropriate:

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