

EXAMPLE:

UEL which is due for the period 16 December 2017 to 12 January 2018 will be paid on 10 January 2018 for the period 16 - 31 December 2017, and on 10 February 2018 for the period 1 - 12 January 2018.

This payment provision applies both for 'voluntary' UEL as per §9 para. 2 BUAG and for 'automatic' UEL as per §9 para. 3 BUAG.

SOCIAL SECURITY PAYMENT OBLIGATION

UEL is subject to social security contributions. The duration of the resulting social security coverage depends on the number of annual leave days for which compensation is provided.

In this case, BUAK will appear as your employer on social security data.

While in receipt of UEL, benefits from the Austrian social security system (unemployment benefit, pension payments, etc.) will be frozen.

Income tax and other wage-related taxes will be paid by BUAK.

INFORMATION ON EMPLOYEE INFORMATION (ANI)

Information about outstanding annual leave days will be provided quarterly in the ANI (employee information).

If holiday compensation (UEL) is received, this is also evident from the Employee Information (ANI).

Customer Service

Tel DW 5000  
Fax DW 95 0 99  
Mail kundendienst@buak.at

Corporate Customer Service

Tel DW 2000  
Fax DW 93 0 99  
Mail betriebsbetreuung@buak.at

Corporate Pension Insurance Fund

Tel DW 3000  
Fax DW 93 0 99  
Mail buak-bvk@buak.at

**OPENING HOURS**

Vienna  
Monday, Tuesday, Thursday  
8.00 am – 3.00 pm  
Wednesday 8.00 am – 6.00 pm  
Friday 8.00 am – 12.00 pm

Tyrol, Carinthia and Styria  
Monday to Thursday  
8.00 am – 3.00 pm  
Friday 8.00 am – 12.00 pm

Upper Austria, Salzburg and  
Burgenland  
Monday to Thursday  
8.00 am – 1.00 pm  
Friday 8.00 am – 12.00 pm

Vorarlberg  
Monday to Friday  
8.00 am – 12.00 pm

LEGAL NOTICE  
BUAK, Kliebergasse 1A, 1050 Wien

**LOCATIONS**

Vienna  
1050 Wien  
Kliebergasse 1A  
Fax DW 92 1 99  
Mail betriebsbetreuung@buak.at

Burgenland  
7000 Eisenstadt  
Wiener Straße 7  
FaxDW 92 1 99  
Mail betriebsbetreuung@buak.at

Salzburg  
5020 Salzburg  
Hans-Sachs-Gasse 5  
FaxDW 92 1 99  
Mail betriebsbetreuung@buak.at

Upper Austria  
4020 Linz  
Anastasius-Grün-Str.26-28/1/16  
Fax DW 92 3 99  
Mail lo@buak.at

Styria  
8020 Graz  
Mohsgasse 10  
FaxDW 92 4 99  
Mail lst@buak.at

Carinthia  
9010 Klagenfurt  
Bahnhofstraße 24  
FaxDW 92 5 99  
Mail lk@buak.at

Tyrol  
6020 Innsbruck  
Südtirolerplatz 14-16  
FaxDW 92 8 99  
Mail lt@buak.at

Vorarlberg  
6900 Bregenz  
Kaiserstraße 27  
FaxDW 92 9 99  
Mail lv@buak.at



**SUBJECT**  
**HOLIDAY COMPENSATION**

in accordance with the provisions of the  
Construction  
Workers' Holiday and Severance Pay Act  
[Bauarbeiter Urlaubs- und  
Abfertigungsgesetz] (BUAG)

Last updated: 1 August 2017



The aim of the provision for holiday compensation (UEL) is to enable workers to settle their outstanding annual leave entitlement immediately following the termination of an employment contract subject to BUAG.

UEL is the pay-out of existing annual leave entitlement immediately following the end of an employment contract subject to BUAG.

The worker acquires new periods of employment at BUAK for the paid annual leave days and therefore also earns new leave entitlements.

In addition, he or she will be covered by social security for the period that they are in receipt of UEL. Social security coverage begins on the first day after the end of the most recent employment contract subject to BUAG.

If the worker enters an employment contract subject to BUAG while receiving UEL, UEL will be stopped the day before the worker starts at the company subject to BUAG.

## REQUIREMENTS

- outstanding annual leave entitlement
- no ongoing employment contract subject to BUAG

## VOLUNTARY UEL

Following the end of an employment contract subject to BUAG, the worker may apply for holiday compensation. This application must, however, be submitted to the Construction Worker's Holiday and Severance Pay Fund (BUAK) immediately after the worker leaves employment in the construction industry.

The worker is at liberty to decide whether they should receive a partial or full settlement for their annual leave entitlements.

### EXAMPLE:

If the worker has 12 outstanding annual leave days from 2016 and 15 outstanding days from 2017, they can receive compensation for between 1 and 27 days. The worker may choose the number of days themselves.

## AUTOMATIC UEL

Leave entitlements that would expire within 6 months of the employment contract ending are paid to the worker as UEL by BUAK, without the need for an application.

The worker will begin receiving UEL immediately after the end of the employment contract subject to BUAG.

### EXAMPLE:

If a worker leaves employment on 30 November 2017 and still has 12 outstanding days from 2015, 25 days from 2016 and 15 days from 2017, they would automatically receive UEL for 12 days (as these would expire within five months, on 31 March 2018) immediately after their departure.

If payment is desired, an application must be made to BUAK for the remaining 40 days.

## SUBSEQUENT EMPLOYMENT CONTRACT

If the worker does not claim UEL, their leave entitlements remain outstanding.

If the worker enters a new employment contract which is subject to BUAG, they would then carry over their outstanding leave entitlements to their next employment contract.

The worker can then negotiate holidays with their employer and take these as usual.

## APPLYING

Application forms for holiday and leave compensation are available on our homepage at [www.buak.at](http://www.buak.at), or can be requested over the phone or in person.

### PAY-OUT

Payment will be made by BUAK monthly in arrears on the 10th day of the calendar month. Workers will be paid in instalments, as it must be verified on a continuous basis that they still fulfil the requirements for UEL eligibility.

When settling outstanding annual leave, the oldest leave entitlements will be settled first.