



# ATKVÆÐAGREIÐSLA GŁOSOWANIE VOTE

## Kjarasamningur Starfsgreinasambands Íslands og ríkisins

### Taktu afstöðu – greiddu atkvæði

Sem starfsmaður ríkisstofnunar og félagi í aðildarfélagi Starfsgreinasambandsins ert þú á kjörskrá. Framkvæmdin er rafræn en ef þú hefur ekki aðgang að tölvu getur þú kosið hjá stéttarfélaginu þínu. Farið er inn á heimasíðu Starfsgreinasambandsins [www.sgs.is](http://www.sgs.is) og smelt á „Kjarasamningar 2015“. Þar getur þú greitt atkvæði með því að nota **lykilorðið:**

**Atkvæðagreiðsla fer fram frá 21. október til 29. október 2015**

## Collective wage agreement between Starfsgreina- samband Íslands (SGS) (the Federation of General and Special Workers in Iceland) and the Icelandic State

### Make your opinion known – vote

As an employee of a public body and a member in a member association of SGS, you are on the electoral register. The voting process will be electronic, and you can vote at the offices of your union if you do not have access to a computer. Members should enter the website of Starfsgreinasambandið, [www.sgs.is](http://www.sgs.is), and click on “Kjarasamningur 2015” (2015 Collective Wage Agreement). You can cast your vote there by using the **password:**

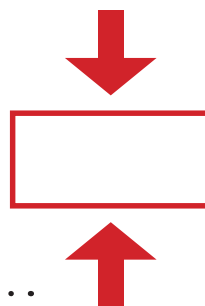
**Voting will begin on 21 October and will be open to 29 October 2015.**

## Umowa zbiorowa pomiędzy Zrzeszeniem Islandzkich Związków Pracowniczych i państwem.

### Zajmij stanowisko – zagłosuj

Jako pracownik resortu państwowego i członek związków wchodzących w skład Zrzeszenia Islandzkich Związków Pracowniczych jesteś na liście do głosowania, które odbywać się będzie drogą elektroniczną. Jeśli nie masz dostępu do komputera możesz zagłosować w siedzibie swoich związków zawodowych. Należy wejść na stronę internetową Starfsgreinasambandsins [www.sgs.is](http://www.sgs.is) i kliknąć na „Umowy zbiorowe 2015“. Tam możesz oddać głos używając **hasła:**

**Głosowanie odbędzie się w dniach od 21 października do 29 października 2015 r.**



# ATKVÆÐAGREIÐSLA

## Ágæti félagi,

Starfsgreinasamband Íslands hefur undirritað samkomulag við Launanefnd ríkisins fyrir hönd eftirtalinna stéttarféлага:

Afl starfsgreinafélag

Aldan stéttarfélag

Báran stéttarfélag

Drífandi stéttarfélag

Eining – Iðja

Framsýn stéttarfélag

Stéttarfélag Vesturlands

Stéttarfélagið Samstaða

Verkalýðs- og sjómannafr. Bolungarvíkur

Verkalýðs- og sjómannafrélag Sandgerðis

Verkalýðsfrélag Akraness

Verkalýðsfrélag Grindavíkur

Verkalýðsfrélag Snæfellinga

Verkalýðsfrélag Suðurlands

Verkalýðsfrélag Vestfirðinga

Verkalýðsfrélag Þórshafnar.

Við teljum að kjarasamningurinn feli í sér verulegar launabætur fyrir félagsmenn og hvetjum þig til að nýta atkvæðisrétt þinn og greiða atkvæði með samningnum.

Samningurinn gildir afturvírt frá 1. maí 2015 til 31. mars 2019.



Kveðja,

Drífa Snædal

Framkvæmdastjóri Starfsgreinasambands Íslands



## **Samninginn í heild sinni og kaup-taxta næstu ára má nálgast á vef Starfsgreinasambandsins [www.sgs.is](http://www.sgs.is) en þetta er helsta innihaldið:**

- Kjarasamningurinn felur í sér verulegar launahækkanir við upphaf samnings þar sem að launataxtar hækka um 25.000 kr. eða að meðaltali um 9,78%.
- Launataxtar hækka um 15.000 kr. þann 1. júní 2016 auk leiðréttingar á launatöflu sem jafngildir 5,9% hækkun að meðaltali.
- Þann 1. júní 2017 hækka launataxtar um 4,5%.
- Þann 1. júní 2018 hækka laun um 3%.
- Sérstök eingreiðsla verður greidd 1. febrúar 2019 að upphæð kr. 45.000, miðað við þá sem eru í fullu starfi 1. janúar 2019 og hlutfallslega fyrir þá sem eru í hlutastarfi.
- Lagðar verða til 30 milljónir árlega árin 2016 – 2018 til þess að samræma stofnanasamninga þar sem horft verður til þess að leiðrétta sérstaklega þá hópa sem eru með lægri röðun í launatöflu en aðrir sambærilegir hópar.
- Framlag í fræðslusjóð hækkar úr 0,67% í 0,82%.
- Launataxtar fyrir tímamælda ákvæðisvinnu í ræstingum hækka um tæplega 34% á samningstímanum.
- Tekjutryggingin hækkar um 86.000 kr. á samningstímanum og verður komin í 300.000 kr. 1. maí 2018.
- Orlofsuppbót hækkar um 21,5% á samningstímanum og fer í 42.000 kr. við upphaf samnings en verður komin í 48.000 kr. í lok samnings.
- Desemberuppbót hækkar um tæplega 21% og fer í 78.000 kr. á árinu 2015 en verður 89.000 í lok samningstíma.

# VOTE

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## Dear Member,

Starfsgreinasamband Íslands (SGS) has signed an agreement with Launanefnd ríkisins (the State Negotiating Committee) on behalf of the following unions:

Afl starfsgreinafélag

Aldan stéttarfélag

Báran stéttarfélag

Drífandi stéttarfélag

Eining – Iðja

Framsýn stéttarfélag

Stéttarfélag Vesturlands

Stéttarfélagið Samstaða

Verkalýðs- og sjómannafr. Bolungarvíkur

Verkalýðs- og sjómannafrélag Sandgerðis

Verkalýðsfrélag Akraness

Verkalýðsfrélag Grindavíkur

Verkalýðsfrélag Snæfellinga

Verkalýðsfrélag Suðurlands

Verkalýðsfrélag Vestfirðinga

Verkalýðsfrélag Þórshafnar.

We believe that the collective wage agreement contains significant wage improvements for members and urge you to use your voting rights and vote in favour of the agreement.

The agreement applies retroactively from 1 May 2015 to 31 March 2019.



Best regards,

Drífa Snædal

General manager of Starfsgreinasambands Íslands



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**The agreement in its entirety and its pay scales may be accessed on the website of SGS, [www.sgs.is](http://www.sgs.is). Its salient points are as follows:**

- The wage agreement contains significant wage increases at the beginning of its entry into effect. The pay scales will increase by ISK 25,000, or on average by approximately 9.78%.
- Pay scales will increase by ISK 15,000 on 1 June 2016. There will also be an adjustment to the wage table equivalent to a 5.9% increase on average.
- On 1 June 2017, the pay scales will increase by 4.55%.
- On 1 June 2018, pay will increase by 3%.
- A special lump sum payment will be paid out on 1 February 2019, amounting to ISK 45,000, to those who are employed full time on 1 January 2019 and proportionately to those employed in part-time positions.
- ISK 30m will be set aside annually from 2016 to 2018 to synchronise institutional agreements, where the focus will be on adjusting the wages of groups that have a lower ranking in the wage tables than other comparable groups.
- Contributions to the educational fund will increase from 0.67% to 0.82%.
- Pay scales for time-measured piece-work in cleaning services increase by almost 34% during the effective term of the agreement.
- The income supplement increases by ISK 86,000 during the effective term of the agreement and will have reached ISK 300,000 on 1 May 2018.
- The holiday bonus increases by 21.5% during the effective term of the agreement and is raised to ISK 42,000 at the beginning of the effective term, rising thereafter to ISK 48,000 on the expiry of the agreement.
- The December bonus increases by almost 21%, rising to ISK 78,000 in 2015 and becoming ISK 89,000 by the end of the effective term of the agreement.

# GŁOSOWANIE

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## **Drogi związkowcu,**

Zrzeszenie Islandzkich Związków Pracowniczych podpisało porozumienie z Państwową komisją do spraw wynagrodzeń w imieniu następujących związków zawodowych:

Afl starfsgreinafélag

Aldan stéttarfélag

Báran stéttarfélag

Drífandi stéttarfélag

Eining – Iðja

Framsýn stéttarfélag

Stéttarfélag Vesturlands

Stéttarfélagið Samstaða

Verkalýðs- og sjómannafl. Bolungarvíkur

Verkalýðs- og sjómannafl. Sandgerðis

Verkalýðsfl. Akraness

Verkalýðsfl. Grindavíkur

Verkalýðsfl. Snæfellinga

Verkalýðsfl. Suðurlands

Verkalýðsfl. Vestfirðinga

Verkalýðsfl. Þórshafnar.

Wierzymy, że umowa zbiorowa zawiera znaczną poprawę wynagrodzenie dla związkowców i zachęcamy Cię do skorzystania z prawa do głosowania i oddania głosu w sprawie umowy.

Umowa obowiązuje z mocą wsteczną od 1 maja 2015 do 31 marca 2019.



Z pozdrowieniami,

Drífa Snædal

Kierownik Zrzeszenia Islandzkich Związków Pracowniczych



## **Umowa w całości i stawki wynagrodzeń w następnych latach będą dostępne na stronie Zrzeszenia Islandzkich Związków Pracowniczych [www.sgs.is](http://www.sgs.is) a to są główne postanowienia:**

- Umowa zbiorowa zawiera znaczne podwyżki wynagrodzenia na samym początku zawarcia umowy tam gdzie stawki wynagrodzenia wzrosną o 25.000 kr. lub średnio o 9,7%.
- Stawki wynagrodzenia wzrosną o 15.000 kr. 1 czerwca 2016 r. dodatkowo korekta tabeli wynagrodzeń co jest równe średnio 5,9 % podwyżki.
- 1 czerwca 2017 r. stawki wynagrodzenia wzrosną o 4,5%.
- 1 czerwca 2018 r. stawki wynagrodzenia wzrosną o 3%.
- Szczególna jednorazowa zapłata zostanie wypłacona 1 lutego 2019 r. w wysokości 45.000, odpowiednio dla tych którzy są zatrudnieni na pełny etat 1 stycznia 2019 r.
- i odpowiednio procentowo dla osób zatrudnionych w niepełnym wymiarze czasu.
- Przeznaczone będzie 30 milionów rocznie w okresie 2016- 2018 w celu ujednoczenia umów instytucjonalnych ze zwróceniem uwagi na korektę w szczególności tych grup które są przyporządkowane niżej w tabeli wynagrodzeń niżeli inne porównywalne grupy.
- Wkład do funduszu edukacyjnego wzrośnie z 0,6% do 0,82%.
- Stawki wynagrodzenia za wykonywanie określonych czasem usług za sprzątnięcie wzrosną o 34% w okresie obowiązywania umowy.
- Gwarantowany dochód wzrośnie o 86.000 kr. w okresie obowiązywania umowy i będzie wynosić 300.000 kr. 1 maja 2018 r.
- Dodatek wakacyjny wzrośnie o 21,5% w okresie obowiązywania umowy i z chwilą rozpoczęcia umowy będzie w wysokości 42.000 kr. a z chwilą zakończenia umowy będzie wynosił 48.000 kr.
- Dodatek grudniowy wzrośnie o prawie 21% i będzie w wysokości 78.000 kr. w 2015 r. a z chwilą zakończenia umowy 89.000 kr.

## Launatafla frá 1. maí 2015 / Wage table from 1 May 2015 / tabela wynagrodzeń od 1 maja 2015 r.

Lífaldur	<23 ára	23 ára	25 ára	27 ára	30 ára	35 ára
Launafl.	1. þrep	2. þrep	3. þrep	4. þrep	5. þrep	6. þrep
1	226.406	228.166	229.953	231.767	233.608	235.476
2	229.953	231.767	233.608	235.476	237.372	239.297
3	233.608	235.476	237.372	239.297	241.251	243.234
4	237.372	239.297	241.251	243.234	245.247	247.290
5	241.251	243.234	245.247	247.290	249.364	251.469
6	245.247	247.290	249.364	251.469	253.605	255.773
7	249.364	251.469	253.605	255.773	257.974	260.208
8	253.605	255.773	257.974	260.208	261.525	263.826
9	257.974	260.208	261.525	263.826	265.162	266.583
10	261.525	263.826	265.162	266.583	268.989	269.532
11	263.412	264.833	267.239	267.782	270.261	271.877
12	267.239	267.782	270.261	271.877	273.431	275.023
13	270.261	271.877	273.431	275.023	276.654	278.325
14	273.431	275.023	276.654	278.325	280.136	281.988
15	276.654	278.325	280.136	281.988	283.781	285.616
16	280.136	281.988	283.781	285.616	288.493	291.413
17	283.781	285.616	288.493	291.413	294.377	297.386
18	288.493	291.413	294.377	297.386	300.440	303.540
19	294.377	297.386	300.440	303.540	306.686	309.879
20	300.440	303.540	306.686	309.879	313.120	316.410
21	306.686	309.879	313.120	316.410	319.778	323.262
22	313.120	316.410	319.778	323.262	326.798	330.388
23	319.778	323.262	326.798	330.388	334.031	337.729
24	326.798	330.388	334.031	337.729	341.482	345.292
25	334.031	337.729	341.482	345.292	349.159	353.206
26	341.482	345.292	349.159	353.206	357.359	360.502
27	349.159	353.206	357.359	360.502	363.709	368.052
28	357.359	360.502	363.709	368.052	371.411	374.933
29	363.709	368.052	371.411	374.933	378.523	381.630
30	371.411	374.933	378.523	381.630	386.545	391.619
31	378.523	381.630	386.545	391.619	396.769	401.997
32	386.545	391.619	396.769	401.997	407.303	412.690
33	396.769	401.997	407.303	412.690	418.156	423.705
34	407.303	412.690	418.156	423.705	429.337	435.053
35	418.156	423.705	429.337	435.053	440.854	446.744
36	429.337	435.053	440.854	446.744	452.721	458.787
37	440.854	446.744	452.721	458.787	464.946	471.196
38	452.721	458.787	464.946	471.196	477.542	483.981
39	464.946	471.196	477.542	483.981	490.516	497.151
40	477.542	483.981	490.516	497.151	503.885	510.721
41	490.516	497.151	503.885	510.721	517.657	524.698
42	503.885	510.721	517.657	524.698	531.844	539.099
43	517.657	524.698	531.844	539.099	546.461	553.935
44	531.844	539.099	546.461	553.935	561.518	569.219
45	546.461	553.935	561.518	569.219	577.033	584.964



**Launatafla frá 1. júní 2016 / Wage table from 1 June 2016 /  
tabela wynagrodzeń od 1 czerwca 2016 r.**

Lífaldur	<23 ára	23 ára	25 ára	27 ára	30 ára	35 ára
Launaf.	1. þrep	2. þrep	3. þrep	4. þrep	5. þrep	6. þrep
1	241.406	243.166	244.953	246.767	248.608	250.476
2	244.953	246.767	248.608	250.476	252.372	254.297
3	248.608	250.476	252.372	254.297	256.251	258.234
4	252.372	254.297	256.251	258.234	260.247	262.290
5	256.251	258.234	260.247	262.290	264.364	266.469
6	260.247	262.290	264.364	266.469	268.605	270.773
7	264.364	266.469	268.605	270.773	272.974	275.208
8	268.605	270.773	272.974	275.208	276.525	278.826
9	272.974	275.208	276.525	278.826	280.162	281.983
10	276.525	278.826	280.162	281.983	283.989	285.132
11	279.512	281.833	283.339	284.982	287.061	288.477
12	283.339	284.982	286.361	288.177	290.131	291.823
13	286.361	288.177	289.531	291.323	293.254	295.225
14	289.531	291.323	292.954	294.625	296.436	298.688
15	292.754	294.625	296.436	298.288	300.081	302.416
16	296.236	298.288	300.081	301.916	304.793	308.113
17	299.981	302.416	304.793	307.713	310.677	314.386
18	304.893	307.713	310.677	313.742	316.964	320.540
19	310.777	313.742	316.964	320.235	323.554	327.379
20	316.964	320.235	323.554	326.922	330.342	333.813
21	323.554	326.922	330.342	333.813	337.366	341.041
22	330.342	333.813	337.366	341.041	344.772	348.559
23	337.366	341.041	344.772	348.559	352.403	356.304
24	344.772	348.559	352.403	356.304	360.264	364.283
25	352.403	356.304	360.264	364.283	368.363	372.633
26	360.264	364.283	368.363	372.633	377.013	380.330
27	368.363	372.633	377.013	380.330	383.712	388.295
28	377.013	380.330	383.712	388.295	391.839	395.555
29	383.712	388.295	391.839	395.555	399.342	402.619
30	391.839	395.555	399.342	402.619	407.804	413.158
31	399.342	402.619	407.804	413.158	418.591	424.107
32	407.804	413.158	418.591	424.107	429.705	435.388
33	418.591	424.107	429.705	435.388	441.154	447.008
34	429.705	435.388	441.154	447.008	452.951	458.981
35	441.154	447.008	452.951	458.981	465.101	471.315
36	452.951	458.981	465.101	471.315	477.621	484.021
37	465.101	471.315	477.621	484.021	490.518	497.112
38	477.621	484.021	490.518	497.112	503.807	510.600
39	490.518	497.112	503.807	510.600	517.495	524.494
40	503.807	510.600	517.495	524.494	531.598	538.810
41	517.495	524.494	531.598	538.810	546.128	553.557
42	531.598	538.810	546.128	553.557	561.096	568.749
43	546.128	553.557	561.096	568.749	576.517	584.401
44	561.096	568.749	576.517	584.401	592.402	600.526
45	576.517	584.401	592.402	600.526	608.770	617.137

**Launatafla frá 1. júní 2017 / Wage table from 1 June 2017 /  
tabela wynagrodzeń od 1 czerwca 2017 r.**

Lífaldur	<23 ára	23 ára	25 ára	27 ára	30 ára	35 ára
Launafli.	1. þrep	2. þrep	3. þrep	4. þrep	5. þrep	6. þrep
1	252.269	254.108	255.976	257.872	259.795	261.747
2	255.976	257.872	259.795	261.747	263.729	265.740
3	259.795	261.747	263.729	265.740	267.782	269.855
4	263.729	265.740	267.782	269.855	271.958	274.093
5	267.782	269.855	271.958	274.093	276.260	278.460
6	271.958	274.093	276.260	278.460	280.692	282.958
7	276.260	278.460	280.692	282.958	285.258	287.592
8	280.692	282.958	285.258	287.592	288.969	291.373
9	285.258	287.592	288.969	291.373	292.769	294.672
10	288.969	291.373	292.769	294.672	296.769	297.963
11	292.090	294.515	296.089	297.806	299.979	301.458
12	296.089	297.806	299.247	301.145	303.187	304.955
13	299.247	301.145	302.560	304.433	306.450	308.510
14	302.560	304.433	306.137	307.883	309.776	312.129
15	305.928	307.883	309.776	311.711	313.585	316.025
16	309.567	311.711	313.585	315.502	318.509	321.978
17	313.480	316.025	318.509	321.560	324.657	328.533
18	318.613	321.560	324.657	327.861	331.228	334.964
19	324.762	327.861	331.228	334.645	338.114	342.111
20	331.228	334.645	338.114	341.634	345.207	348.834
21	338.114	341.634	345.207	348.834	352.547	356.388
22	345.207	348.834	352.547	356.388	360.287	364.244
23	352.547	356.388	360.287	364.244	368.261	372.338
24	360.287	364.244	368.261	372.338	376.476	380.676
25	368.261	372.338	376.476	380.676	384.939	389.401
26	376.476	380.676	384.939	389.401	393.979	397.445
27	384.939	389.401	393.979	397.445	400.980	405.768
28	393.979	397.445	400.980	405.768	409.472	413.355
29	400.980	405.768	409.472	413.355	417.312	420.737
30	409.472	413.355	417.312	420.737	426.156	431.750
31	417.312	420.737	426.156	431.750	437.428	443.192
32	426.156	431.750	437.428	443.192	449.041	454.980
33	437.428	443.192	449.041	454.980	461.006	467.124
34	449.041	454.980	461.006	467.124	473.333	479.635
35	461.006	467.124	473.333	479.635	486.030	492.524
36	473.333	479.635	486.030	492.524	499.114	505.801
37	486.030	492.524	499.114	505.801	512.591	519.482
38	499.114	505.801	512.591	519.482	526.478	533.577
39	512.591	519.482	526.478	533.577	540.782	548.097
40	526.478	533.577	540.782	548.097	555.520	563.057
41	540.782	548.097	555.520	563.057	570.704	578.467
42	555.520	563.057	570.704	578.467	586.345	594.343
43	570.704	578.467	586.345	594.343	602.460	610.699
44	586.345	594.343	602.460	610.699	619.060	627.550
45	602.460	610.699	619.060	627.550	636.164	644.908

**Launatafla frá 1. júní 2018 / Wage table from 1 June 2018 /  
tabela wynagrodzeń od 1 czerwca 2018 r.**

Lífaldur	<23 ára	23 ára	25 ára	27 ára	30 ára	35 ára
Launaf.	1. þrep	2. þrep	3. þrep	4. þrep	5. þrep	6. þrep
1	259.837	261.732	263.655	265.608	267.589	269.600
2	263.655	265.608	267.589	269.600	271.641	273.713
3	267.589	269.600	271.641	273.713	275.816	277.950
4	271.641	273.713	275.816	277.950	280.117	282.316
5	275.816	277.950	280.117	282.316	284.548	286.814
6	280.117	282.316	284.548	286.814	289.113	291.447
7	284.548	286.814	289.113	291.447	293.816	296.220
8	289.113	291.447	293.816	296.220	297.638	300.114
9	293.816	296.220	297.638	300.114	301.552	303.512
10	297.638	300.114	301.552	303.512	305.672	306.902
11	300.853	303.351	304.972	306.740	308.978	310.502
12	304.972	306.740	308.225	310.179	312.283	314.104
13	308.225	310.179	311.637	313.566	315.644	317.765
14	311.637	313.566	315.321	317.120	319.069	321.493
15	315.106	317.120	319.069	321.062	322.992	325.505
16	318.854	321.062	322.992	324.967	328.064	331.637
17	322.885	325.505	328.064	331.207	334.397	338.389
18	328.172	331.207	334.397	337.696	341.164	345.013
19	334.505	337.696	341.164	344.685	348.257	352.374
20	341.164	344.685	348.257	351.883	355.563	359.299
21	348.257	351.883	355.563	359.299	363.124	367.080
22	355.563	359.299	363.124	367.080	371.095	375.172
23	363.124	367.080	371.095	375.172	379.309	383.508
24	371.095	375.172	379.309	383.508	387.770	392.096
25	379.309	383.508	387.770	392.096	396.488	401.083
26	387.770	392.096	396.488	401.083	405.798	409.368
27	396.488	401.083	405.798	409.368	413.009	417.941
28	405.798	409.368	413.009	417.941	421.756	425.755
29	413.009	417.941	421.756	425.755	429.832	433.359
30	421.756	425.755	429.832	433.359	438.940	444.702
31	429.832	433.359	438.940	444.702	450.551	456.488
32	438.940	444.702	450.551	456.488	462.513	468.629
33	450.551	456.488	462.513	468.629	474.836	481.138
34	462.513	468.629	474.836	481.138	487.533	494.024
35	474.836	481.138	487.533	494.024	500.611	507.300
36	487.533	494.024	500.611	507.300	514.087	520.975
37	500.611	507.300	514.087	520.975	527.969	535.066
38	514.087	520.975	527.969	535.066	542.273	549.585
39	527.969	535.066	542.273	549.585	557.006	564.540
40	542.273	549.585	557.006	564.540	572.186	579.949
41	557.006	564.540	572.186	579.949	587.825	595.821
42	572.186	579.949	587.825	595.821	603.935	612.173
43	587.825	595.821	603.935	612.173	620.534	629.020
44	603.935	612.173	620.534	629.020	637.632	646.376
45	620.534	629.020	637.632	646.376	655.249	664.255

# Nýttu atkvæðisréttinn – taktu þátt



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