

## Benefits and services

- **Advice** in all matters relating to employment and social law
- Free **legal protection** for our members in all employment-related disputes
- Free **representation in court** and before social insurance providers and arbitration boards in accordance with the legal protection provisions laid down by the Austrian Trade Union Federation (ÖGB)
- **Unemployment and Christmas allowance** provided by the union
- **Professional liability and professional legal expenses insurance**
- **Leisure-time accident, emergency hospital fees and funeral costs insurance**
- **Support** from the Disaster Relief Fund, Karl Maisel Fund and Anton Proksch Fund
- **Support for courses** used for professional training and development purposes
- **Industrial action support**
- **Low-cost holidays** at our holiday resorts in Bad Hofgastein, Velden and Krumpendorf
- Membership card – **enjoy discounts from many companies**
- Free subscription to the **Cult & Card** magazine

**These services are financed exclusively by membership fees. This ensures that the PRO-GE union retains its independence.**

You can only enjoy the full benefits of membership if you pay your membership fee as required.

**PRO-GE**  
DIE PRODUKTIONSGEWERKSCHAFT



Informative videos available  
in your language.

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

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#### Publishing notice:

Herausgeber und Hersteller: Österreichischer Gewerkschaftsbund, Gewerkschaft PRO-GE, Johann-Böhm-Platz 1, 1020 Wien; für den Inhalt verantwortlich: PRO-GE Öffentlichkeitsarbeit; Grafik: PRO-GE; Foto: Lisa Lux; DVR 0046655, ZVR 576439352

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# TOGETHER WE ARE STRONGER.

## JOIN US!

Your contribution – our services

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

**PRO-GE**  
DIE PRODUKTIONSGEWERKSCHAFT

## What we do for YOU

Why insure your car, your home, your life and perhaps even your holiday, but not protect your employment rights?

- ✓ **We offer comprehensive legal protection and insurance services.**

If companies were left to their own devices, it is likely that very few of us would benefit from collective agreements, minimum wages, regulated working hours, employee protection regulations, minimum holiday entitlements and much, much more.

- ✓ **We stand up for your rights and fight for fair working conditions!**

## Only WE look out for your interests

Every year, we negotiate a large number of **collective agreements** with employers. These lay down a wide variety of important conditions, including wages, working hours, holiday pay and Christmas bonuses. This means that every year we not only secure wage rises for workers, but also improve working conditions in the metal-working, electronics, mining, energy, chemical, paper, glass, mineral oil, textiles, clothing, leather, food, luxury products, temporary employment, waste/wastewater management and agriculture and forestry industries.

## TOGETHER we achieve a great deal!

- Annual pay rises
- 5 weeks' paid holiday
- Holiday pay and Christmas bonuses
- Overtime pay
- Paid sick leave
- Safe workplaces
- ... and much more

**Only strong unions are successful.**

**TOGETHER WE ARE STRONGER.  
JOIN US!**

## Your contribution

The monthly PRO-GE membership fee amounts to one percent of your gross income (incl. overtime, supplementary and additional pay).

The membership fee is not deducted from any special payments or the reimbursement of expenses (e.g. daily allowances, overnight accommodation costs and travel expenses).

In the event of short-time working, short-time working support counts as part of your gross income.

### How can you pay your membership fee?

There are a variety of ways in which you can pay your membership fee:

- Via your company as a payroll deduction
- SEPA Direct Debit (standing order)
- Deduction directly from your pension insurance fund

### Reduced membership fees

Fixed fees (in euros)	Monthly	Annually
Marginally employed	5,00	60,00
Pensioners	5,00	60,00
Unemployed	5,00	60,00
Women on early maternity leave	5,00	–
Students	1,00	12,00
Second membership	10,00	120,00

### Fee-free periods

Your membership continues during fee-free periods, provided that you have been a member for at least the previous six months.

- On statutory maternity leave
- On statutory or occupational parental leave
- Sickness benefit recipients
- Undertaking military or alternative civilian service
- On educational leave
- On family care leave (if you are on full leave)
- On a development aid mission

## Tax depreciation

**Your PRO-GE union membership fee reduces the amount of tax you pay.**

For the purpose of your employee tax assessment, you can log in to our website, [www.proge.at](http://www.proge.at), to find confirmation of the membership fees you have paid.

If your membership fee is taken directly from your wage or pension, the tax is already adjusted as part of the payroll accounting performed by your company or pension fund. In such cases, you do not need to confirm your membership to the tax office.

### How much do I pay exactly?

**Income tax saving generated by your membership fee** (amounts in euros):

Gross		Income tax *)		Net	Saving
Monthly income	Union fee	Non-members	Members	Union fee	
1.600,00	16,00	17,24	14,04	<b>12,80</b>	<b>3,20</b>
1.700,00	17,00	34,21	30,81	<b>13,60</b>	<b>3,40</b>
2.000,00	20,00	81,14	77,14	<b>16,00</b>	<b>4,00</b>
2.200,00	22,00	118,05	111,45	<b>15,40</b>	<b>6,60</b>
2.400,00	24,00	160,94	153,74	<b>16,80</b>	<b>7,20</b>
2.600,00	26,00	210,09	202,29	<b>18,20</b>	<b>7,80</b>
2.800,00	28,00	259,25	250,85	<b>19,60</b>	<b>8,40</b>
3.000,00	30,00	308,41	299,41	<b>21,00</b>	<b>9,00</b>
3.200,00	32,00	357,57	347,97	<b>22,40</b>	<b>9,60</b>
3.400,00	34,00	406,73	396,53	<b>23,80</b>	<b>10,20</b>
3.600,00	36,00	462,12	447,72	<b>21,60</b>	<b>14,40</b>
3.800,00	38,00	527,67	512,47	<b>22,80</b>	<b>15,20</b>
4.000,00	40,00	593,21	577,21	<b>24,00</b>	<b>16,00</b>

\*) Workers without sole earner/single parent tax credit  
Monthly income tax = gross income minus social insurance (18.07%) calculated according to the Austrian take-home pay table (Effektivtabelle); correct as of 01/2024