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**Collective Agreement
2019 - 2023**

Sameyki – Union of Public Servants
and
The City of Reykjavík

Presentation
March 2020



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Period of validity – 12-months retroactivity

- From 1 April 2019 to 31 March 2023.
 - Retroactive from the expiration of last agreement – meaning that all salary from 1 April 2019 will be recalculated and corrected.
 - A 105,000 ISK payment made by the City to its employees on 1 August 2019 will be deducted at the recalculation.

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Wage increases

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

- On 1 April 2019, wages will increase by 17,000 ISK
- 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 agreement period. In addition, special increases can apply, e.g. due to new education-related pay levels.

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Other salary

Under Chapter 1, an article 1.1.3 has been added on “Other salary”:

- Other salary refers to elements of the job not covered by job assessments, e.g. due to regular overtime work or job-related stress.
- Other salary will not be subject to automatic changes. This is to encourage a dialogue between employees and managers.
- Nonetheless, the contracting parties agree that “Other salary” should increase by 2.5% on 1 January 2021 and again on 1 January 2022.

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Personal premium for additional education

- For job-related studies or training, or a course customised to the needs of the City, wages increase by 1.5%.
- For formal, specialised studies on upper secondary school level, wages increase by 1.5%.
- For every 60 ECTS units in professionally relevant, university-level studies, wages increase by 1.5%.

Under this article, personal premium is for education or training beyond what the job demands, and **can be up to 6%**.

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Personal premium for additional education in jobs that require university education

- For a diploma (60 ECTS units), wages increase by 1.5%.
- For 4-year undergraduate studies (240 ECTS units), wages increase by 1.5%.
- For a master's degree, wages increase by 3%.
- For a Ph.D., wages increase by 3%.

Under this article, personal premium is for education or training beyond what the job demands, and **can be up to 6%**.

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Special payments

- The contracting parties agreed on special payments from 1 April 2020 to employees that have up to 389 job-assessment points and are in pay grades 221-236.
- The payments will be 15,000 ISK at the highest, and they will decrease with a higher pay grade, with 1,500 being the lowest payment, see table on the right.
- The payments will be fixed throughout the agreement period.
- If, through reassessment, a job is moved up to a higher pay grade, these special payments are discontinued.

Launaflokkur	Greiðsla
221	15,000
222	15,000
223	15,000
224	15,000
225	15,000
226	15,000
227	15,000
228	13,500
229	12,000
230	10,500
231	9,000
232	7,500
233	6,000
234	4,500
235	3,000
236	1,500

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Personal premium for professional development

In general:

- Personal premium for professional development can become 9%, after 12 years.

University-degree jobs:

- Personal premium for professional development in jobs that require university education can get up to 9%, after 9 years.

New for all employees:

- From 1 April 2020, employees can have their work experience from the private sector – and not only the public sector – evaluated. The experience must still be relevant and of use for the job.

*Personal premium for professional development (9%) and additional education (6%) can therefore come to **15% in total**.*

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December bonus

In the year 2019	101,100 ISK
In the year 2020	103,100 ISK
In the year 2021	106,000 ISK
In the year 2022	109,100 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.
- The holiday percentage will therefore be 13.04% for all wage earners from 1 May 2020.

Change in the clause:

- A 25% extension will not be added to vacation that is taken outside the summer holiday period, except in cases where a supervisor has requested so in writing.

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Holiday bonus

In the year 2019	50,000 ISK
In the year 2020	51,000 ISK
In the year 2021	52,000 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 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.

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B: Reduction by 13 min. per day, or 65 min. per week. Refreshment breaks 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 => 17.3h per month / 2.1 shifts per month / 1 month per year
32h => 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.

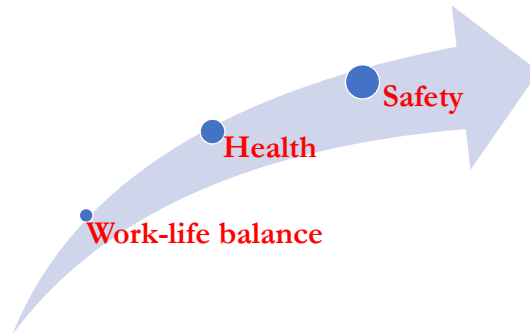
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Change in shift premium

Present shift premium

	Mv	Kv	Nv
Mán	0	33%	55%
Þri	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%
Þri	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 worked 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
Number of shifts per month				
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%
13				

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Wage alignment between the private and public sector

New agreement on wage alignment is valid from 1 November 2020:

1. The first payment shall be paid on 1 January 2021 to the relevant groups.
2. By 2023, $\frac{2}{3}$ of the current wage disparity will have been corrected.
3. The remaining disparity will be corrected in the period 2023-2026, so that full alignment will be reached by the end of the period.

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Separation of work and personal life

- The agreement assumes that employees are able to complete their tasks within a conventional workday.
- It is important that institutions form a policy on work presence, which should emphasise, among other things, **a separation of work and personal life**.
- When a job requires that an employee work outside conventional working hours, it should be stated in the job description and employment terms.
- Otherwise, any work that an employee performs outside conventional working hours, by supervisor's request, shall be specially compensated for.

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Vocational education

- The contracting parties agree to boost collaboration on education and training.
- The City of Reykjavík will, for the first time, take part in funding **Starfsmennt** education centre, with contributions corresponding to 0.25% of members' total wages, starting from 1 January 2021.
- The City will also contribute what corresponds to 0.92% of members' total wages to Sameyki's education fund, starting from 1 May 2020.
- Employees with 4 years of service or longer will now, for the first time, have a right to a paid study leave of two weeks per year.

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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 16:00 on 25 March 2020, the agreement is considered to be approved.

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Voting

Members can vote on the agreement electronically (online), or by paper in Sameyki's office at Grettisgata 89.

Voting begins on 19 March 2020 and ends on 24 March 2020 at 12:00.

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