

# Union of Private Sector Employees, Graphical Workers and Journalists



ÖGB ZVR-Nr.: 576439352, Fotos: fotolia.com, GPA-djp

## The GPA-djp all over Austria

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[www.gpa-djp.at](http://www.gpa-djp.at)

For all, who **want more!**

Union membership **pays!**

## Your wage tax advantage

Gross salary/wage	Membership fee 1%	Wage tax* non-member	Wage tax* member	Wage tax* saving	Actual membership fee
EUR 1.300,00	13,00	6,27	3,02	3,25	9,75
EUR 1.500,00	15,00	44,49	40,74	3,75	11,25
EUR 2.000,00	20,00	155,41	148,41	7,00	13,00
EUR 2.500,00	25,00	298,79	290,04	8,75	16,25
EUR 3.280,00	32,80	528,07	514,21	13,86	18,94

If the membership fee is directly deducted from your salary/wage, the tax reduction is directly accounted for in the payroll department & is data protected to the highest level. \*) This chart was calculated on the basis of the tax rates in 2018.

## Your membership fee

### Not included in membership fee

- Overtime payments (also flat-rate payments), holiday and Christmas bonuses (13th and 14th salaries), personal allowances, redundancy payments & similar reimbursements.

### Periods that are membership fee free

After a paid membership period of at least 6 months these periods are credited as membership periods:

- Statutory maternity leave & parental leave, conscription/community service, voluntary service leave, study leave, full-time-family-hospice leave, unpaid sick leave

### Monthly fixed membership fees for

- Unemployed members, secondary membership (with primary membership in another trade union), un-paid leave and early maternity leave EUR 1.80

- Part-time employment EUR 2.00

- Military Conscripts/community service, child care beneficiaries - without prior membership EUR 1.80

- Retired journalists with press card EUR 8.00

### Yearly fixed fees

- School and university students\* EUR 12.00

- Extraordinary membership EUR 21.60

- retired employees\* EUR 36.00

\* Except when a legal representation is required in court, see [www.gpa-djp.at/rechtsschutz](http://www.gpa-djp.at/rechtsschutz)

I pay my membership fee by: (please tick as appropriate)

Deduction from wage/salary

I agree that my trade union fee is to be deducted from my salary/wage/apprenticeship compensation by my employer. I give my consent that the data required for membership payment (the data specified overleaf and trade union affiliation, data on membership fees, collective agreement affiliation, date of entrance and leaving, leave periods, conscription/civilian service periods, retirement and changes in address) may be processed by my employer and the trade union, whereas I can withdraw my consent to deduction from wage/salary at any time.

SEPA Direct Debit Mandate

I authorise GPA-djp to debit the payments of my membership fee from my account by SEPA Direct Debit Mandate. Likewise, I instruct my financial institution to honour the SEPA Direct Debit Mandates drawn by GPA-djp on my account. I can claim a refund of the amount debited within 8 weeks, starting from the date on which my account was debited. Thereby, the terms and conditions agreed with my financial institution apply.

The membership fee is collected on the last day of the month.

If I gave my consent but no longer wish deduction of my membership fee from my salary/wage or apprenticeship compensation by my employer or if I leave the company or if such deduction is no longer possible, the payment method may be changed without prior notice to direct debit from the account indicated below.

IBAN

BIC

Date/Signature

I take note of the content of the data protection information below (also available at [www.oegb.at/datenschutz](http://www.oegb.at/datenschutz) in German) by voluntarily agreeing to this information.



Datum/Unterschrift

ÖGB-ZVR-Nr.: 576439352, CID: AT48ZZZ0000006541

### DATA PROTECTION INFORMATION

(available in German at: [www.oegb.at/datenschutz](http://www.oegb.at/datenschutz))

The protection of your personal data is our special concern. With this data protection information, we inform you about the most important aspects of data processing within the scope of membership registration. Comprehensive information on the handling of your personal data by the Austrian Trade Union Federation (ÖGB)/Union of Private Sector Employees, Graphical Workers and Journalists (GPA-djp) in German is provided at [www.oegb.at/datenschutz](http://www.oegb.at/datenschutz).

Data is not transferred to third parties, unless upon your explicit consent. Data processing is exclusively performed within the European Union.

Regarding the processing of your personal data you have the right to access, rectification, erasure and restriction of processing against ÖGB/GPA-djp. At any time, you may submit a complaint with the Austrian Data Protection Authority ([www.data-protection-authority.gv.at](http://www.data-protection-authority.gv.at)) as supervisory authority, if you consider the processing of your data illegitimate.

The Austrian Trade Union Federation (ÖGB) is the responsible data controller for processing your data. We process your data specified overleaf with full confidentiality and exclusively for the purpose of trade union membership administration for the period of your trade union membership, or as long as there are claims resulting from your membership. Your ÖGB/GPA-djp membership constitutes the legal basis for processing your data; if you have agreed to the deduction of your membership fee from your wage/salary, the legal basis is provided by your consent to processing the therefore necessary additional data.

You can reach us through:

#### GPA-djp

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Data processing is performed by ÖGB/GPA-djp itself or by contractually assigned and controlled processors.

You can reach our data protection officer at [datenschutzbeauftragter@oegb.at](mailto:datenschutzbeauftragter@oegb.at).

## Who we are

The Union of Private Sector Employees, Graphical Workers and Journalists (GPA-djp) is a non-partisan employee's representation based on voluntary membership. Together with other trade unions organised in the Austrian Trade Union Federation (ÖGB) we represent the interests of employees, apprentices, employees on parental leave, university and school students and retired employees.

The GPA-djp secures the income of hundreds of thousands of employees. The GPA-djp is on the scene by conflicts at company level and provides training for more than 10.000 members of works councils. The GPA-djp is also taking a stand on maintaining and improving our social and health care system.

**Your membership strengthens the trade union movement** and provides an important contribution for decent working conditions and fair payment!

## Your collective agreement

Collective bargaining is one of the most important responsibilities of the **trade unions** and a task you directly benefit from as your collective agreement substantially determines the development of your salary/wage. Most **pay rises** are achieved by better collective agreements. **Holiday and Christmas bonuses (13th and 14th salaries)** are also part of the collective agreements. **The GPA-djp negotiates about 160 collective agreements a year.**

## Stand up for your rights!

Being a member, you can count on a strong partner when you have legal problems at work – from legal advice on labour law issues to legal representation in court and when government authorities are involved.

**The trade union wins more than EUR 108 million a year in legal disputes for their members!**

## Union membership pays

### Legal advice

The experts of the GPA-djp provide intelligible answers to questions like »Is my salary/wage correct?«, »What about my working time?«, »Which collective agreement applies to me?« and »Is my All-In contract fair?«.

### Legal protection\*)

Legal protection is effective for all legal disputes which are directly related to your employment and do not contradict any trade union principles. If appropriate, you will be assisted by a free legal representative. Court fees and cash expenditures will be refunded. If necessary, the entire legal costs of the opposing party will be also covered.

## Insurance protection at work

As GPA-djp member\*) you benefit from unique forms of protection at work:

### Personal Liability Insurance at work

You have insurance cover of up to EUR 100.000, if you are held responsible for personal and material damage due to the negligence of a third-party (except your employer), related to your job activities.

### Legal expenses insurance at work

Insurance cover up to EUR 20.000, if you claim compensation for damage suffered in pursuance of your vocational activities.

### Help when mobbed, harassed or discriminated against

The insurance covers yearly costs up to EUR 350 for legal and psychological counselling, if you are affected by mobbing, sexual harassment or discrimination at work.

Further information at [www.gpa-djp.at/rechtsschutz](http://www.gpa-djp.at/rechtsschutz)

\*) after a paid membership period of at least 6 months

## Union membership pays

### Get support

Especially employees in troubled economic sectors or regions are often affected very negatively by economic changes. The trade union also supports members in emergency situations.

### Advice & support payments

- Unemployment support and special support in emergency situations caused through no fault of one's own
- Support during industrial action for members on strike or on lockout
- Advice on retirement questions
- Contact to social security institutions in cases of complicated health, accident and retirement problems

## Information

**KOMPETENZ (competence)** – the GPA-djp membership magazine regularly brings top information right into your home.

[www.gpa-djp.at](http://www.gpa-djp.at) – the GPA-djp website offers current information on the world of employment to members.

## Service

The membership **CARD** ensures comprehensive services and qualified support in all questions related to your employment. Thanks to the membership **CARD**, GPA-djp members can also rely on the special arrangements (negotiated by the trade union) in their leisure time.

### CARD benefits

- Discounts for cultural events
- Access to recreational and sport facilities at a reduced rate
- Discounted special holiday offers



Further information at [www.gpa-djp.at/card](http://www.gpa-djp.at/card)

## Your membership fee

### Your membership fee

**The monthly membership fee basically amounts to 1% of the monthly gross salary/wage or the monthly gross apprenticeship compensation.**

Example: If you have a monthly gross income of EUR 1,672.45, your membership fee amounts to EUR 16.72.

### Tax-deductible

The membership fee is entirely deductible from your wage tax and is therefore actually tax-reducing (see table at the back page). If the membership fee is directly deducted from the salary/wage (deduction from salary/wage by the employer), the tax reduction is directly considered at payroll accounting.

### The marginal amount

A (maximum) marginal amount for your membership fee is calculated each year, whereas members can voluntarily pay a higher fee. In 2019 the monthly **marginal amount is EUR 32,80.**

### Other membership fees

- Atypical employees (employees working on basis of freelance service contracts, crowdworkers, contracts for work and services and trade licence holders who themselves do not employ any employees) pay 1% of the monthly gross income up to a **minimum** fee of EUR 10,- monthly.

If the monthly income varies, the contract period, and in cases of longer contract periods the last 6 months respectively, serve as the averaging period for the calculation of the membership fee.

### Liable for contribution

Regular monthly payments such as:

- Salary/wage/apprenticeship compensation, commissions and bonuses

## JOIN us now!

Female  Male Academic degree .....

Surname .....

First name .....

Date of birth 

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Address/Street no. ....

Postal code/Place of residence .....

Phone .....

E-Mail.....

In order to be able to inform you correctly on collective bargaining negotiations, we kindly ask you to state your employer and the exact branch of industry.

Employed at (Company or school/university).....

Address .....

Sector .....

Current occupation .....

### Please tick as appropriate:

- Salaried employee  Worker  Apprentice/... yr.  School student  
 University student  Contract for work and services  Temporary employee  
 Freelance service contract  Secondary membership  Marginally employed

Month/year of joining GPA-djp:.....

Monthly gross income .....

The monthly membership fee amounts to 1% of the gross salary up to a maximum amount adjusted every year (for information in German see [www.gpa-djp.at/mitgliedsbeitrag](http://www.gpa-djp.at/mitgliedsbeitrag)). The membership fee is tax-deductible..

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Please turn over >>