

YOU NEVER WORK ALONE!

YOUR BENEFITS AS GPA MEMBER



TOP ADVICE

As GPA member you can count in top advice on all matters regarding your employment relationship. Our experts provide proficient answers to questions like "Do I get paid correctly?" or "Which collective agreement applies to me?".

We also support you in case of complicated issues regarding sickness, accident or pension.



LEGAL PROTECTION

You can count on GPA Union as a strong partner by your side upon legal problems at work. Our experts provide qualified counselling and try to solve problems with your employer. If necessary, our legal experts represent you in court for free.

Legal protection is effective for all disputes which are directly related to your employment and don't contradict any trade union principles.*

GPA Union wins more than EUR 50 million for its members every year!



PROFESSIONAL LIABILITY INSURANCE

You have insurance cover up to EUR 100,000, if you negligently cause personal or material damage relating to your employment (except for damages to your employer).*



PROFESSIONAL LEGAL PROTECTION INSURANCE

You have insurance cover up to EUR 20,000, if you claim compensation for a damage suffered in pursuance of your professional activity.*

*) Upon paid membership of at least 6 months.



UNEMPLOYMENT SUPPORT

Many employees are affected negatively by economic changes. The trade union also supports its members in emergency situations.

Upon submitting a confirmation of the Public Employment Service (AMS), you receive up to EUR 200 in addition to the statutory unemployment benefit. After a membership period of 2 years, you receive the unemployment support for 3 months; after a membership period of 3 years for 6 months.

More information at: www.gpa.at/en



TOP INFORMATION

The GPA membership magazine KOMPETENZ (in German) regularly brings the latest information from the world of work to your home. You also find us at www.gpa.at as well as on Facebook, Instagram, Twitter and YouTube.

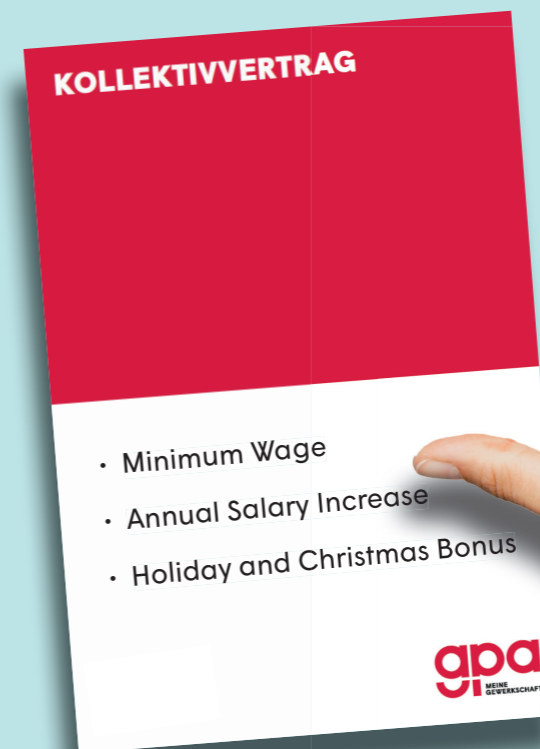


BENEFITS WITH YOUR GPA CARD

- Shopping discounts
- Holiday offers
- Discounts on cultural events

Hundreds of special offers and all details on the trade union services and benefits are available at www.gpa.at/en.

YOUR COLLECTIVE AGREEMENT – YOUR BENEFIT!





Dear colleague,

have you ever wondered where your **annual salary increase** comes from?

If you negotiate with your employer, could you achieve a substantial salary increase in line with the current inflation rate?

What is **difficult alone**, we can achieve **easier together**.

In Austria, trade unions negotiate with employers' associations for wage increases.

You are entitled to this increase because it is determined in a collective agreement.

The collective agreement regulates many other points that affect you as an employee.

We have summarized the most important points for you in this sheet. Do you want **more**? Then join us!

Each individual union member strengthens us in the annual salary negotiations.

With **many members**, we can create **more pressure** and achieve **higher wage settlements**.

Barbara Teiber

Chair of GPA Union



1. Minimum Wage

Your collective agreement determines the **minimum wage**. Your employer may voluntarily pay you more, but not less than the minimum wage set by the collective agreement.

The collective agreement also regulates the extent to which your **professional experience** (previous employment) is taken into account in **your payment**.

You can have your pay checked by your works council or the GPA Union to ensure you are paid correctly.

4. Christmas Bonus

You are only entitled to a Christmas bonus if it is provided for in the collective agreement.

In Austria, trade unions have negotiated collective agreements for **98% of employees**.

Holiday and Christmas bonuses are subject to **lower taxation**, which the trade union has also achieved.

This means more money in your pocket.

7. Shorter Working Hours

In Austria, the legally mandated working week is 40 hours. In many collective agreements, the trade union has achieved a **reduction in weekly working hours**.

Do part-time employees also benefit from this?

Yes, because the reduction in weekly working hours leads to a **higher hourly wage**.

10. Do you want more?

Do you want a **higher salary** and good working conditions? Then become a **GPA member** and support us in the annual salary negotiations.

It's very simple: The **MORE** we are, the **MORE** we can achieve together.

As a GPA member you also have more **job security**. You benefit from free legal advice on all matters regarding your employment relationship, **occupational legal protection**, a liability insurance and shopping discounts with your GPA CARD.

2. Annual Salary Increase

GPA Union negotiates with employers' associations for **annual salary increase**.

The increase is stipulated in the collective agreement and applies to **all employees** in a sector throughout Austria.

In many agreements, not only the minimum wages but also the **higher salaries are increased**.

5. Annual Increase of Allowances and Supplements

In professions with challenging working conditions, the trade union has secured allowances to be added to the salary. Employees who work on Sundays, at night, or in shifts also receive additional allowances.

In some areas, there are supplements for employees with children. These supplements are **also increased annually**.

8. Mileage Allowance and Travel Expenses

If you use your private car for business trips or are on a business trip, you receive mileage allowance and expenses for hotel and meal costs.

The amount of these expenses is determined in the collective agreement and negotiated by the trade union.

3. Holiday Bonus

You have no legal entitlement to holiday pay.

You receive this special payment **only** thanks to the trade union's **collective agreement**. If holiday pay were not anchored in the collective agreement, employers would not have to pay it.

Marginal and part-time employees are also entitled to holiday pay.

6. Salary Development

In addition to annual salary increases, most collective agreements include so-called **advancements**. This means that after a certain number of years of employment, you automatically move to a **higher salary level**.

If you want to know if you are **correctly classified** in terms of pay and what salary development you can expect, **inform** yourself with your works council or GPA Union.

9. Overtime and Extra Hours

The collective agreement **regulates** when **overtime and extra hours** are accrued in your working hours and what supplements you receive for them.

Part-time employees are entitled to supplements if they have to work longer than agreed upon.

Employees with a fixed overtime allowance and **all-in contracts** also benefit from the collective agreement, as it serves as the basis for **proper payment**.



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