

Information sheet

Lower Austrian Chamber of
Agricultural Workers



England

Rights of an agricultural worker in agricultural enterprises in Lower Austria Valid from 1 January 2025

The Lower Austrian Chamber of Agricultural Workers (NÖ LAK) is the legal interests representative for all employees and workers in agriculture and forestry in Lower Austria. Those working in an employment relationship in an agricultural enterprise in Lower Austria are automatically members of the NÖ LAK. They therefore also benefit from free support in all matters regarding labour law and social law.

1. Depending on the remuneration agreement concluded, the monthly minimum wage is:
 - € 1,900.71 for harvest hands or
 - € 1,773.98 plus € 152.05 overtime flat fee for temporary workers

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

2. You must receive various work papers from your employer. Pay particular attention to
 - being registered at the start of the employment relationship with the Austrian health insurance and
 - receiving a monthly pay slip.
3. Upon registration with the Austrian health insurance (ÖGK), you receive a social security number. This entitles you to health insurance benefits for a period of at least 90 days. If no photo of you is registered at Austrian authorities, you must visit a registration office upon prior agreement within this period with a current passport photograph and a valid travel document. Further information on this is available on www.chipkarte.at.

If this visit to the authorities is only possible during working hours, it constitutes an important work hindrance reason and you are entitled to be released from work for the required period of time with continued payment of wages. Those who have no (main or secondary) residence in Austria must state an address to ÖGK for sending the e-card.

4. In agricultural enterprises, special payments ("13th and 14th monthly wage") also comprise the overtime allowance. The holiday bonus and Christmas money therefore amount to at least € 1,900,71 for harvest hands or € 1,926,03 for temporary workers respectively. During the first three calendar years in the same enterprise, there is a reduced entitlement to special payments (€ 1,700,98 or € 1,723,64).

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 unilateral amendment by the employer regarding the number of hours is not permissible in principle, regarding the location only to a very restricted extent.

6. Employers are required to keep working time logs. Make sure that these logs are handed to you or keep private logs yourself of the beginning and end of the daily working time and of any breaks adhered to. For work performed beyond the standard working hours, you are entitled in principle to a bonus on top of the hourly wage.

7. You are entitled to five weeks of paid leave per working year. If you are not employed continuously for the whole working year, you are entitled to pro rata annual leave for the duration of the employment. For leave that is not used, you will receive compensation at the end of the work relationship ("holiday compensation allowance").

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. Upon request by the employer, a medical attestation of the illness must be presented. Medical attestations from abroad must be presented or sent by yourself within a week to the Austrian health insurance, otherwise no sick pay will be paid.

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By appointment only.
(in German or English
language)