



Collective wage agreement 2020–2023

Take part

In electronic voting

3–9 Feb.

(further information on reverse side)

SGS

Starfsgreinasamband Íslands

**(Federation of General and Special
Workers)**

17 member associations of SGS have signed a new collective wage agreement with Samband íslenskra sveitarfélaga (Association of Local Authorities in Iceland), subject to the approval of members in an election. The agreement applies from 1 January 2020 to 30 September 2023.

AFL Starfsgreinafélag
Aldan, stéttarfélag
Báran stéttarfélag
Drífandi stéttarfélag
Eining-Iðja
Fransýn stéttarfélag

Stéttarfélag Vesturlands
Stéttarfélagið Samstaða
Verkalýðsfélag Grindavíkur

Verkalýðsfélagið Hlíf
Verkalýðsfélag Snæfellinga
Verkalýðsfélag Suðurlands
Verkalýðsfélag Vestfirðinga
Verkalýðs- og sjómannafélag Bolungarvíkur
Verkalýðs- og sjómannafélag Keflavíkur og nágrennis
Verkalýðs- og sjómannafélag Sandgerðis
Verkalýðsfélag Þórshafnar

Monthly wages increase as follows during the effective term of the agreement:

1 January 2020:	Wages increase by ISK 17,000
1 April 2020:	Wages increase by ISK 24,000
1 January 2021:	Wages increase by ISK 24,000
1 January 2022:	Wages increase by ISK 25,000
1 January 2023:	Increase in accordance with increases in the general labour market when these have been negotiated.

Lump sums

Settlement payment for the period 1 August to 31 December 2019 is ISK 70,000 to be paid on 1 February 2020.

Personal supplement

The personal supplement is paid out on 1 May and 1 December each year.

1 December 2019	ISK 115,850
1 May 2020	ISK 50,450
1 December 2020	ISK 118,750
1 May 2021	ISK 51,700
1 December 2021	ISK 121,700
1 May 2022	ISK 53,000
1 December 2022	ISK 124,750
1 May 2023	ISK 54,350

Members' Fund

A special Members' Fund will be established with the goal of embarking on equalising pension rights between employees in the general labour market and public servants. The employer pays a monthly contribution to the Fund amounting to 1.5% of the total wages of employees. Allocations from the Fund are on 1 February each year. The first allocation from the Fund will be this year, and all members in full-time positions will receive ISK 61,000.

Working hours

Working hours will be shortened by 13 minutes per day, or 65 minutes per week, as of 1 January 2021.

Paid study leave

There is a new provision stating the members who have been working for 3 consecutive years can be granted a paid study leave for a total of three months to undertake accredited vocational training.

Preparatory period

When employees in nursery schools, primary schools and other comparable bodies are entrusted with tasks that are, as a rule, the purview of qualified employees and require preparation, such employees are to receive up to two hours per week to undertake such preparations.

Annual holiday

The minimum annual holiday shall be 30 days (240 working hours).

Additional economic growth

In 2020 to 2023, a wage premium will be implemented on the basis of the development of GDP per person.

GDP per person, increase between years	Wage premium on the monthly pay scale of the collective wage agreement	Wage premium on fixed monthly wages for daytime work
1.0 to 1.50%	ISK 3,000	ISK 2,250
1.52 to 2.00%	ISK 5,500	ISK 4,125
2.01 to 2.50%	ISK 8,000	ISK 6,000
2.51 to 3.00%	ISK 10,500	ISK 7,875
> 3.0%	ISK 13,000	ISK 9,750

Premise for collective wage agreements

In the event that an agreement is reached in the mainstream labour market as regards changes to the currently effective collective wage agreements due to the premises of their provisions, the negotiation committee of SGS for these collective wage agreements and SNS shall embark on discussions as to whether and in what manner such change shall come into effect with respect to the agreement between the parties. If no agreement on response is reached, the negotiating party of the entity that does not want the agreement to remain in effect shall notify the counterparty. In such case, either party may terminate the agreement with three months' notice based on the beginning of the month. In the event that the currently effective collective wage agreements in the mainstream labour market are terminated on the basis of their premise during the effective term of this agreement, both the negotiating committee of SGS for this agreement and SNS may terminate the agreement with three months' notice based on the beginning of the month.

Shift work

The working hours of shift workers will be shortened in the same manner as the working hours of daytime workers, by 13 minutes per day, as of 1 January 2021. The parties agree to participate fully in the working groups of the members of the public sector which discuss arrangements for shift work and employment terms of shift workers. If the working group reaches an agreement for further changes, the parties will enter into negotiations regarding the manner in which to adopt such changes.

Electronic voting

Voting on the collective wage agreement is by electronic means and begins on Monday, 3 February at 12:00 and ends on 9 February at 12:00. More detailed information can be found on the SGS website (www.sgs.is) as well as on the websites of individual unions. The option of pre-election voting will be organised by individual unions.