

# **New cleaners' contract**

## **Main improvements in the period 2024-2028**

For distribution among Efling members  
March 2024



# Who do the changes apply to?



- In the 2024 contract negotiations, Efling put special emphasis on improving the wages of cleaning workers.
- This refers to everyone who works as a cleaner in the private labor market under chapter 22 of the general agreement between Efling and SA (The Confederation of Icelandic Enterprise).

*This covers:*

- Anyone working at the cleaning companies (Dagar, Sólar, AÐ-þrif, etc.)
- Anyone who is hired directly by a private company to clean their properties.

*This does not cover:*

- Hotel workers (maids) who are hired directly by the hotel.
- Cleaners hired directly by public sector employers, such as nursing homes, schools, government agencies etc.



# Base salary changes



## *Wage category raise*

- Cleaners used to be in **wage category (launaflokkur) 6**.
- From February 1, 2024, all will move up to **wage category 8**.

## *General raise*

- Cleaners also get the same base salary raises as all other Efling workers in the private market.
- This raise is at minimum 24.306 kr. per year from 2023-2027 which is equal to a minimum total raise of 97.224 kr.

## *Combined total base salary raises for cleaners*

- At the end of the contract period, the minimum base salary in cleaning will be **508,872 kr.** for beginner and **532,103 kr.** for cleaner with 5 years experience in job.
- See next slide.

# Total base salary raise



- The table below shows the **change of minimum base salary** for cleaners until the end of the contract period.
- The comparison is between **2022** category **6** (now) and **2027** category **8** (contract end).
- Note that this raise of base salaries will lead to a corresponding raise in the hourly pay incl. shift bonus (vaktaálag) and overtime pay (yfirvinnuálag).

	<b>Cat.</b>	<b>Beginner</b>	<b>1 year</b>	<b>2 years</b>	<b>5 years</b>
<b>Now</b>	6	406.914	410.984	417.148	425.491
<b>Contract end</b>	8	508.872	513.961	521.670	532.103
<b>Total raise</b>		<b>101.958</b>	<b>102.977</b>	<b>104.522</b>	<b>106.612</b>

# New cleaners' bonus



- **Starting with August 2024, cleaners will be paid every month a special new cleaners' bonus (“ræstingarauki”).**
- The cleaners' bonus for full-time work (100% work) is **19.500 kr.**
- The bonus will be calculated **in proportion to job percentage.**
  - *Example: The cleaners' bonus for a cleaner who works in 50% part-time job will be 9.750 kr.*
- The cleaners' bonus is not part of base salaries and will therefore not lead to a rise in hourly pay incl. shift bonuses (vaktaálag) or overtime pay (yfirvinnuálag).
- The cleaners' bonus will appear as a special line on the pay slip.
- **Cleaners should check their August 2024 pay slip and salaries (paid out in beginning of September) to verify that they have begun receiving the cleaners' bonus in that month.**

# Wage raises on a timeline

The table below shows when the different raises will come into effect. Numbers are for a cleaner in 100% daytime work.

		<b>Beginner</b>	<b>1 year</b>	<b>2 years</b>	<b>5 years</b>
<b>February 2024</b>	General raise, base salaries	24.027	24.266	24.631	25.124
	Raise from cat. 6 to 8	5.013	5.064	5.140	5.242
<b>August 2024</b>	Cleaners' bonus	19.500	19.500	19.500	19.500
<b>January 2025</b>	General raise, base salaries	24.306	24.549	24.917	25.416
<b>January 2026</b>	General raise, base salaries	24.306	24.549	24.917	25.416
<b>January 2027</b>	General raise, base salaries	24.306	24.549	24.917	25.416
	<b>TOTAL</b>	<b>121.458</b>	<b>122.477</b>	<b>124.022</b>	<b>126.114</b>

# Are you getting paid for TMP?



- Cleaners who work under **time-measured piecework (TMP** – “tímamæld ákvæðisvinna”) should receive a **20% premium** on top of their pay for every hour under TMP (calculated from category 8).
- Work that is not TMP is referred to in the contract as either “hourly work” or “shift work”. It is possible that some of your work is TMP, and some is hourly work / shift work.
- The new contract has an improved definition of the difference between hourly work / shift work and TMP.
- **If your work meets the following conditions, it should be paid with the 20% TMP premium:**
  - **You are expected to finish cleaning a certain job within a certain time limit.**
  - **An increased work speed is normally required to complete the job.**
- See new contract language on next slide.



# TMP definition



*New clarification in contract (article 22.1.2.5):*

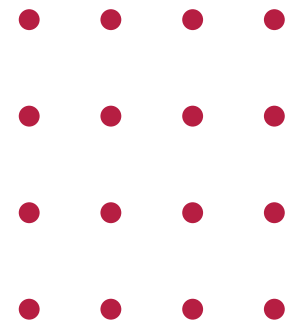
“Cleaning in hourly work or shift work is when work is undertaken according to a job or task description within the pre-negotiated working hours and a requirement is not made for increased efficiency like in time-measured piecework, as per article 22.2.

If it is not possible to complete a task in accordance with the job or task description within the pre-negotiated working hours, assuming normal work speed, then the worker is not obligated to finish the task.

If the employer, however, demands that the task be completed within the pre-negotiated working hours, and it is clear that this cannot be done unless with increased work speed as if it were time-measured piecework, then the work shall be remunerated according to the provisions of article 22.2.2.”







**Thank you!**