

**The rights of agricultural workers
in Upper Austria**

The Upper Austrian Chamber of Agricultural Workers (Oberösterreichische Landarbeiterkammer) represents the rights of all individuals employed in agriculture and forestry in Upper Austria. Anyone who is employed in an agricultural enterprise in Upper Austria automatically becomes a member of the Chamber. The Chamber's main task is to offer its members free support on legal questions regarding their work.

1. The minimum monthly wage for unskilled workers is € 1,175,00 (gross)/€ 1.000,28,- (net) for 40 hours of work per week (as per 1 January 2017). Don't hesitate to find out what wage you are entitled to! Workers provided by temporary work agencies and other workers placed with agricultural enterprises in Upper Austria are also entitled to the minimum wage. Compliance with minimum wage regulations is checked primarily by the financial police (formerly known as KIAB) as well as the public health insurance fund and tax authorities. Large fines will be imposed if these regulations are violated.
2. At the beginning of your work you must be given a number of documents including, in particular
 - your registration with the Oberösterreichische Gebietskrankenkasse (Upper Austrian public health insurance fund): make sure that it indicates the actual hours you work!
 - a written contract or confirmation of employment.You must be given a payslip for every period of payment.
3. Every employee in agriculture is entitled to special payments, i.e., a 13th and 14th monthly wage.
4. There must be an agreement specifying regular standard working hours (40 hours per week in the case of full-time employment), i.e., when and how long you have to work. If you work more than the regular working hours agreed upon you are entitled to extra pay based on your per-hour wage.
5. You should keep private records of the actual hours you work. Without such records it is not possible to check whether your payslip is correct.
6. You are entitled to five weeks of paid holiday per working year.
7. If you are unable to work because of important reasons, especially in case of illness, you are entitled to continued pay, i.e., the employer must continue to pay the regular wage for a certain period of time.

Contact:

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Consultation by appointment only.
All enquiries must be in German.