

## iGlobal Law 2021 Annual Update : Austria

Legal Change	Effective Date	Action required
<p><b>Alignment of Notice Periods for White and Blue Collar Workers.</b></p> <p>Due to take effect from January 1<sup>st</sup> 2021, this has now been put back to July 1<sup>st</sup> 2021.</p>	<p>Now July 1<sup>st</sup> 2021</p>	<p>Note the delay where relevant.</p>
<p><b>Transfer to the New Collective Bargaining Agreement Salary System.</b></p> <p>The transfer of white collar workers and apprentices to the new salary system must be completed by January 1<sup>st</sup> 2022 at the latest.</p> <p>Employees can be transferred on the 1<sup>st</sup> day of each month.</p> <p>Where there is a Works Council, the transfer must be agreed with it.</p> <p>Where there is no Works Council, employees must be notified in writing 3 months before the transfer date.</p> <p>Where the company employs 10 or more people, social partners in the CBA must be notified of the intended transfer in writing 3 months before the transfer date.</p> <p>At least 4 weeks before the transfer, employees should receive written notice of the new employment group, employment level and the minimum resulting salary.</p>	<p>Latest date for transfer January 1<sup>st</sup> 2022.</p>	<p>Ensure HR is familiar with the requirements and has scheduled in the transfer where relevant.</p>
<p><b>Protection of Pregnant Employees</b></p> <p>From the 14<sup>th</sup> week of pregnancy, pregnant employees who have physical contact with others during work are entitled to special paid leave. The employer must find alternative working conditions to protect the employee – moving her to another workplace or allowing homeworking if possible. If not, the employee is entitled to paid leave up to the required time to stop work. Employers are reimbursed for associated costs by the health insurer.</p>	<p>Effective now and applies to March 31<sup>st</sup> 2021 for now.</p>	<p>HR to be familiar with the option and related rules.</p>
<p><b>Homeworking Update</b></p> <p>Rules on homeworking are developing.</p> <ul style="list-style-type: none"> <li>➤ Accidents during homeworking are covered by accidents at work insurance until March 31<sup>st</sup> 2021</li> </ul>	<p>Already issued or to be issued by March 2022</p>	<p>HR to be familiar with the new Rules and Guidelines and watch out for the new regulations.</p>

<ul style="list-style-type: none"> <li>➤ Commuter allowance will be paid until 31 March 2021 even where the employee does not travel to work.</li> <li>➤ Two Guidelines for homeworking have been issued by the Ministry of Labour to support companies and employees: Ergonomic Work for Homeworking and Rules for Mobile Work. Further regulations will be issued before March 2021.</li> </ul>		
<p><b>Special Care Rights</b></p> <p>The right of employees (subject to qualifying rules) to take time off to provide necessary care to children or other dependents has been extended to July 9<sup>th</sup> 2021.</p> <p>Employers will be reimbursed 100% of the cost subject to a base cap of €5370.</p>	<p>Extended to July 9<sup>th</sup> 2021.</p>	<p>HR to note the extension.</p>