



### New collective agreement for temporary agency workers

On 26 November 2007 the Metalworking-Textiles-Food Workers (GMTN) in a joint negotiating team with other unions, representing blue collar workers in the sector, reached a new collective agreement with the employers of employment agencies, specialised in the hiring out of labour, providing for pay increases and improvements of legal framework conditions for about 56.000 blue collar temporary agency workers.

Provisions of the agreement in detail:

- Increase in collectively agreed minimum wages by 3,5 percent
- The new collectively agreed minimum wage thus amounts to € 1.230,39
- Increase in daily allowances over 5 hours by 2,5 percent
- The new collective agreement will take effect as from 1 January 2008

Working groups of the social partners, set up

- for collecting all data of the user company, required by the employment agency to ensure the appropriate remuneration of their temporary agency workers during their assignment
- for conducting a wage survey in certain selected branches in order to use the thus gained results for coming pay bargaining rounds

Duration of employment

- periods of assignment, which have been interrupted for not longer than 90 days, have to be counted toward duration of employment (until now: 60 days)

Increases in branch-related supplementary wage allowances

- temporary agency workers, sent to user companies in the high-wage oil-processing or energy supply sector, where the collectively agreed actual pay rate of permanent workers is above the standard rate of temporary workers, are to receive increased supplementary wage allowances, with effect from 1 February 2009.

Further training

- Temporary agency workers in health care and nursing occupations will be entitled to training measures after a 3 month duration of employment instead of the currently 4 month duration of employment.

## Holiday allowance

- holiday allowance has to be at the latest paid out with the payslip for May under the condition of a duration of employment of at least 5 months with the agency

## *New pay scale as from 1 January 2008*

### *Occupational groups (BG) and hourly minimum wages*

BG F Technician	13,98 €
BG E Qualified skilled worker	11,36 €
BG D Skilled worker	9,90 €
BG C Qualified Worker without formal qualification	8,82 €
BG B Semi-skilled worker	7,86€
BG A Unskilled worker (entrance wage; first year of employment)	7,35 €

Increase in collectively agreed allowances as from 1 January 2008

Daily allowance for over 5 hours outside work.....10,25 €