

Contract between the Federation of General and Special Workers in Iceland and the National Association of Small Boat Owners Iceland about piecework with line and net

The contract is valid from 1st of February 2014 until 28th of February 2015 and is then invalid without a special cancellation.

1. section Area of application:

This contract is about employees working with baiting or taking care of the line and the hooks at land different from the ones who are employed part time. For them a special contract for seamen is valid. The contract is also valid for employees working with nets.

With ratification of this contract there will begin negotiations on a new contract.

With the ratification of this contract is paid once a special payment of about kr. 14.600 for each employee being in 100% work in January 2014 and still in 100% work in February 2014 and part-time work proportionately to 100% work.

2. section Pay scale:

a) *Baiting with cutting the bait*

Employee baiting at land has to be paid per case as said here below:

- 420x6,13 = kr. 2.576 with cutting the bait
- 450x6,13 = kr. 2.759 with cutting the bait
- 500x6,13 = kr. 3.066 with cutting the bait
- 540x6,13 = kr. 3.311 with cutting the bait

If the line is longer, it has to be paid 10% extra per hook. Vacation bonus is not included in these figures. These payments are calculated for employees baiting and taking care of cut bait without other kinds of responsibilities on board.

b) *Baiting without cutting bait*

Employee baiting at land has to be paid per case as said here below:

- 420x5,61 = kr. 2357 without cutting the bait
- 450x5,61 = kr. 2525 without cutting the bait
- 500x5,61 = kr. 2806 without cutting the bait
- 540x5,61 = kr. 3030 without cutting the bait

If the line is longer, it has to be paid 10% extra per hook. Vacation bonus is not included in these figures. These payments are calculated for employees baiting and taking care of cut bait without other kinds of responsibilities on board.

c) *Taking care of line and hooks*

For taking care of line and hooks has to be paid 74% of the payment for baiting per case like it is said under a) in this section. Payments for taking care of the line and the hooks depend on the length of the line per case like it is for baiting. Vacation bonus is not included in these figures.

- 420 hooks per case taking care of line and hooks kr. 1.906
- 450 hooks per case taking care of line and hooks kr. 2.042
- 500 hooks per case taking care of line and hooks kr. 2.269
- 540 hooks per case taking care of line and hooks kr. 2.450

d) *Definition work*

It is allowed to let employees work with taking care of lines and hooks and other work at the workplace if the employees are not working 100% per month in taking care of lines and hooks on day time.

e) *Work on public holidays*

If the employee is working on public holidays (sec. 2.3.2. in the general contract) he has to get 80% bonus. The same bonus has to be paid on Sundays when working after the monthly guaranteed salary is fulfilled.

3. section Workers on land

Special negotiation is necessary with the ones taking care of the ship coming to the harbour, taking care of the bait (putting it to or taking it out of the cooling chamber) and other responsibilities.

The employer is responsible for having a first aid kit on the workplace with medication and dressing material. On the workplace there has to be access to a restroom, a sink and a place inside to have coffee or to keep the work clothes.

4. section Percentage of work

An employee taking care of line and hooks or baiting a certain amount of cases per day like said in the following rules is to be called to be in 100% work in baiting. If the employee is employed to bait fewer cases his percentage of work gets relatively less. 100% work is defined in this contract as 14 days of baiting every single month

Shares with cutting bait:

- 420 hooks per case = 6,55 cases per day
- 450 hooks per case = 6,11 cases per day
- 500 hooks per case = 5,50 cases per day
- 540 hooks per case = 5,09 cases per day

Shares without cutting bait:

- 420 hooks per case = 7,15 cases per day
- 450 hooks per case = 6,68 cases per day
- 500 hooks per case = 6,01 cases per day
- 540 hooks per case = 5,56 cases per day

Taking care of line and hooks:

- 420 hooks per case = 8,85 cases per day
- 450 hooks per case = 8,26 cases per day
- 500 hooks per case = 7,43 cases per day
- 540 hooks per case = 6,88 cases per day

5. section Guaranteed salary

Employees in baiting with permanent employment have a guaranteed salary per month of about kr. 236.095,-. The guaranteed salary is defined by taking care of line and hooks or baiting a certain amount of cases per month at 100% work and by percentage of cases as by percentage of work. The amount of cases depends on the length of the line the employee is working on to take care of or baiting regularly. If storm or other circumstances restrain fishing the employees have to be paid their guaranteed salary for the amount of cases in percentage of the rules below. The guaranteed salary is raised as said in the contracts of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic Employers each time when signed.

Guaranteed salary kr. 236.095,- with cutting bait:

- 2.576 per 420 hooks per case = 91,67 cases per month
- 2.759 per 450 hooks per case = 85,57 cases per month
- 3.066 per 500 hooks per case = 77,00 cases per month
- 3.311 per 540 hooks per case = 71,30 cases per month

Guaranteed salary kr. 236.095,- without cutting bait:

- 2.357 per 420 hooks per case = 100,17 cases per month
- 2.525 per 450 hooks per case = 93,50 cases per month
- 2.806 per 500 hooks per case = 84,14 cases per month
- 3.030 per 540 hooks per case = 77,91 cases per month

Guaranteed salary kr. 236.095,- taking care of line and hooks:

- 1.906 per 420 hooks per case = 123,87 cases per month
- 2.042 per 450 hooks per case = 115,62 cases per month
- 2.269 per 500 hooks per case = 104,05 cases per month
- 2.450 per 540 hooks per case = 96,35 cases per month

Guaranteed salary and other payments raise as said in the contracts of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic Employers each time when signed.

6. section Work with line and net

<i>To install the line</i>	<i>Payment without vacation bonus</i>
For knotting 1000 nylon strings	kr. 2.995
Knotting hooks only	kr. 2.099
To install the line, 100 strings	kr. 955

<i>Work with cod net</i>	<i>Payment without vacation bonus</i>
For attaching the net to sinkers and floaters	kr. 2.096
For putting the net on the pipes	kr. 898
For attaching the ropes on both ends of the net	kr. 163
For cod net all together	kr. 3.158
For attaching used sinkers and floaters to the cod net and repair is paid 10% extra on kr. 2.096	kr. 2.305
For cutting off the net, taking off both ropes at the ends and roll up the main ropes of the net	kr. 2.207

<i>Work with lumpfish net</i>	<i>Payment without vacation bonus</i>
For attaching the lumpfish net on sinkers and floaters	kr. 2.515
For putting the lumpfish net on the pipes	kr. 1.798
For attaching the ropes on both ends of the net	kr. 163
In addition for lumpfish net	kr. 4.476
For attaching the second main rope to the lumpfish net	kr. 5.897
For attaching the lumpfish net to used sinkers and floaters and repair is paid 10% extra on kr. 2.177	kr. 2.767
For cutting off the lumpfish net, taking off both ropes at the ends and roll up the main ropes of the net.	kr. 2.601

7. section Vacation and Christmas bonus

Vacation and Christmas bonus has to be paid for employees in line and net work depending on their working time and percentage of work in general. Christmas bonus for each calendar year in 100% work is:

- In year 2014 kr. 73.600

Vacation bonus for each vacation year (1st of May until 30. of April) in 100% work is:

- In the vacation year beginning 1st of May 2014 the vacation bonus is kr. 39.500

8. section Contract of employment

Is the worker employed for a longer period of time than one month and more than eight hours per week has to be signed a contract not later than two months after the beginning of the employment, at least the employment has to be confirmed in written form.

9. section Vacation rights

Minimum vacation bonus has to be 10,17% or 24 days off. If the employee has worked with baiting or fishing with net for about 5 years the bonus has to be 10,64% or 25 days off. In the same manner employees working for about 10 years at the same company get 30 days off and 13,04% bonus.

An employee obtaining a bonus for working many years at the same company, gets it again after 3 years at the new employer, but the employee has to prove it.

10. section Salary statement

Rules about salary statement and pay slip shall be as said in section 1.10 in the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

11. section Working time

Rules about working time and minimum rest during work shall be as said in chapter 2 in the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

12. section Sickness allowance

Rules about sickness benefits in case of illness or accident and accident insurance shall be as said in chapter 8 in the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

13. section Work wear

If work wear isn't available (apron, appropriate gloves, trousers, overall) a permanent employee in baiting shall have the permission to get work wear from the fishing company for about kr. 6.387 per month.

Temporary employees in baiting and employees in fishing with net shall get appropriate work wear.

14. section Payments in pension fund

The employer pays 8% and the employee 4% of all payments to the pension fund.

Employer's additional contribution to the supplementary premium to the pension fund shall be 2% of all payments or a higher contribution from the employee.

15. section Vocational rehabilitation fund

The employer obligates himself to pay 0,13% of the salary as rehabilitation payment to the same institution as paid is in the pension fund.

Otherwise it is referred to the abstract from the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers about the vocational rehabilitation fund from 17th of February 2008.

From the 1st of February 2014 the payments for the education fund will rise about 0,10%.*

16. section Membership fee and other payments

The employer has to retain the union's membership fee from all employees' payments and pay this amount to the adequate union. Other payments, as to the vacation, sickness or education fund, are handled as said in chapter 10 in the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

17. section Other benefits

If the employee in baiting has a higher salary or other benefits than said in this contract, he shall keep the salary and these benefits.

18. section other aspects

Other aspects not being explained in this contract refer to the main labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

19. section Time frame

The contract is valid from 1st of February 2014 until 28th of February 2015 and is then invalid without a special cancellation.

If basic changes are determined in the contracts aspects or time frame by the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers from 5th of May 2011, these changes also apply to this contract.

Declaration of intent

Parties agree to work against black labour, it has influence on the competition between the companies and the employees lose their rights to be found in the agreement.

Reykjavík 28th of March 2014

Signed on behalf of the Federation of General and Special Workers in Iceland

Signed on behalf of the National Association of Small Boat Owners Iceland