

# **COLLECTIVE BARGAINING AGREEMENT**

**between**

**The Federation of General and Special Workers in Iceland (SGS)**

**and**

**SA Confederation of Icelandic Enterprise**

## **Article 1**

This collective agreement constitutes changes and additions to the main collective bargaining agreement of the associations affiliated to The Federation of General and Special Workers in Iceland (other than Efling and Grindavík Trade Union) and to the special collective bargaining agreements that are considered to be constituent parts of the main agreement. It constitutes in the same manner, changes and additions to the tourism agreement between the same parties and to the special collective bargaining agreements that are considered to be consistent parts of that agreement.

Associations affiliated to The Federation of General and Special Workers in Iceland that are parties to this agreement:

Federation of General and Special Workers in Iceland (SGS), Aldan Trade Union, Bárán Trade Union, Drífandi Trade Union, Eining-Iðja, Framsýn Trade Union, Trade Union Vesturlands, Trade Union Samstaða, Akranes Trade Union, Hlíf Trade Union, Bolungarvík Trade and Seamen's Union, Keflavík and District Trade and Seamen's Union, Sandgerði Trade and Seamen's Union, Snæfellsnes Trade Union, South Iceland Trade Union, West Fjords Trade Union and Þórshöfn Trade Union.

## **Article 2**

### **Main objectives**

This collective bargaining agreement is an extension of the standard of living agreement between the parties that was in force during the period 2019-2022. In the opinion of the parties to the agreement, this agreement supports buying power of pay and in addition to this, provides households and companies with predictability during a period of great uncertainty. The agreement can thus support stability and create pre-requisites for a long-term agreement.

### **Term of validity**

The period of validity of the agreement is from 1 November 2022 until 31 January 2024.

### **Changes in wages**

Pay increases in the agreement are in the form of ISK increases of monthly pay. Monthly pay means a fixed monthly pay for day work for a full-time job.

### **General pay increase**

On 1 November 2022 monthly pay increases by about ISK 33,000.

### **Pay rates**

Pay rates in this collective bargaining agreement, increased specifically from 1 November 2022, see attached document to this agreement.

### **Terms of employment items**

Items related to terms of employment increase by about 5.0% from 1 November 2022, unless otherwise agreed.

### **December bonus and holiday bonus**

The December bonus for each calendar year based on full-time work is:

In 2023        ISK 103,000

The holiday pay bonus for each holiday pay year (1 May to 30 April) based on full-time work is:

For holiday pay year commencing 1 May 2023, ISK 56,000.

### **Economic growth bonus 2023**

With the agreement on 1 November 2022, the economic growth bonus pursuant to the collective agreement between the parties, which was due for payment on 1 May 2023, will be brought forward and fully honoured. There is furthermore an agreement that with this increase and early payment, there will be no further re-evaluation of the economic growth bonus pursuant to the collective bargaining agreement 2019-2022.

## **Article 3**

### **Ratification of collective bargaining agreement**

Ratification of the collective bargaining agreement will be announced on 19 December 2022.

Reykjavik, 3 December 2022

p.p. The Federation of General and Special Workers in Iceland p.p. SA Confederation of Icelandic Enterprise

p.p. The Federation of General and Special Workers in Iceland (cont.)

p.p. Vesturland Trade Union

## Pay table

Applies from and including 1 November 2022

<b>Wage Category</b>	<b>Start</b>	<b>1 year</b>	<b>3 years</b>	<b>5 years</b>
<b>4</b>	402,235	406,257	412,351	420,598
<b>5</b>	404,568	408,614	414,743	423,038
<b>6</b>	406,914	410,984	417,148	425,491
<b>7</b>	409,275	413,367	419,568	427,959
<b>8</b>	411,648	415,765	422,001	430,441
<b>9</b>	414,036	418,176	424,449	432,938
<b>10</b>	416,437	420,602	426,911	435,449
<b>11</b>	418,853	423,041	429,387	437,975
<b>12</b>	421,282	425,495	431,877	440,515
<b>13</b>	423,725	427,963	434,382	443,070
<b>14</b>	426,183	430,445	436,902	445,640
<b>15</b>	428,655	432,941	439,436	448,224
<b>16</b>	431,141	435,453	441,984	450,824
<b>17</b>	433,642	437,978	444,548	453,439
<b>18</b>	436,157	440,518	447,126	456,069
<b>19</b>	438,687	443,073	449,720	458,714
<b>20</b>	441,231	445,643	452,328	461,374
<b>21</b>	443,790	448,228	454,951	464,050
<b>22</b>	446,364	450,828	457,590	466,742
<b>23</b>	448,953	453,443	460,244	469,449
<b>24</b>	451,557	456,072	462,914	472,172

## Accompanying document

With the extension of the standard of living agreement until 31 January 2024, issues other than pay in the claims of the parties are postponed. The parties agree to commence discussions on other claims as shown in the attached table.

The first meeting of each group will be called to the offices of the state mediation officer, where the work of the group will be organised and the scope of the work will be estimated and the need for sub-committees. Meeting schedule will be established, based on the assumption that work groups will have completed the tasks according to the schedule presented in the work plan / roadmap.

Each party can request assistance from the state mediation officer for chairing meetings, if required.

	Task	Work starts	Work completed		
1	a	Group for clearer CBA continues work at full speed.	Work started	11 September 2023	Group reviews conclusions of group 1b and finds their place in the CBA.
	b	Groups that worked on protocols in the general and service and catering agreement complete their work.	Work started.	04 September 2023	
	c	Protocol (2019) on performance in time measured piecework	Work started. Bring group together again to review status, deliver summary to SA and SGS.		
	d	Parties will request cooperation with government to eliminate illegal practices in catering and tourism.	10 January 2023	12 May 2023	
	e	Education and training - professional certificates	17 January 2023	17 November 2023	
2		Working hours (+shortening, holidays)	5 September 2023	15 December 2023	
		The parties will, in cooperation with representatives of companies and employees in the catering sector, examine the working environment, working hours and weighting payments so that they are a better fit for companies and their permanent employees.	5 September 2023	15 December 2023	
		Facilities and health	12 September 2023	15 December 2023	
		Other claims	03 October 2023	15 January 2024	
3	Licence issues - will be referred to ASÍ for discussion.	October 2023	22 January 2024		

**Protocol**

Bonuses and piecework in fish processing pursuant to Chapter 18 of the collective bargaining agreement increased by about 8%.

**Protocol**

The term 'refuse collectors' in wage category 8 will be replaced by 'specialised refuse collectors'. This job will be deleted from wage category 6.