

# SÓKN

*-Offense is the best defense*

No. 1 | 28 August 2025

## Sókn - A New Newsletter for Active Members

With *Sókn*, we are opening a new chapter in communication and connection with Efling's active members. The newsletter will serve as a platform for sharing news from the wage and rights struggle, as well as updates on events, courses, work-site visits, and other initiatives that strengthen the union's work.

The goal is to strengthen the network between members, inform and inspire, and ensure that active members are well-informed about what lies ahead. Each issue will feature a mix of news, educational content, and inspiration.

We look forward to building *Sókn* together with you and welcome all ideas for content and topics that can strengthen us in our common struggle. We stand together and push forward—because a good offensive is the best form of defense!





# Worksite Visits and Growing Our Union Rep Network



*Bella, Roymer, Alexis, Karla, Bozena, Mary Jane, and Edison visited workplaces to inform members about Efling's union representative system.*

Efling's worksite visits continue at full speed and have proven to be an effective part of the union's work. We meet people where they are, listen to their experiences, and discuss what needs to be done to improve wages and conditions.

The visits are organized in shifts, during which worksite ambassadors visit three to four workplaces. The Efling office plans the visits in advance in consultation with the workplaces, and once there, the field representatives speak with Efling members on

site about the union representative system and the members' rights.

The visits have already delivered strong results: in recent months we have welcomed dozens of new union reps and significantly strengthened the union's network. This momentum continues to grow with each visit, as more members step up as reps—building our capacity to defend rights and improve conditions.

## **Do you want to become a worksite ambassador?**

We invite members who want to take part in this important work to apply to become worksite ambassadors. It's a great opportunity to make an impact, learn from diverse workplaces, and strengthen the labor movement. We are especially looking for members who speak languages in addition to Icelandic and English.

*Send us a line at [felagsmal@efling.is](mailto:felagsmal@efling.is) and join the next push!*



## New - Introductory Course for Union Representatives

A new addition has been made to the training program for union representatives – an introductory course for newly elected reps. Everyone who takes on the role of union representative will now begin their journey with this short, focused course, which covers the fundamentals of the role, the rights and responsibilities of union reps, and ways to address workplace issues.

Participants receive practical tools and insights to strengthen them in their role from day one. This is a one-time course intended exclusively for new union representatives and is separate from Efling's regular course schedule.



*The first beginners course took place the 10<sup>th</sup> of July.*

## Mark Bergfeld Visits Efling



Efling is pleased to welcome an esteemed guest from abroad to the meeting of the Delegate Council on September 4. Mark Bergfeld, Director at UNI Global Union – Europa, will visit Reykjavík in September. UNI Global Union is an international umbrella organization for trade unions in the service and care sectors worldwide, uniting the strength of millions of workers in the struggle for better pay and rights.

The main purpose of the visit is to introduce to Efling the opportunities, responsibilities, and benefits that come with membership in UNI Global. This includes a presentation to the Efling board at its meeting on September 4, as well as an address at the Delegate Council meeting on the same day, focusing on workers' issues in the cleaning sector.

Mark has extensive experience in the international labor movement and has worked actively on organizing and supporting workers in the care, cleaning, and security sectors. In his talks, he will address the conditions and struggles of people in the cleaning sector and how Efling can strengthen its work through international cooperation.



# Food and Culture September 21<sup>st</sup>



*Innocentia F. Friðgeirsson shared delicious Ghanian food at last years Food and culture event.*

Would you like to cook your favorite dish from your home country and share it with other Efling members in great company? Then *Food and Culture* is for you!

*Food and Culture* is an event where Efling members come together to enjoy good food, learn, and experience diverse cultures. On Sunday, September 21<sup>st</sup>, the event will be held for the

third time, now in Iðnó, Vonarstræti 3, Reykjavík.

Efling's members come from 144 different countries of origin – making this a unique opportunity to meet new people, strengthen solidarity, and taste food from all corners of the world.

The union will cover the cost of ingredients for those who bring food, upon

submission of a receipt. Efling will provide plates, cutlery, napkins, and drinks. Registration is done via a form on Efling's website, and participants will receive further details by email closer to the event.

Join us and make the day unforgettable – because solidarity is best served with good food!

## Union Representative Courses Kick Off This September!

The first union representative course of the season will take place on September 8. Representatives from both the public and private sectors will attend together, with a special focus on collective bargaining and Efling's education grants.

At Efling's union representative courses, reps receive practical training in what matters most – organizing the workplace, defending members' rights, and building collective power to drive change. The courses cover the role and duties of union representatives, collective agreements, and labor rights, while providing tools to strengthen workplace connections and solidarity.

Part of the program includes targeted training in communication and presentation skills, led by Sirrý Arnardóttir, a media professional and experienced trainer in interperson-

al communication. Throughout the winter, guest speakers will also share insights from labor struggles, research findings, and the historical role of the labor movement.

### Dates of the Union rep courses for the winter 2025 – 2026

#### PRIVATE MARKET

- 8 September 2025 (Monday)
- 15 October 2025 (Wednesday)
- 13 November 2025 (Thursday)
- 18 December 2025 (Thursday)
- 13 January 2026 (Tuesday)
- 18 March 2026 (Wednesday)
- 21 April 2026 (Þriðjudagur)
- 28 May 2026 (Thursday)

#### PUBLIC MARKET

- 8 September 2025 (Monday)
- 14 October 2025 (Tuesday)
- 12 November 2025 (Wednesday)
- 17 December 2025 (Wednesday)
- 12 January 2026 (mánudagur)
- 17 March 2026 (Tuesday)
- 20 April 2026 (Monday)
- 28 May 2026 (Thursday)



## Efling Introduces New Wage Calculator – A Powerful Tool for Members

Efling trade union has launched a powerful new wage calculator that allows members to calculate their take-home pay according to current collective agreements in a simple and accessible way. It helps both members and employers ensure correct wages and provides a clear overview of

wage categories, rights, and payslip interpretation.

This is the second calculator Efling has introduced this year – in April, the union launched a calculator for holiday bonuses. Both are part of the union's efforts to increase transpar-

ency in wage and rights matters and strengthen members' positions.

The calculators are available on the Efling website, in both Icelandic and English.

### Salary Calculator 2025

**Collective agreement:** ? Private sector SA

**Month:** ? July 2025

**Wage category:** ? No category selected  
View wage category list

**Seniority:** ? 1 year in profession (or a  
View work experience info

#### Gross salary +

Are you working shifts? ? ☐

Do you work in cleaning? ? ☐

Employment ratio 100,0%

Monthly wage 0 kr.

Do you have any overtime? ? ☐

#### Deductions –

Personal tax credit ?  
100% 68.691 kr.

Is there Additional tax credit? ☐

Total calculated withholding: 0 kr.

Tax credit deduction -68.691 kr.

Final withholding tax 0 kr.

Show tax rate breakdown

Follow this QR code to try the new wage calculator



### Delegate Council Meetings 2025-2026

The meetings are at 18:00

September 4, 2025  
October 16, 2025  
November 13, 2025

December 11, 2025  
January 15, 2026  
February 12, 2026

March 12, 2026  
April 9, 2026  
May 21, 2026



## Union Representative of the Month - Gintautas Varskevicius



*Gintautas is one of Eflings union representatives at the nursing home Eir.*

In each issue of Sókn, we introduce one of the union's representatives – the person behind the role. We ask both lighthearted and more serious questions about life inside and outside of work, their experience in

the role, and what inspires them in their efforts. The aim is for members to get to know the union representatives better.

*What do you enjoy doing outside of work?*

“Reading books, walking my dog, going swimming, picking mushrooms, watching Formula 1.”

*Which song describes you best?*  
“Shape of My Heart by Sting.”

*What made you want to become a union representative?*

“I’ve seen coworkers struggle with problems in the workplace that they didn’t know how to deal with on their own. Being a union representative at work is probably the best opportunity to improve our workplace and working conditions. I wanted to take part in creating positive changes that benefit all employees.”

*What has surprised you the most about being a union representative?*

“What surprised me most was how professional and well-organized Efling is. I expected some kind of informal system, but instead I found a strong organizational structure and solid support, with clear procedures and deep knowledge of labor law.”

*What is the best thing about being a union representative?*

“I have learned so much about labor law, collective bargaining, and conflict resolution. The best part is knowing that I can genuinely help solve problems for my coworkers. When someone comes to me stressed because of an unfair situation and I can help them resolve it, it’s incredibly rewarding.”

*What fun thing did you do this summer?*

“I went home to Lithuania this summer and met up with my old schoolmates. We had a big reunion because it’s exactly 30 years since we graduated. It was wonderful to see everyone again and reminisce about old times.”

## Training Funds Merged and Grants Increased

The training funds that Efling operates in cooperation with public sector partners have now been merged into one – the Efling and Public Sector Training Fund. With this merger, grants for members in the public sector have increased, and equal access is ensured for all working in that sector.

The maximum individual grant has risen by ISK 20,000 and is now ISK 150,000. Those who have not used their entitlement for two years can now receive up to ISK 300,000, and after three years up to ISK 450,000 (previously ISK 390,000).

The *Starfsafl* fund for members in the general labor market will continue to operate.

**Follow this QR code to read more**

