



# Presentation of a new collective agreement between SGS and SA

The agreement was signed on 3rd of december 2022



- This collective agreement includes changes and additions to the main collective agreements of member unions of SGS (other than Efling and Verkalýðsfélags Grindavíkur) and those special collective agreements that count as part of the main agreement.
- It involves also changes and additions to tourism services collective agreement of the same parties and those special agreements that count as part of that agreement.



The member unions of SGS that are parties to this collective agreement:

- AFL Starfsgreinafélag, Aldan stéttarfélag, Bárán stéttarafélag, Drífandi stéttarfélag, Eining-Iðja, Framsýn stéttarfélag, Stéttarfélag Vesturlands, Stéttarfélagið Samstaða, Verkalýðsfélag Akraness, , Verkalýðsfélagið Hlíf, Verkalýðs- og sjómannafélag Bolungarvíkur, Verkalýðs- og sjómannafélag Keflavíkur og nágrennis, Verklýðs- og sjómannafélag Sandgerðis, Verkalýðsfélag Snæfellinga, Verkalýðsfélag Suðurlands, Verkalýðsfélag Vestfirðinga og Verkalýðsfélag Þórshafnar.



# Main goals of the agreement

- This collective agreement is an extension of the former collective agreement known as Lífskjarasamningur that was valid from 2019 to 2022.
- It is the opinion of the negotiating parties that this collective agreement supports the purchasing power parity and gives homes and companies some clarity during uncertain times.
- This agreement can therefore build stability and create premises for a long-term collective agreement.



## **Duration**

- Duration of the agreement is from 1<sup>st</sup> of November 2022 to 31st of January 2024.

## **General salary increase**

- On the 1<sup>st</sup> of November 2022 monthly salary will increase by kr. 33.000.

## **Salary rates**

- Salary rates according to the collective agreement increase specially from the 1<sup>st</sup> of November 2022 like is shown in an attachment with this agreement



# Changes of gaps between steps and pay grades.

Change of gap between steps:

- Starting salary
- Step after 1 year is 1% higher than starting salary.
- Step after 3 years is 1,50% higher than step after 1 year.
- Step after 5 years is 2% higher than step after 3 years.
- Step after 5 years is 4.57% higher than starting salary but that was before 1,51%.
  
- Gaps between pay grades is now equal at 0,58% but that was before 0,45% to 0,60%.



- Salary-related components of the collective agreement increase by 5,0% from 1st of November 2022, unless something else is negotiated.

## **Protocol**

- Bonuses and piecework in fish processing according to chapter 18 in the collective agreement increase by 8%.
- “Specialized garbage collectors” in pay grade 8 will become “garbage collectors”. The job will drop out from pay grade 6.



# December bonus and holiday pay bonus

December bonus for a full-time job wil be:

- On the year 2023 kr. 103.000.

Holiday pay bonus for each holiday pay year (1<sup>st</sup> of May to 30<sup>th</sup> of April) in a full-time job will be:

- On the holiday pay year that begins on the 1<sup>st</sup> of May 2023 kr. 56.000.





## **Economic growth bonus 2023**

- With the increase of salary from 1<sup>st</sup> of November 2022 the economic growth bonus, that was to come into effect on 1<sup>st</sup> of May 2023, has been rushed and fully fulfilled. Furthermore, it is an agreement that by this increase and rushing there will be no more re-evaluation of economic growth bonus according to the collective agreement 2019 – 2022.

## **Voting on the collective agreement**

- Result from voting on the collective agreement shall be reported on Monday 19<sup>th</sup> of December 2022.



# Attachment

- With the extension of Lífskjarasamningurinn to 31<sup>st</sup> of January 2024, discussions about parts of the collective agreement other than salaries is postponed.
- Both parties agree to start discussions about other demands in accordance with an attached table.
- First meeting of each group will be held in the house of the State Conciliation and Mediation Officer where the work of the group will be organized, the scope of the project evaluated and sub-groups formed if necessary.
- A meeting schedule will be made with the aim that the groups will have finished their work according to the work schedule.
- Each party can request the assistance from the State Conciliation and Mediation Officer as moderator if they believe it is needed.

# Rates from 1<sup>st</sup> of April 2022



Monthly salary	Starting salary	After 1 year	After 3 years	After 5 years
Pay grade 4	367.235	369.049	370.891	372.761
Pay grade 5	369.049	370.891	372.761	374.658
Pay grade 6	370.891	372.761	374.658	376.584
Pay grade 7	372.761	374.658	376.584	378.631
Pay grade 8	374.658	376.584	378.631	380.737
Pay grade 9	376.584	378.631	380.737	382.876
Pay grade 10	378.631	380.737	382.876	385.046
Pay grade 11	380.737	382.876	385.046	387.249
Pay grade 12	382.876	385.046	387.249	389.485
Pay grade 13	385.046	387.249	389.485	391.755
Pay grade 14	387.249	389.485	391.755	394.060
Pay grade 15	389.485	391.755	394.060	396.398
Pay grade 16	391.755	394.060	396.398	398.772
Pay grade 17	394.060	396.398	398.772	401.180
Pay grade 18	396.398	398.772	401.180	403.625
Pay grade 19	398.772	401.180	403.625	406.108
Pay grade 20	401.180	403.625	406.108	408.627
Pay grade 21	403.625	406.108	408.627	411.184
Pay grade 22	406.108	408.627	411.184	413.779
Pay grade 23	408.627	411.184	413.779	416.414
Pay grade 24	411.184	413.779	416.414	419.088

# Increase of monthly salary from 1<sup>st</sup> of November 2022



Monthly salary	Starting salary	After 1 year	After 3 years	After 5 years
Pay grade 4	402.235	406.257	412.351	420.598
Pay grade 5	404.568	408.614	414.743	423.038
Pay grade 6	406.914	410.984	417.148	425.491
Pay grade 7	409.275	413.367	419.568	427.959
Pay grade 8	411.648	415.765	422.001	430.441
Pay grade 9	414.036	418.176	424.449	432.938
Pay grade 10	416.437	420.602	426.911	435.449
Pay grade 11	418.853	423.041	429.387	437.975
Pay grade 12	421.282	425.495	431.877	440.515
Pay grade 13	423.725	427.963	434.382	443.070
Pay grade 14	426.183	430.445	436.902	445.640
Pay grade 15	428.655	432.941	439.436	448.224
Pay grade 16	431.141	435.453	441.984	450.824
Pay grade 17	433.642	437.978	444.548	453.439
Pay grade 18	436.157	440.518	447.126	456.069
Pay grade 19	438.687	443.073	449.720	458.714
Pay grade 20	441.231	445.643	452.328	461.374
Pay grade 21	443.790	448.228	454.951	464.050
Pay grade 22	446.364	450.828	457.590	466.742
Pay grade 23	448.953	453.443	460.244	469.449
Pay grade 24	451.557	456.072	462.914	472.172

# Increase because of changes gaps between steps and pay grades



Monthly salary	Starting salary	After 1 year	After 3 years	After 5 years
Pay grade 4	0	2.208	6.460	12.837
Pay grade 5	519	2.723	6.982	13.380
Pay grade 6	1.023	3.223	7.490	13.907
Pay grade 7	1.514	3.709	7.984	14.328
Pay grade 8	1.990	4.181	8.370	14.704
Pay grade 9	2.452	4.545	8.712	15.062
Pay grade 10	2.806	4.865	9.035	15.403
Pay grade 11	3.116	5.165	9.341	15.726
Pay grade 12	3.406	5.449	9.628	16.030
Pay grade 13	3.679	5.714	9.897	16.315
Pay grade 14	3.934	5.960	10.147	16.580
Pay grade 15	4.170	6.186	10.376	16.826
Pay grade 16	4.386	6.393	10.586	17.052
Pay grade 17	4.582	6.580	10.776	17.259
Pay grade 18	4.759	6.746	10.946	17.444
Pay grade 19	4.915	6.893	11.095	17.606
Pay grade 20	5.051	7.018	11.220	17.747
Pay grade 21	5.165	7.120	11.324	17.866
Pay grade 22	5.256	7.201	11.406	17.963
Pay grade 23	5.326	7.259	11.465	18.035
Pay grade 24	5.373	7.293	11.500	18.084

# Increase of rates now



Monthly salary	Starting salary	After 1 year	After 3 years	After 5 years
Pay grade 4	35.000	37.208	41.460	47.837
Pay grade 5	35.519	37.723	41.982	48.380
Pay grade 6	36.023	38.223	42.490	48.907
Pay grade 7	36.514	38.709	42.984	49.328
Pay grade 8	36.990	39.181	43.370	49.704
Pay grade 9	37.452	39.545	43.712	50.062
Pay grade 10	37.806	39.865	44.035	50.403
Pay grade 11	38.116	40.165	44.341	50.726
Pay grade 12	38.406	40.449	44.628	51.030
Pay grade 13	38.679	40.714	44.897	51.315
Pay grade 14	38.934	40.960	45.147	51.580
Pay grade 15	39.170	41.186	45.376	51.826
Pay grade 16	39.386	41.393	45.586	52.052
Pay grade 17	39.582	41.580	45.776	52.259
Pay grade 18	39.759	41.746	45.946	52.444
Pay grade 19	39.915	41.893	46.095	52.606
Pay grade 20	40.051	42.018	46.220	52.747
Pay grade 21	40.165	42.120	46.324	52.866
Pay grade 22	40.256	42.201	46.406	52.963
Pay grade 23	40.326	42.259	46.465	53.035
Pay grade 24	40.373	42.293	46.500	53.084



# Examples of increases:

<b>Job title</b>		<b>was</b>	<b>is</b>	<b>increase</b>	<b>%</b>
<b>Industrial workers</b>					
Pay grade	4				
Step	After 1 year				
Monthly salary		369.049	406.257	37.208	9,54%
Daytime rate		2.129	2.344	215	
Overtime		3.833	4.219	386	
<b>Industrial workers</b>					
Pay grade	4				
Step	After 5 years				
Monthly salary		372.761	420.598	47.837	12,83%
Daytime rate		2.151	2.427	276	
Overtime		3.871	4.368	497	



# Examples of increases:

Job title		was	is	increase	%
<b>Fish processing workers</b>					
Pay grade	5				
Step	After 1 year				
Monthly salary		370.891	408.614	37.723	10,17%
Daytime rate		2.140	2.357	218	
Overtime		3.852	4.243	391,75	
Fixed bonus		295	318,6	23,60	4.091
<b>Fish processing workers</b>					
Pay grade	5				
Step	After 5 years				
Monthly salary		374.658	423.038	48.380	12,91%
Daytime rate		2.162	2.441	279	
Overtime		3.891	4.393	502,43	
Fixed bonus		295	318,6	23,60	4.091
					52.471





# Examples of increases:

Job title		was	is	increase		
<b>Restaurant workers</b>						
Pay grade	5					
Step	After 1 year					
Monthly salary		370.891	408.614	37.723	10,17%	
Daytime rate		2.156	2.376	218		
Overtime		3.852	4.243	391,75		
Shift supplement 33%		711,59	783,97	72,38	45	3.257
Shift supplement 45%		970,35	1069,05	97,94	50	4.897
						45.877
<b>Restaurant workers</b>						
Pay grade	5					
Step	After 5 years					
Monthly salary		374.658	423.038	48.380	12,91%	
Daytime rate		2.178	2.460	281		
Overtime		3.891	4.393	502,43		
Shift supplement 33%		718,82	811,64	92,82	45	4.177
Shift supplement 45%		980,21	1106,79	126,58	50	6.329
						58.886



# Examples of increases:

<b>Job title</b>		<b>was</b>	<b>is</b>	<b>increase</b>	<b>%</b>
<b>Construction workers</b>					
Pay grade	6				
Step	After 1 year				
Monthly salary		372.761	410.984	38.223	10,25%
Daytime rate		2.151	2.371	221	
Overtime		3.871	4.268	396,95	
<b>Construction workers</b>					
Pay grade	6				
Step	After 5 years				
Monthly salary		376.584	425.491	48.907	12,99%
Daytime rate		2.173	2.455	282	
Overtime		3.911	4.419	507,90	



# Examples of increases:

<b>Job title</b>		<b>was</b>	<b>is</b>	<b>increase</b>	<b>%</b>
<b>Cleaning</b>					
Pay grade	6				
Step	After 1 year				
Monthly salary		372.761	410.984	38.223	10,25%
Daytime rate		2.151	2.371	221	
Overtime		3.871	4.268	396,95	
<b>Piecework rhythm 120%</b>		447.191	493.124	45.933	10,27%
Daytime rate		2580	2.845	265	
Overtime		4.644	5.121	477	
<b>Cleaning</b>					
Pay grade	6				
Step	After 5 years				
Monthly salary		376.584	425.491	48.907	12,99%
Daytime rate		2.173	2.455	282	
Overtime		3.911	4.419	508	
<b>Piecework rhythm 120%</b>		451.871	510.630	58.759	13,00%
Daytime rate		2607	2.946	339	
Overtime		4.693	5.303	610	



# Examples of increases:

Job title		was	is	increase	%
<b>Specialized fish processing workers</b>					
Pay grade	7				
Step	After 1 year				
Monthly salary		374.658	413.367	38.709	10,33%
Daytime rate		2.162	2.385	223	
Overtime		3.891	4.293	401,99	
Bonus		1.000	1.080	80,00	13.866
					52.575
<b>Specialized fish processing workers</b>					
Pay grade	7				
Step	After 5 years				
Monthly salary		378.631	427.959	49.328	13,03%
Daytime rate		2.184	2.469	285	
Overtime		3.932	4.444	512,27	
Bonus		1.000	1.080	80,00	13.866
					<b>63.194</b>



# Examples of increases:

<b>Job title</b>		<b>was</b>	<b>is</b>	<b>increase</b>	<b>%</b>
<b>Specialized construction workers</b>					
Pay grade	8				
Step	After 1 year				
Monthly salary		376.584	415.765	39.181	10,40%
Daytime rate		2.173	2.399	226	
Overtime		3.911	4.318	406,89	
<b>Specialized construction workers</b>					
Pay grade	8				
Step	After 5 years				
Monthly salary		380.737	430.441	49.704	13,05%
Daytime rate		2.197	2.483	287	
Overtime		3.954	4.470	516,18	



# Examples of increases:

Job title		was	is	increase	%
<b>Specialized fish processing workers with 2 courses</b>					
Pay grade	9				
Step	After 1 year				
Monthly salary		378.631	418.176	39.545	10,44%
Daytime rate		2.184	2.413	228	
Overtime		3.932	4.343	410,67	
Bonus		1.000	1.080	80,00	13.866
					53.411
<b>Specialized fish processing workers with 2 courses</b>					
Pay grade	9				
Step	After 5 years				
Monthly salary		382.876	432.938	50.062	13,08%
Daytime rate		2.209	2.498	289	
Overtime		3.976	4.496	519,89	
Bonus		1.000	1.080	80,00	13.866
					63.928



# Examples of increases:

<b>Job title</b>		<b>was</b>	<b>is</b>	<b>increase</b>	<b>%</b>
<b>Machine operator 1</b>					
Pay grade	10				
Step	After 1 year				
Monthly salary		380.737	420.602	39.865	10,47%
Daytime rate		2.197	2.427	230	
Overtime		3.954	4.368	414,00	
<b>Machine operator 1</b>					
Pay grade	10				
Step	After 5 years				
Monthly salary		385.046	435.449	50.403	13,09%
Daytime rate		2.221	2.512	291	
Overtime		3.999	4.522	523,44	



# Examples of increases:

<b>Job title</b>		<b>was</b>	<b>is</b>	<b>increase</b>	<b>%</b>
<b>Specialized fish processing workers after 7 years</b>					
Pay grade	11				
Step	After 1 year				
Monthly salary		382.876	423.041	40.165	10,49%
Daytime rate		2.209	2.441	232	
Overtime		3.976	4.393	417,11	
Bonus		1.000	1.080	80,00	13.866
					54.031
<b>Specialized fish processing workers after 7 years</b>					
Pay grade	11				
Step	After 5 years				
Monthly salary		387.249	437.975	50.726	13,10%
Daytime rate		2.234	2.527	293	
Overtime		4.022	4.548	526,79	
Bonus		1.000	1.080	80,00	13.866
					64.592





# Examples of increases:

<b>Job title</b>		<b>was</b>	<b>is</b>	<b>increase</b>	<b>%</b>
<b>Machine operator 2</b>					
Pay grade	13				
Step	After 1 year				
Monthly salary		387.249	427.963	40.714	10,51%
Daytime rate		2.234	2.469	235	
Overtime		4.022	4.444	422,81	
<b>Machine operator 2</b>					
Pay grade	13				
Step	After 5 years				
Monthly salary		391.755	443.070	51.315	13,10%
Daytime rate		2.260	2.556	296	
Overtime		4.068	4.601	532,91	



# Examples of increases:

<b>Job title</b>		<b>was</b>	<b>is</b>	<b>increase</b>	<b>%</b>
<b>PCV drivers</b>					
Pay grade	17				
Step	After 1 year				
Monthly salary		396.398	437.978	41.580	10,49%
Daytime rate		2.287	2.527	240	
Overtime		4.117	4.548	431,81	
<b>PCV drivers</b>					
Pay grade	17				
Step	After 5 years				
Monthly salary		401.180	453.439	52.259	13,03%
Daytime rate		2.315	2.616	302	
Overtime		4.166	4.709	542,71	

# Kynning á nýjum kjarasamningi við Samtök atvinnulífsins

**Sýnum ábyrga afstöðu!  
Mætum og kynnum okkur samninginn  
áður en við greiðum atkvæði.**



**Mánudaginn  
12. desember**

**Fjallabyggð kl. 20:00**

Á skrifstofu félagsins, Eyrargötu 24 b

**Þriðjudaginn  
13. desember**

**Hrísey kl. 17:00**

Á veitingastaðnum Verbúðinni

**Dalvík kl. 20:00**

Í safnaðarheimili Dalvíkurkirkju

**Miðvikudaginn  
14. desember**

**Grenivík kl. 17:00**

Á veitingastaðnum Kontorum

**Akureyri kl. 20:00**

Í salnum á 4. hæð Alþýðuhússins

**Rafræn atkvæðagreiðsla mun fara fram á „*Mínum síðum félagsins*”**

**Atkvæðagreiðsla hefst kl. 12 föstudaginn 9. desember  
og lýkur kl. 12 á hádegi mánudaginn 19. desember.**

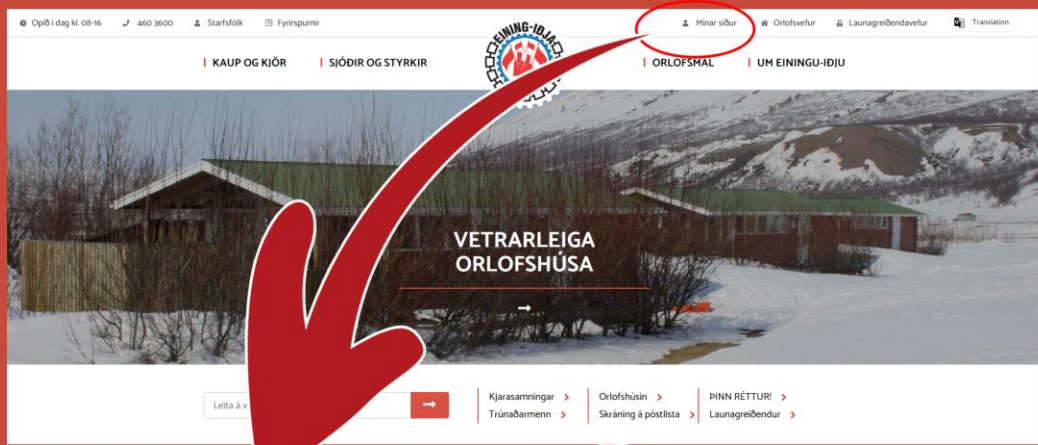
Þessir fundir eru fyrir félagsmenn sem starfa á almenna markaðinum,  
ekki er búið að semja fyrir þá sem starfa hjá ríki eða sveitarfélögum.



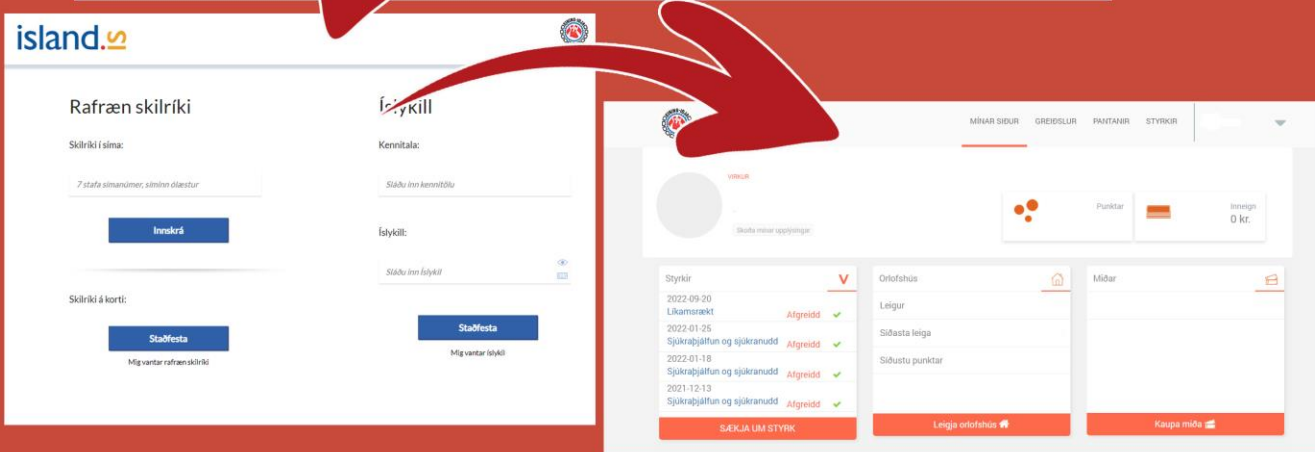
Please encourage your colleagues to  
**attend the meetings and participate in  
the voting on the agreement.**



# Electronic voting will begin at 12:00 on Friday 9<sup>th</sup> of December 2022 and will conclude at 12:00 on Monday 19<sup>th</sup> of December 2022.



- Go to the website [www.ein.is](http://www.ein.is)
- Click on *Mínar síður* and log in there using electronic identification.
- There is a link that says voting.
- Click that and you will go to a page where you can see the agreement, presentation of the agreement and the ballot.
- If you work on the general market but do not find anything on the voting on *Mínar síður* please contact Arnór at 460 3600 or [arnor@ein.is](mailto:arnor@ein.is)



**NOTE! The link to the voting will not appear on *Mínar síður* until the voting starts on Friday 9<sup>th</sup> of December!**