DN
SEKTION DIENSTNEHMER
DER LANDWIRTSCHAFTSKAMMER
VORARLBERG

Rights of a seasonal farm labourer
in fruit and vegetable production
Valid from 1.1.2023

The Section Employees of the LK Vorarlberg is the statutory body representing the interests of all workers employed in agriculture and forestry in the state of Vorarlberg. Those engaged in an employment relationship in an agricultural business in Vorarlberg are automatically members of the LAK. The main task of the LAK is to provide support free of charge to Chamber members on issues relating to employment and social legislation.

1. The monthly minimum wage for a working time of 40 hours per week is € 1.662,53 gross. After deducting wage tax and statutory social insurance contributions which provide comprehensive protection for retirement (pension) and in the event of unemployment, accidents or illness, the final amount paid is € 1.364,41 net. The minimum wage also applies to agency workers placed from abroad. Heavy fines are imposed on employers if less than the minimum wage is paid.

2. Various employment documents need to be handed to employees. Please ensure that you are handed your confirmation of registration with the Austrian public health insurance fund [Österreichische Gesundheitskasse] at the start of the employment relationship and, on a monthly basis, your payslip.

3. In the course of registering with the Austrian public health insurance fund (ÖGK) you must be given a social insurance number. This number means you can make use of the health insurance benefits for a period of at least 90 days without any problems. During this period you must apply in person to the Austrian health insurance fund for an E-card with a photo. If this official administrative task is only possible within working time, then this constitutes a justified reason for being unable to attend work and you are entitled to release from employment to the extent required with continued payment of remuneration.
Further information: www.chipkarte.at

4.   If you are employed for a full year you are entitled to two special payments in addition to your monthly wage, each of which must be at least € 1.541,43 for a working time of 40 hours per week. If you are not employed for a full year, you are entitled to a proportion of the special payments calculated on a pro-rata basis.

5.   An agreement must be concluded regarding the standard working hours (= how many and where the daily and weekly working hours must be completed on a regular basis). A change made to the number of hours by the employer only is in principle not permitted, and is only permitted to a limited extent in terms of location.

6.   Employers are required to keep working time records. Make sure that these records are handed to you or keep private records yourself of the beginning and end of the daily working time and of any breaks adhered to. For work performed in addition to the standard working hours, you are entitled in principle to a supplement on top of the hourly wage.

7.   You are entitled to five weeks of paid holiday per working year. At the end of the employment relationship you are entitled to compensation for any holiday unused (compensation for unused holiday).

8.   If you are unable to attend work for justified reasons, for example in the event of illness or a doctor's appointment, the wage must continue to be paid for a specified period. In the event of illness, you must notify the employer immediately. In the case of potential disputes, you should be able to prove that you have provided this notification. At the request of the employer, confirmation from the doctor of the illness must be provided (doctor's note). It is essential that foreign doctors' notes are submitted or sent to the Austrian public health insurance fund otherwise sickness benefit will not be paid.