

Information sheet

Lower Austrian Chamber of
Agricultural Workers



England

Rights of agricultural workers in farming businesses in Lower Austria

Valid from 1 January 2021

The Lower Austrian Chamber of Agricultural Workers (NÖ LAK) is the statutory body representing the interests of all workers employed in agriculture and forestry in Lower Austria. Those engaged in an employment relationship in an agricultural business in Lower Austria are automatically members of the NÖ LAK. The main task of the NÖ LAK is to provide support to Chamber members on issues relating to employment and social legislation.

1. Depending on the remuneration agreement concluded, the monthly minimum wage is:
 - € 1,522.35 for seasonal farm labourers
 - € 1,420.86 plus € 121.79 overtime allowance for unskilled workers

The minimum wage also applies to agency workers placed from abroad. Heavy fines are imposed on employers if less than the minimum wage is paid.

2. Various employment documents need to be handed to employees. Ensure in particular that you are given
 - your registration with the Austrian public health insurance fund [Österreichische Gebietskrankenkasse (ÖGK)] at the start of the employment relationship
 - a payslip on a monthly basis.

3. When registering with the Austrian public health insurance fund you must be given the social insurance number. This number means you can make use of the health insurance benefits for a period of at least 90 days without any problems. During this period you must apply in person to the Austrian health insurance fund for an E-card with a photo. If this official administrative task is only possible within working time, then this constitutes a justified reason for being unable to attend work and you are entitled to release from employment to the extent required with continued payment of remuneration.

Further information is available here: www.chipkarte.at

4. In farming businesses, special payments (Christmas bonus and holiday allowance) also cover the overtime allowance. The holiday and Christmas bonuses therefore amount to at least € 1,522.35 for seasonal farm labourers /€ 1,542.65 for unskilled workers. The entitlement to special payments is reduced during the first three calendar years in the same business (€ 1,362.38/€1,380.55).
5. An agreement must be concluded regarding the standard working hours (= how many and where the daily and weekly working hours must be completed on a regular basis). A change made to the number of hours by the employer only is in principle not permitted, and is only permitted to a limited extent in terms of location.

6. Employers are required to keep working time records. Make sure that these records are handed to you or keep private records yourself of the beginning and end of the daily working time and of any breaks adhered to. For work performed in addition to the standard working hours, you are entitled in principle to a supplement on top of the hourly wage.
7. You are entitled to five weeks of paid holiday per working year. At the end of the employment relationship you are entitled to compensation for any holiday unused (compensation for unused holiday).
8. In the event of illness, you must notify the employer immediately. In the case of potential disputes, you should be able to prove that you have provided this notification. At the request of the employer, confirmation from the doctor of the illness must be provided (doctor's note). It is essential that foreign doctors' notes are submitted or sent to the Austrian public health insurance fund otherwise sickness benefit will not be paid.

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Consultation by appointment
only.
(in German or English)