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 **SAMEYKI**

**Collective Agreement
2020 - 2023**

Sameyki – Union of Public Servants
and
Samband íslenskra sveitarfélaga
(Icelandic Association of Local Authorities)

PRESENTATION
March 2020



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Period of validity – retroactivity and single payments

- From 1 January 2020 to 31 March 2023.
 - A 105,000 ISK payment was made on 1 August 2019 to compensate for members having been without an agreement from 1 April 2019.
 - On 1 April 2020, another 105,000 ISK payment will be made for the period 1 August to 31 December 2019.
 - All wages will be recalculated and corrected from the agreement's starting date – 1 January 2020.

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Wage increases

The following increases will apply to the base monthly wage of full-time employees:

- On 1 January 2020, wages will increase by 17,000 ISK + 0.2% on pay scale
- On 1 April 2020, wages will increase by 24,000 ISK
- On 1 January 2021, wages will increase by 24,000 ISK
- On 1 January 2022, wages will increase by 25,000 ISK

Base wages will increase by **90,000 ISK** in total over the contract period.

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December bonus

In the year 2019	115,850 ISK
In the year 2020	118,750 ISK
In the year 2021	121,700 ISK
In the year 2022	124,750 ISK

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Holiday pay

- Starting from 1 May 2021, all members will have earned **30 paid vacation days irrespective of age**, for full-time work over the holiday year 1 May 2020 – 31 April 2021.
- Single holiday accrual will be active from 1 January 2020, and the holiday percentage will be 13.04% for all employees starting from that date. Holiday rights in 2020 will therefore be as follows:
 - Under 30 years of age = 26 days
 - 30 - 37 years = 28 days
 - 38 years and over = 30 days

Change in the clause:

- Vacation taken during wintertime by employer's request goes down from 33% to 25%.

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Holiday bonus

In the year 2020	50,450 ISK
In the year 2021	51,700 ISK
In the year 2022	53,000 ISK

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Clause on children's sick days

The article providing 12 sick days for children of the age 0-12 is changed so that the right is extended to children of the age 13-16 in cases of serious illness requiring hospitalisation.

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Workweek shortened from 40h to 36h

Daytime work:

- A joint workgroup of union members and management shall be set up in each institution/department and should propose a possible implementation of the shortening.
- An approved working time arrangement shall be implemented in each workplace as soon as possible and no later than 1 January 2021, see Example A on a later slide.
- If no agreement is reached, a shortening of 13 min. per day or 65 min. per week applies, see Example B.

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Overtime Pay 1 and 2

Together with a fundamental change in the work arrangement and a shorter workweek, the agreement introduces a double overtime pay percentage. The objective is to ensure that a shorter workweek does not lead to more overtime, but rather to a higher job percentage when appropriate.

- Overtime 1 for daytime work 08.00 - 17.00 Monday - Friday.
=> New overtime pay percentage – 0.9385 of monthly salary.
- Overtime 2 for work outside daytime 17.00 - 08.00 Monday - Friday, 00.00 - 24.00 Saturdays, Sundays and special holidays.
=> Unchanged – 1.0385% of monthly salary.

Overtime 2 also applies to all work exceeding 40 hours per week (173.33 hours in an average month).

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A. Conventional refreshment breaks are defined as part of working hours

- *Daily reduction*

Example: Working hours are **8-15:12**.

- *Weekly reduction*

Example: Employee works 8-16 four days of the week, but for one day a week, the working hours are **8-12**.

- *Biweekly reduction*

Example: Employee works **8-16** for nine days and is off on the 10th day.

36h workweek => 17.3h per month / 2.1 days per month / 1 month per year

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B: Reduction by 13 min. per day, or 65 min. per week. Refreshment breaks are not part of working hours.

- *Daily reduction*

Example: Working hours are **8:00-15:47**.

- *Weekly reduction*

Example: Employee works **8-16** four days of the week, but for one day a week, the working hours are **8:00-14:55**.

- *Biweekly reduction*

Example: Employee works **8-16** for nine days, and on the tenth day, the working hours are **8-13:50**.

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Shortened workweek for shift workers

- The aim is to improve the working environment and guarantee the base salary.
- For shift workers, the workweek will be reduced to at least 36h, and, depending on the shift load, down to 32h.
36h workweek => 17.3h per month / 2.1 shifts per month / 1 month per year.
32h workweek => 34.6h per month / 4.3 shifts per month / 2 months per year
- Overtime payments for irregular refreshment breaks will be discontinued. Special shift incentives will be adopted, which can raise the total salary by 2.5%-12.5%, depending on the shift load.
- The shortening shall be implemented no later than 1 May 2021.

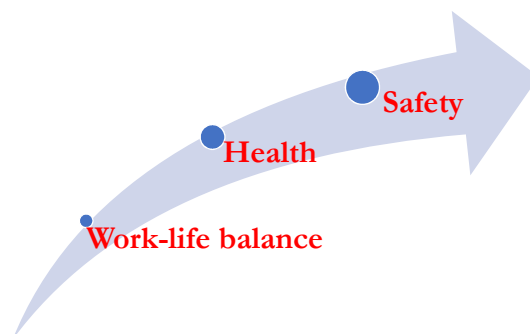
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Change in shift premium

Present shift premium

	Mv	Kv	Nv
Mán	0	33%	55%
Pri	0	33%	55%
Mið	0	33%	55%
Fim	0	33%	55%
Föst	0	55%	55%
Laug	55%	55%	55%
Sun	55%	55%	55%



Future shift premium

	Mv	Kv	Nv
Mán	0	33%	65%
Pri	0	33%	65%
Mið	0	33%	65%
Fim	0	33%	65%
Föst	0	55%	75%
Laug	55%	55%	75%
Sun	55%	55%	75%

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Weight of work hours and shift premium

Shift premium

	Mv	Kv	Nv
Mán	0	33%	65%
Þri	0	33%	65%
Mið	0	33%	65%
Fim	0	33%	65%
Föst	0	55%	75%
Laug	55%	55%	75%
Sun	55%	55%	75%

Weight of work hours (minutes off)

	MS	ES	NS
Mon.	0	3	12
Tue.	0	3	12
Wed.	0	3	12
Thu.	0	3	12
Fri.	0	3	12
Sat.	3	3	12
Sun.	3	3	12

Minimum working quota will be 32h for a full-time job (on average over period)

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Shift incentive

Shift variety and work outside daytime hours

	FLOKKUR			
	1	2	3	4
19		10,0%	12,5%	12,5%
18		7,5%	10,0%	12,5%
17		7,5%	7,5%	12,5%
16		2,5%	7,5%	10,0%
15		2,5%	2,5%	7,5%
14			2,5%	7,5%
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Number of shifts per month

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Agreement terms

Should agreements in the private sector be rescinded, on the basis of their preconditions, during this agreement's period of validity, either party to this agreement is authorised to rescind this agreement with a three-month notice, starting from 1st of the following month.

The outcome of the vote is binding. If the counterparty does not receive a notification of the outcome before 13:00 on 23 March 2020, the agreement is considered to be approved.

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Voting

Voting on the agreement will be electronic (online) and the voting begins on 17 March at 16:00 and ends on 23 March at 10:00.

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