

Austria: Agreement reached in Metal industry after ten weeks of negotiations and strikes.

Almost ten weeks after the demands were handed over, the PRO-GE and GPA unions were able to successfully conclude the round of collective agreements for the metal industry and mining on December 1, 2023. For the twelfth time in a row since the employers in the metal industry insisted on separate negotiations for each subsector, the unions have succeeded in achieving uniform wage and salary agreements for all 200,000 employees and apprentices in the metal industry.

First agreement with largest subsector reached on November 30th.

The first agreement with the Metal Technology Industry Association on November 30th was preceded by works council conferences, works meetings, warning strikes and strikes lasting up to 24 hours. As early as December 1st, the unions were able to successfully complete the marathon of negotiations and reach agreements with the employers' associations in all other subsectors, the non-ferrous metal industry, mining steel industry, gas and heat supply companies, the foundry industry, and the vehicle industry.

Actual wages will increase by 10 percent (maximum 400 Euro)

All employees in the metal industry will receive permanent increases retroactively from November 1st, and low- and middle-income groups will be given special consideration. In detail, the actual wages and salaries will be increased by 10 percent, but a maximum of 400 euros per month.

Increase in minimum wages, allowances, and expense reimbursements by 8.5 percent.

The collective minimum wages and basic salaries will be increased by 8.5 percent, as will the allowances and expense allowances. An increase in stages until 2024 was decided last year for apprentices. Due to inflation, the planned percentage increase for the 2nd, 3rd and 4th years of training will now be increased to 8.5 percent. In the first year of training, the income increases as planned from 900 to 1,000 euros.

Hardship clause for companies in difficult economic situation

In addition, there will be a hardship regulation for companies that are in a particularly difficult economic situation. The use of the regulation must be justified and confirmed by the trade unions and employers' associations. In principle, the agreed actual increase can be reduced by a maximum of three percent. Compensation must be agreed with the employees, for example in the form of a one-off payment or more paid time off. The concrete elaboration of this provision will take place in the next few days.

Pay increase agreed for next year:

Due to the challenging economic situation, a deal was also agreed for next year. As of November 1, 2024, all wages and salaries will be increased by one percent above the future rolling inflation rate.

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