

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

www.proge.at

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TOGETHER WE ARE STRONGER.

Your contribution – our services

www.proge.at

PRO-GE
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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.

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).

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

Fee-free periods

There are certain periods when you can enjoy fee-free membership. To qualify, you must have already been a member for at least six months and provide PRO-GE with evidence that one of the following circumstances applies to you:

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

Reduced membership fees

Fixed fees (in euros)	Monthly	Annually
Marginally employed	3,00	36,00
Pensioners	3,00	36,00
Unemployed	3,00	36,00
Sickness benefit recipients	3,00	36,00
Women on early maternity leave	3,00	–
Jobless	3,00	36,00
Students	0,70	8,40
Second membership	10,00	120,00

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, 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):

Monthly income	Gross		Income tax *)		Net Union fee	Saving
	Monthly income	Union fee	Non-members	Members		
1.400,00	14,00	19,58	16,08	10,50	3,50	
1.500,00	15,00	44,30	40,55	11,25	3,75	
1.600,00	16,00	65,02	61,02	12,00	4,00	
1.700,00	17,00	81,49	77,24	12,75	4,25	
1.800,00	18,00	101,96	97,46	13,50	4,50	
1.900,00	19,00	126,40	119,75	12,35	6,65	
2.000,00	20,00	155,06	148,06	13,00	7,00	
2.100,00	21,00	183,72	176,37	13,65	7,35	
2.200,00	22,00	212,38	204,68	14,30	7,70	
2.300,00	23,00	241,03	232,97	14,94	8,06	
2.400,00	24,00	269,69	261,29	15,60	8,40	
2.500,00	25,00	298,35	289,60	16,25	8,75	

*) Workers without sole earner/single parent tax credit
Monthly income tax = gross income minus social insurance (18.2%) calculated according to the Austrian take-home pay table (Effektivtabelle); correct as of May 2016