

COLLECTIVE WAGE AGREEMENT

between

Efling – trade union

and

The Confederation of Icelandic Enterprise

Article 1

This wage agreement is a part of the Stability and Welfare Agreement **2024 – 2028**, which has been signed by Efling – trade union, the Federation of General and Special Workers (SGS) on behalf of member associations and the Federation of Skilled Construction and Industrial Employees (Samiðn), on the one hand and the Confederation of Icelandic Enterprise on the other. A joint collective agreement entails a common wage policy of the parties to the agreement, wage amendments, conditions for agreement and provisions on the work of the Wage and Conditions Committee.

This collective agreement includes amendments to the main collective agreement between the parties and to the collective agreement for catering and accommodation services, service and snack bars, leisure companies and similar activities, as well as special collective agreements that are considered part of those collective agreements.

Article 2

This collective agreement is accompanied by wage tables for the years 2024-2027, which are part of the agreement.

Article 3

Wage amendments

Wages take a percentage increase with a minimum flat amount increase in ISK, unless otherwise provided for by wage tables attached to this collective agreement. ‘Monthly wage’ refers to the fixed monthly wage for daytime work.

01 February 2024:	3.25% or 23.750 ISK
01 January 2025:	3.50% or 23.750 ISK
01 January 2026:	3.50% or 23.750 ISK
01 January 2027:	3.50% or 23.750 ISK

Wage related items of collective agreements

Wage-related items in the collective agreement increase as follows, unless otherwise agreed:

01 February 2024:	3.25%
01 January 2025:	3.50%
01 January 2026:	3.50%
01 January 2027	3.50%

Article 4

December bonus and holiday bonus

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

In 2024	106,000 ISK
In 2025	110,000 ISK
In 2026	114,000 ISK
In 2027	118,000 ISK

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

In the holiday pay year beginning on 01 May 2024, it shall be ISK: 58,000.

In the holiday pay year beginning on 01 May 2025, it shall be ISK: 60,000.

In the holiday pay year beginning on 01 May 2026, it shall be ISK: 62,000.

In the holiday pay year beginning on 01 May 2027, it shall be ISK: 64,000.

Article 5

Holidays

With effect from 1 May 2024, accrual of holidays is amended as follows (holidays that will be taken during the holiday pay year beginning on 1 May 2025):

An employee who has reached the age of 22 and has worked for 6 months at the same company shall be entitled to holiday for 25 days and to holiday pay of 10.64%.

An employee who has worked for 5 years at the same company shall have a right to holiday for 26 weekdays and to a holiday pay of 11.11%.

With effect from 1 May 2025, accrual of holidays is amended as follows (holidays that will be taken during the holiday pay year beginning on 1 May 2026):

An employee who has worked for 5 years at the same company shall have a right to holiday for 28 weekdays and to a holiday pay of 12.07%.

Article 6

Amendments to Chapter 1 on wages

The following job titles are added to the list in Chapter 1.1.

- General and specialized industrial workers in industrial manufacturing warehouses in wage cat. 4 and 6.
- General and specialized real estate managers in wage cat. 6 and 8.

Main collective agreement: The title of Article 1.1.3. will be Evaluation of work experience and skills.

New paragraphs 4 and 5 shall be added to Article 1.1.3.

Skills may be evaluated for wages in a skills-based pay scheme where the Icelandic Qualification Framework, among other things, is taken into account. When all competence requirements for a job are met, the qualifications are verified through the issuance of professional certifications of the job in question. Professional certifications of the Icelandic economy are the results of the cooperation between the Education and Training Service Centre (FA), the Confederation of Icelandic Enterprise (SA) and The Icelandic Confederation of Labour (ASÍ). Professional certifications are issued by FA, which certifies that the correct methodology has been applied in carrying out assessments and training.

This provides a basis for wage setting according to the essence and nature of the job and the employee's qualifications regardless of job title, which are not a part of this system.

An example:

Job-related factors

- Role
 - The criteria within this factor include e.g. the nature of work and position in the workplace, work supervision, supervision of training and the reception of new employees.
- Responsibility
 - Criteria within this factor include e.g. responsibility for tasks, people, machinery, equipment, etc.
- Independence
 - The criteria within this factor are, for example, requirements for autonomy in work that may relate to the job as a whole, or to individual aspects of the job.

Individual factors

- Experience / knowledge
 - The criteria within this factor are, for example, additional knowledge, experience, and training that is of use in the job.
- General competence factors
 - The criteria within this factor include e.g. communication skills, initiative, and flexibility.

Catering agreement: New Article 1.2.7. The assessment of skills, shall read as follows:

Skills may be evaluated for wages in a skills-based pay scheme where the Icelandic Qualification Framework, among other things, is taken into account. When all competence requirements for a job are met, the qualifications are verified through the issuance of professional certifications of the job in question. Professional certifications of the Icelandic economy are the results of the cooperation between the Education and Training Service Centre (FA), the Confederation of Icelandic Enterprise (SA) and The Icelandic Confederation of Labour (ASÍ). Professional certifications are issued by FA, which certifies that the correct methodology has been applied in carrying out assessments and training.

This provides a basis for wage setting according to the essence and nature of the job and the employee's qualifications regardless of job title, which are not a part of this system.

An example:

Job-related factors

- Role
 - The criteria within this factor include e.g. the nature of work and position in the workplace, task management, supervision of training and the reception of new employees.
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Individual factors

- Experience / knowledge
 - The criteria within this factor this, for example, additional knowledge, experience, and training that is of use in the job.
- General competence factors
 - The criteria within this factor include e.g. communication skills, initiative, and flexibility.

Amendments to Chapter 3

The following amendments are made to Article 3.4.2.:

The amount ISK 2,178 becomes ISK 3,000

The amount ISK 4,547 becomes ISK 6,000

The amount ISK 6,325 becomes ISK 9,000

These amounts are based on the catering index (111 in the consumer price index, 231.5 in February 2024) and change annually according to that index at the same time as the wage amendment takes effect.

Amendments to Chapter 7 of the main collective agreement / Chapter 8 of the hotel and catering agreement on Hygiene and Safety

New Article 7.6. / 8.7., Advice on safety and working conditions, shall read as follows:

7.6.1 Employees are generally permitted to make comments and complaints about infringements of the law or other reprehensible conduct relating to working conditions and safety which may affect workers' health and safety.

7.6.2 In workplaces where a security employee representative or union representative has been elected, they communicate comments and complaints from colleagues about safety and working conditions to the employer. When there is neither a union representative nor a security employee representative in the workplace, the employee can pass their comments to the immediate supervisor.

7.6.3 Following an employee's comment, the supervisor shall, as soon as possible, verify whether the comment is legitimate. If no action is taken, an employee can approach the manager or human resources manager (if available) for their comments.

7.6.4 If an employee's comments are found to be reasonable and expressed in good faith, the supervisor shall act as soon as possible and take such corrective action as is necessary having regard to good practice and the obligations incumbent on the employer under the work protection act. The employee can request information about the progress of a case.

7.6.5 The employer shall ensure that an employee doesn't have to pay for having made a legitimate comment about violations of work protection laws or other reprehensible conduct relating to working conditions and safety which may affect the health and safety of employees.

Protocol on comments about safety and working conditions (2024)

The Confederation of Icelandic Enterprise will provide instructions for work procedures for employees' comments about safety or conditions at the workplace. This refers to violations of the work protection act or other reprehensible conduct related to work practices or working conditions that may affect employees' health and safety. The instructions are aimed at promoting a good workplace and reducing employees' concerns about making such comments.

The instructions are in written and they describe the reception, processing and the dealing with comments. It is recommended that companies follow them and they are accessible to all employees.

These instructions will be completed and presented no later than 1 June 2024.

Amendments to Chapter 13 of the main collective agreement / Chapter 14 of the hotel and catering agreement on union representatives

Article 13.1. Election of union representatives

13.1.1. Employees may elect one union representative at all workplaces where 5 to 50 people are employed; where more than 50 people are employed they may elect two. In this context, a workplace is any company in which a group of people work together. On completion of the election, the union in question nominates the union representatives. Where it is not possible to hold an election, the union representatives shall be nominated by the union in question.

Three union representatives may be elected within a company if the number of members is more than 120 in the same operating unit.

In companies with more than one operating unit, or where employees generally report to work at workplaces other than the headquarters of the employer in question, the union representative shall be given the opportunity to undertake their union representative duties in all operating units. Alternatively, a greater number of union representatives may be elected to undertake such work.

13.1.2. Union representatives are not elected or appointed for any longer than two years at a time.

Article 13.2. Work of union representatives

Union representatives shall, by consultation with the supervisor, be permitted to spend as much time as necessary to perform the duties with which they are entrusted by the employees or the workplace in question and/or the respective labour union in their role as representative, and their wages shall not be reduced for those reasons.

If the union representative's work is such that they are unable to carry out their union representative duties during regular working hours, an agreement shall be made between the union representative and the employer on the minimum period of time that the union representative can have at their disposal to carry out this work. The agreement shall take into account the number of employees represented by the union representative, the general scope of union representative work, the distribution of operating units, shift plan and other appropriate points.

13.7. Union Representative Courses

Union representatives at the workplace shall have the option of attending courses or workshops to improve their performance in their job. For a total of one week per year, every union representative has the right to attend one or more courses/workshops organised by the labour union for the purpose of making union representatives better able to perform their duties. Those who attend a course shall retain day work income and shift premium for up to one week per annum. In companies with more than 15 employees, union representatives shall retain their day work income and shift premium for up to 2 weeks in the first year. This applies to one union representative per year in every company with 5-50 employees and two union representatives in companies with more than 50 employees.

If union representative courses are organised in such a way that the union representative's absence from work does not exceed one day each week, union representative maintain day work income and shift premium for up to ten working days each year.

If the union representative attends a full-day course, they will not be required to work that day.

Amendments to Chapter 16 on machine operators

The term 'compensatory rest' in Article 16.3.1. shall be replaced by the term 'right to time off'.

Article 16.13.1 (6) is amended to read as follows:

Accumulated right to time off pursuant to the above shall be stated on the payslip and granted in half and full days outside of the company's busy periods of the company, on the condition that the employee has accumulated at least four hours of time off. At the end of employment, unused time off shall be settled and considered part of the employee's period of employment.

Amendments to Chapter 17 on PCV drivers

The following is added to Article 17.8 (1):

If a meal break cannot be had within the agreed time limits, the lunch break worked shall be paid as overtime.

The working hours of a driver during a journey shall not be considered to have ended until they have reached the accommodation determined by the employer.

Article 17.9 shall be amended as follows:

The term 'compensatory rest' shall be replaced by the term 'right to time off'.

Article 17.9 (7) is amended to read as follows:

Accumulated right to time off pursuant to the above shall be stated on the payslip and granted in half and full days outside of the company’s busy periods of the company, on the condition that the employee has accumulated at least four hours of time off. At the end of employment, unused time off shall be settled and considered part of the employee’s period of employment.

Protocol - explanation to Article 17.10. and 16.7.4. [2024]

If adequate facilities are available in the geographical area where a stay overnight is planned, but the employer does not make them available to the driver of, full per diem payments for accommodation shall be paid, according to the assessment of the State Travel Expenses Committee. Half per diem payments are paid for accommodation in the highlands and outside the municipality limits where made-up beds are generally not available to travellers.

Amendments to Chapter 18 on fish processing workers

Article 18.1. Wages, reads as follows:

Wage categories of fish processing workers:

	Wage cat.
General fish processing workers	5
Specialised fish processing workers	7
Specialised fish processing workers with a fish processing course	9
Specialised fish processing workers with a fish processing course and 7 years length of service at the same company	11
Fishery workers who have graduated from the Icelandic College of Fisheries in Grindavík	13

Employees aged 16 and 17 who work in fish processing according to a bonus system, or in fish processing where a fixed bonus payment has been introduced because output is controlled mechanically, shall receive wages no less than 95% of starting wages of 18 year old workers.

Articles 18.4.4 Basic courses for fish processing personnel shall read as follows:

Courses for fish processing workers

Article 18.4.4.2 shall read as follows.

The goal is to increase employees' knowledge regarding the processing of caught marine products, increase their self-confidence, strengthen their professional skills and make them more qualified for all general fish processing work.

Article 18.4.4.3 (3) shall read as follows:

The educational funds Landsmennt and Starfsafl support the execution of fish processing courses, as applicable according to Article 18.4.4.1. The Vocational Education Committee and education providers holding the courses are permitted to evaluate comparable courses taken by fish processing personnel during previous semesters at accredited education providers in order to reduce the number of academic hours in fish processing courses.

Articles 18.4.4.1, 18.4.4.7, 18.4.6 and 18.4.8.1, the word 'basic course' becomes 'fish processing course'.

Article 18.4.4.5 shall read as follows:

The vocational courses shall be held when there is a sufficient number of participants (at least 12 participants) and at least once a year, provided that there are never fewer than six participants per course. The course may be taught through using remote learning via teleconferencing. The general rule is that the 40-hour fish processing courses should be completed in 4 weeks.

Article 18.4.5.1 shall read as follows:

Fish processing workers who have completed a fish processing course are transferred to wage category 9. If an employee is not offered the course within 11 months after the validity of the wage guarantee, employees shall nevertheless receive an increase. An employee, who has already received an increase, and who attends a fish processing course later on, will not receive any further increases in connection to a fish processing course. If an employee refuses to attend the course, the increase is cancelled.

Protocol on courses for workers in fishmeal factories is abrogated

Protocol on lessons in Icelandic for foreign employees in fish processing companies is abrogated

Amendments to Chapter 22 on cleaning work

As of February 1, 2024, cleaning work will be moved from wage category 6 to wage cat. 8.

Cleaning premium - valid from 1 August 2024.

During the skill analysis, and until nothing has otherwise been agreed upon, the parties agree that cleaners will be paid a cleaning bonus in the form of a special payment due to special working conditions based on the nature of the cleaners' working environment. The agreed special payment shall be 19.500 ISK per month for full time work, and proportionally to the employment ratio. The special payment is a fixed amount in ISK added on top of the rate of pay of cleaners, but does not form a base to calculate overtime or other premium payments. The special payment will not increase during the term of the agreement.

After Article 22.1.2.4 a new Article 22.1.2.5 is inserted, and shall read as follows:

Cleaning at hourly rate/shift work is when work is done according to a job or task description during agreed work hours and no increased performance is required, as in timed piecework, cf. Article 22.2. If it is not possible to complete a task according to the job or task description within the agreed work hours, with regard to normal pace of work, the employee is not obliged to complete the task. If, on the other hand, the employer demands that work be completed within the agreed working hours, but it is clear that this can only be done with an increased pace of work, as if it was timed piecework, work shall be remunerated according to the provisions of Article 22.2.3.

Article 22.2.2 shall read as follows:

Employees shall be given a written job description with a cleaning frequency drawing which clearly delineates what should be cleaned and what are the emphases. It shall be stated at what time of day the area is to be cleaned, how often and for how long.

In Article 22.2.3 (1), the following is added after ‘of which 12% is for a pace of work at 130’:
(maximum)

Protocol on the sunset of work measured by square meter at the end of 22.5. shall read as follows:

Work measured by square meter stays in force for those who work according to it today. After the agreement has been signed, new employees will not be recruited into this system. From 31 January 2028, work measured by square meter will be revoked from the collective agreement.

Protocol on performance in timed piecework is abrogated.

Protocol for job skill analysis in cleaning service

In a rapidly changing labour market, it is important that job skills are visible and validated. Jobs in the cleaning service have changed considerably and the parties to the agreement agree on the importance of job skill analysis taking place in the cleaning sector.

Skill analysis is beneficial for employees and it strengthens the competitiveness of companies, providing benefits for both employees and companies. Skill analysis involves preparing job profiles for cleaning jobs in consultation with the Education and Training Service Centre (FA), where job skill criteria are analysed using skill analysis, assessment lists are developed for the jobs and subsequently skills are confirmed through the issuance of professional certification.

During the skill analysis, and while the parties to the agreement have not reached a different agreement, cleaning service will be put into wage category 8 in Eflings’ wage table.

Protocol on tender procedures in the cleaning sector:

The Confederation of Icelandic Enterprise, on behalf of companies in the cleaning sector, and Efling Trade Union and the Federation of General and Special Workers (SGS), declare the following:

Call for tenders in the cleaning service sector are a large and ever-growing part in the activities of companies and employees in the cleaning service sector. When public entities and big companies call for tenders, they are aimed at accepting the lowest tender. Most of the calls for

tenders also do not include any cost estimate. This approach to tendering procedures of services as important as cleaning services is contrary to the common objective of procurement of services for a fair price. The above parties agree that this tendering procedure is unfair in respect of the working conditions of cleaners and is contrary to the interests of companies in the sector.

The parties have agreed to set up a working group tasked with analysing the current circumstances of tendering procedures in the cleaning sector, formulating preferred tendering procedures and holding meetings with the main agents for tenders to ensure that calls for tenders take greater account of skills and quality.

The working group shall be composed of two members from each party and shall have completed creating the preferred tendering procedures no later than by 1 October 2024. Meetings with main agents for tenders shall have been held no later than by 1 December 2024. When this work has been finished, the parties shall decide how the conclusions of the group are to be presented and published.

Amendments to Chapter 23 on security guards

Article 23.2.1. Wages will read as follows:

	Wage cat.
Security staff on ships	4
Static guarding	6
Mobile patrol (patrol in more than one area)	7
Transporting of valuables and central station	10

When assessing work experience, one shall give reasonable recognition to experience of other work which is of use in the work of security guards.

After Article 23.2.2 (1), the following text is added:

Static guarding, mobile patrol and transporting of valuables are governed by employers' job descriptions.

Article 23.2.3 shall read as follows:

Shift work outside the period 08:00 – 17:00 from Monday to Friday is paid with a shift premium. For work done in the period 17:00 – 24:00 from Monday to Friday, a 33% premium is paid on the day work hourly rate. For work done in the period 24:00 – 8:00, as well as on Saturdays and Sundays, a 45% premium is paid on the day work hourly rate.

In addition, a premium may be paid to security staff on ships as follows:

Premium for 24 hour shifts all days of the week, shall be 33%.

If shifts are only during the period from 16:00 to 08:00 and on Saturdays and Sundays, a matching premium of 42% shall be paid for worked hours.

The following amendments of the collective agreement between SA and Efling will be made as regards catering, accommodation, service and snack bars, leisure companies and similar activities.

Article 1.2.1. As of 1.4.2024, the current wage categories 4-6 are revoked as regards catering and accommodation and the following is inserted:

Wage category 6

General employees in restaurants and guest houses/hotels and recreational activities.

Wage category 7

General employees of guest houses/hotels after a 3-month trial period.

Trained employees of restaurants and guest houses/hotels and recreational activities. Specially trained employees include employees who can work independently, can show initiative and who may be assigned to temporary project supervision. Moreover, employees who possess specialised knowledge useful in the job or have specific responsibilities.

In a rapidly changing labour market, it is important that job skills are visible and validated. Some jobs in tourism have changed considerably and become more specialized and the parties to the agreement agree on the importance of skill analysis of these jobs to take place.

Skill analysis is beneficial for employees and it strengthens the competitiveness of companies, providing benefits for both employees and companies. Skill analysis involves preparing job profiles for specialized jobs in restaurants and guest houses/hotels and in recreational activities in consultation with the Education and Training Service Centre (FA), where job skill criteria are analysed using skill analysis, assessment lists are developed for the jobs and subsequently skills are confirmed through the issuance of professional certification.

The parties to the agreement will summarise which jobs will be covered by this agreement and the aim is for the summary to be ready no later than 31.12.2024.

Until the outcome of the skill analysis is known, the following employees who would otherwise be put in wage category 6 will be put in wage category 7 for specially trained employees in restaurants and guesthouses/hotels and in recreational activities:

- (a) Employees that have worked for four or more years doing the same or comparable jobs, whether in Iceland or abroad, and for at least six months in their current workplace.
- (b) Employees that have worked for three or more years doing the same or comparable jobs, whether in Iceland or abroad, and for at least four months in their current workplace, provided that they have completed a total of at least 40 hours of courses related to the work they are doing.

Article 1.11.4, 1st sentence to be as follows:

When wages are paid to the employee, they must be accompanied by a pay slip with their name on it.

Article 1.14.1 to be as follows:

If an employee is employed for a period longer than one month and on average for more than 8 hours per week, a written contract of employment shall be made on their appointment, no later than 2 months after they start work or their appointment has been confirmed in writing. If an employee ceases work before the end of the months' notice, without a written employment contract having been made or without the hiring being confirmed in writing, such confirmation shall be provided at the end of the period of employment. A contract of employment shall be made in duplicate and the employee shall retain one copy. It is nevertheless authorised to send a contract of employment electronically to the employee, provided it is confirmed by both parties.

As of 1.4.2024, Article 3.1.3 shall read as follows:

If an employee is hired for shift work, this shall be stated in their employment contract or by written agreement. A contract of employment assumes an employment ratio in accordance with the shift schedule, see Article 3.1.5.1 or 3.1.5.2, in the next 4 or 2 weeks after the engagement. It shall be assumed that this employment ratio may be changed by agreement between employees and the company with one week's notice, and the change shall be for at least two or four weeks at a time.

As of 1.4.2024, Article 2.1.3. on occasional work shall read as follows:

Workers who are called out for occasional work (when they are not under an obligation to work) shall receive hourly rates of pay, at daytime rates for work in the daytime working period pursuant to Article 3.2.1, a premium on holidays pursuant to Article 3.2.2. To 3.2.3. in the collective agreement as appropriate up to 40 hours per week, and overtime rate pursuant to Article 3.2.4. after having performed full working hours (paid working time as per agreement).

As of 1.4.2024, Article 3.1.4 shall read as follows:

3.1.4 Shift premium is paid up to 100% employment

In this agreement, shifts refer to predetermined work arrangements of employees. The duration of shifts shall be indicated in the shift schedule, taking into account, among other things, the beginning and end of a shift. Work in excess of the specified working hours, according to the shift schedule, shall be paid with a shift premium for work outside the daytime working period pursuant to Article 3.2.1, a premium on holidays pursuant to Article 3.2.2. to 3.2.3. in the collective agreement as appropriate up to 40 hours per week, and overtime rate pursuant to Article 3.2.4. after having performed full working hours (paid working time as per agreement).

At the bottom of Article 3.2.1 the following provisions shall be inserted:

Special provisions of places of entertainment, pubs and dance venues

A premium of 55% is paid in the period from 24:00 – 05:00 in the night to Saturday and Sunday.

New Article 3.2.5 shall read as follows:

If an agreement has been made about a different arrangement for premium payments pursuant to Article 5.12. In the collective agreement, this shall apply in place of shift premiums pursuant to Article 3.2.1. And this applies equally to the employees that are employed when the agreement is agreed pursuant to the provisions of this chapter, and also those employed later, given that they have been acquainted with the substance of the agreement when hired.

New article 5.12 shall read as follows and other article numbers change accordingly:

5.12. A new arrangement for premium payments

Shortening of working hours on the basis of majority approval by vote, employees have the right to negotiations on changes to premium payments pursuant to Article 3.2.1. in the collective agreement. Company management may also request negotiations.

In place of shift premiums pursuant to Article 3.2.1. in the collective agreement the payment will be:

a) Balanced shift premium on all worked hours per day up to a 100% work ratio per month, in place of a premium pursuant to Article 3.2.1. in the collective agreement The balanced shift premium is based on average shift premium payments in the company over the past 12 months, as of the end of the month. If exceptional circumstances exist indicating that a different time reference should be applied, for example due to changes in regular opening hours, this should be done.

The average shift premium is determined by taking the total number of working hours during the period for all employees working according to the collective agreement during different peak periods.
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b) Daytime work premium on all worked hours in the period from 8:00 – 17:00 on weekdays, whereas a shift premium other than that specified in Article 3.2.1 of the collective agreement is paid for work outside the daytime work period, as agreed between the parties. When calculating shift premium, it is assumed that the average shift premium at the time of the change will remain unchanged from what it has been for the past 12 months in the company, as of the end of the month, unless special circumstances indicate that another time reference should be used.

An example:

The average shift premium is 24% in a company that does not have working hours between 24:00 – 08:00, assuming that 40% of the total working hours of employees are performed during the daytime work period, 25% in the period between 17:00-24:00 on weekdays and 35% on weekends. In such a case, an election could be held where the options could, for example, be:

- i. A 6.25% premium would be paid in the period between 8:00 – 17:00 on weekdays and a 30% premium in the period between 17:00 – 24:00 on weekdays and 40% on weekends from 8:00 – 24:00.
- ii. A 13.5% premium would be paid in the period between 8:00 – 17:00 on weekdays, and a 31% premium in the period between 17:00 – 24:00 on weekdays and on weekends from 8:00 – 24:00.
- iii. A 24% average shift premium would be paid on all hours paid.

It is allowed to vote for any option that results in an unchanged average shift premium.

If the criteria underlying the agreement change permanently from when the shift premium was determined, e.g. the company's regular opening hours and staffing, either party may request that the shift premium be reviewed in accordance with changed criteria, and the change shall take effect from and including the beginning of the second month after the day of the written request.

The entry into force of a company-specific agreement presupposes that representatives of the parties are offered full participation in the negotiations, are informed of the negotiations and are given the opportunity to review the documentation underlying the calculations.

The labour union shall confirm in writing that the proposal is based on correct calculations and meets the requirements according to options a or b above, and respond to a request for confirmation within 4 weeks of it being verifiably received.

If written confirmation is received or the union does not respond within the above-mentioned time limits, an election may take place. If a union rejects confirmation, it shall be accompanied by factual justification.

If there is disagreement about the above, the matter shall be referred to SA and ASÍ, who shall reach a decision within four weeks.

Labour market representatives shall be sent a copy of the outcome of the agreement.

In other respects, the entry into force and voting on an agreement shall be governed by Article 5.9.

Article 12.1 to be as follows:

Employers undertake to collect union fees from main and subsidiary unions of the respective labour union in accordance with the union by-laws, either as a percentage of the wages or a fixed fee. These fees are delivered on a monthly basis to the union and the final payment day is the last working day of the subsequent month. It is authorised to deliver union fees at the same time as pension fund contributions.

Protocols and agreements

Protocol on Job Titles [2024]

The collective agreement incorporates new job titles and wage category rankings for certain jobs in Chapter 1, or the job titles are arranged in a special section of the main collective agreement or special agreements between Efling and SA. This does not entail a change to the fact that unions other than Efling have negotiating rights and contractual provisions for these jobs.

Protocol on the review of food allowance per diem payments [2024]

Food allowance varies between chapters in the main collective agreement of Efling and the criteria, definitions and terms vary in different ways. When updating collective agreements, the parties will coordinate rules on payment.

Protocol on a new skills based pay scheme [2024]

The parties agree to establish a group (two representatives from SA and two from Efling) that hold meetings at least four times a year to follow up on the action plan and assess the status of the project regularly in collaboration with the Education and Training Service Centre (FA).

Plan of Action

The parties agree to increase the number of job profiles in consultation with the Education and Training Service Centre (FA), where job skill criteria are analysed using skill analysis, assessment lists are developed for the jobs and subsequently skills are confirmed through the issuance of professional certification.

The parties agree on the preparation of promotional material and guidance for companies and employees on the new skills based pay scheme. The parties work jointly on the preparation of the promotional material in collaboration with the Education and Training Service Centre.

Protocol on the effects of negative prescription [2024]

If an employee's terms and conditions, comprehensively assessed, are lesser than the minimum terms and conditions according to the collective agreement, their demand for correction, if it occurs during the period of employment or within 6 months after the termination of employment, shall not lapse due to negative prescription, but lapse according to the general rules.

Reykjavík, 07 March 2024

On behalf of Efling – trade union

On behalf of The Confederation of Icelandic
Enterprise

Appendix 1: Wage tables 2024 - 2027

Wage table:

Valid as of 01 February 2024

Launaflokkur	Byrjun	1 ár	3 ár	5 ár
4	425.985	430.245	436.699	445.433
5	428.456	432.741	439.232	448.017
6	430.941	435.250	441.779	450.615
7	433.440	437.774	444.341	453.228
8	435.954	440.314	446.919	455.857
9	438.483	442.868	449.511	458.501
10	441.026	445.436	452.118	461.160
11	443.584	448.020	454.740	463.835
12	446.157	450.619	457.378	466.526
13	448.745	453.232	460.030	469.231
14	451.348	455.861	462.699	471.953
15	453.966	458.506	465.384	474.692
16	456.599	461.165	468.082	477.444
17	459.247	463.839	470.797	480.213
18	461.911	466.530	473.528	482.999
19	464.590	469.236	476.275	485.801
20	467.285	471.958	479.037	488.618
21	469.995	474.695	481.815	491.451
22	472.721	477.448	484.610	494.302
23	475.463	480.218	487.421	497.169
24	478.221	483.003	490.248	500.053

Wage table:**Valid as of 01 January 2025**

Launaflokkur	Byrjun	1 ár	3 ár	5 ár
4	449.735	454.232	461.045	470.266
5	452.343	456.866	463.719	472.993
6	454.967	459.517	466.410	475.738
7	457.606	462.182	469.115	478.497
8	460.260	464.863	471.836	481.273
9	462.930	467.559	474.572	484.063
10	465.615	470.271	477.325	486.872
11	468.316	472.999	480.094	489.696
12	471.032	475.742	482.878	492.536
13	473.764	478.502	485.680	495.394
14	476.512	481.277	488.496	498.266
15	479.276	484.069	491.330	501.157
16	482.056	486.877	494.180	504.064
17	484.852	489.701	497.047	506.988
18	487.664	492.541	499.929	509.928
19	490.492	495.397	502.828	512.885
20	493.337	498.270	505.744	515.859
21	496.198	501.160	508.677	518.851
22	499.076	504.067	511.628	521.861
23	501.971	506.991	514.596	524.888
24	504.882	509.931	517.580	527.932

Wage table:**Valid as of 01 January 2026**

Launaflokkur	Byrjun	1 ár	3 ár	5 ár
4	473.485	478.220	485.393	495.101
5	476.231	480.993	488.208	497.972
6	478.993	483.783	491.040	500.861
7	481.771	486.589	493.888	503.766
8	484.565	489.411	496.752	506.687
9	487.375	492.249	499.633	509.626
10	490.202	495.104	502.531	512.582
11	493.045	497.975	505.445	515.554
12	495.905	500.864	508.377	518.545
13	498.781	503.769	511.326	521.553
14	501.674	506.691	514.291	524.577
15	504.584	509.630	517.274	527.619
16	507.511	512.586	520.275	530.681
17	510.455	515.560	523.293	533.759
18	513.416	518.550	526.328	536.855
19	516.394	521.558	529.381	539.969
20	519.389	524.583	532.452	543.101
21	522.401	527.625	535.539	546.250
22	525.431	530.685	538.645	549.418
23	528.478	533.763	541.769	552.604
24	531.543	536.858	544.911	555.809

Wage table:**Valid as of 01 January 2027**

Launaflokkur	Byrjun	1 ár	3 ár	5 ár
4	497.235	502.207	509.740	519.935
5	500.119	505.120	512.697	522.951
6	503.020	508.050	515.671	525.984
7	505.938	510.997	518.662	529.035
8	508.872	513.961	521.670	532.103
9	511.823	516.941	524.695	535.189
10	514.792	519.940	527.739	538.294
11	517.778	522.956	530.800	541.416
12	520.781	525.989	533.879	544.557
13	523.802	529.040	536.976	547.716
14	526.840	532.108	540.090	550.892
15	529.896	535.195	543.223	554.087
16	532.969	538.299	546.373	557.300
17	536.060	541.421	549.542	560.533
18	539.169	544.561	552.729	563.784
19	542.296	547.719	555.935	567.054
20	545.441	550.895	559.158	570.341
21	548.605	554.091	562.402	573.650
22	551.787	557.305	565.665	576.978
23	554.987	560.537	568.945	580.324
24	558.206	563.788	572.245	583.690