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**PRO-GE**  
DIE PRODUKTIONSGEWERKSCHAFT

## Who are we?

**sezonieri** is a coalition between the PRO-GE trade union and agricultural workers' activists. We cooperate with non-governmental organizations which stand up for the rights of agricultural workers.

We represent the interests of agricultural workers. We want to prevent the exploitation of agricultural workers and improve their working conditions.

We have the experience to enforce rights – if necessary – through the courts and with public authorities/administrative bodies.

We provide information and advice  
anonymously and for free!

Get informed! Organize yourself with your work colleagues!  
Establish a works council or organize an employee meeting!

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[www.proge.at](http://www.proge.at)

 [www.facebook.com/sezonieri](https://www.facebook.com/sezonieri)



**WHAT YOU NEED TO  
KNOW AS A SEASONAL  
AGRICULTURAL WORKER**

**WE PROTECT YOUR RIGHTS!**



Scan the QR code for information  
videos about your rights in  
five different languages.

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[www.sezonieri.at](http://www.sezonieri.at)

# WHAT YOU **NEED TO** KNOW AS A SEASONAL AGRICULTURAL WORKER

## Your minimum wage in Salzburg?

- € 10.50 gross/hour
- € 8.73 net/hour\*
- € 349.30 net/week\*
- € 1,512.46 net/month\*

\*) After deduction of all statutory contributions. Excludes overtime.

Your wage must be paid every month and you are entitled to receive a payslip. You must be paid for all the hours you work, regardless of the type of work you perform!

## Piecework?

Piecework is permissible but you must be paid the minimum hourly wage. Make sure that you always write down your working hours!

## Your working hours?

Max. 12 hours/day  
Max. 60 hours/week  
Including all overtime.

## Overtime?

All hours worked above the standard working hours count as overtime. You are entitled to at least 50% extra for any overtime you work.

**Write down your working hours every day so that you can claim any pay you are still owed.**

>> Visit the PRO-GE trade union's website to find out exactly what you are entitled to: [www.proge.at](http://www.proge.at)

## You are not allowed to work more than ...

12 hours/day  
60 hours/week

If your employer asks you to work more than this, you can say no! It is illegal to dismiss you for this reason. If you work more than this, your employer is punishable by law!

## Your employer does not have to pay you for the following:

Breaks (at least 30 minutes/day) and the time spent travelling from your accommodation to work and back again.

## Holidays?

You have a legal holiday entitlement. If you do not take your holiday entitlement, you must be compensated for this when your employment relationship ends.

## Special payments?

You are entitled to a holiday allowance and a Christmas bonus.

## Insurance?

When you start working in Austria, you are entitled to health, accident, pension and unemployment insurance. When you start work, your employer must give you a copy of your registration with the ÖGK (Austrian health insurance fund).

>> Information on how to obtain your e-card (ÖGK insurance card) is available here: [www.chipkarte.at](http://www.chipkarte.at)

## Accommodation provided by your employer?

This may cost a maximum of € 1.31 a day or € 39.24 a month (including electricity, etc.).

If you are staying in a residential container with two other people, you can only be housed there for a maximum of three weeks.

## Your accommodation has to be equipped with:

- a way to lock the door
- a cupboard you can lock
- washing facilities, including clean running water
- separate toilets for men and women
- cooking facilities
- a fridge
- a way to dry clothes
- heating that can be turned up to at least 21 degrees
- noise insulation

## Food?

If your employer provides all your meals (breakfast, lunch, dinner, two snacks and drinks), a maximum of € 6.54 per day (€ 196.20 per month) may be deducted from your wage for food and accommodation.

## Work tools?

Your employer has to provide you with all the necessary work tools and work clothes etc. for free. These costs cannot be deducted from your wage.

## Working out in the field

Drinking water and toilet facilities must be made available by your employer.

[www.sezonieri.at](http://www.sezonieri.at)

## We are here to help!

We support you anonymously and for free!

✉ [sezonieri@proge.at](mailto:sezonieri@proge.at)

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