



1

 SAMEYKI

Sameyki – Union of Public Servants
and
The Minister of Finance and Economic Affairs,
on behalf of the Treasury, make the following

AGREEMENT

amending and renewing the collective agreement
between the parties



2



Period of validity – 12-months retroactivity

- From 1 April 2019 to 31 March 2023.
- The agreement is retroactive, meaning that:
 - All members get increases, whether they are still employed or have resigned or lost their jobs during the period
 - All payments are retroactive, including premium pay, overtime pay, fixed payments, etc.
- The 105,000 ISK payment from 1 August 2019 will be deducted.

3



Wage increases

- Pay grades 5 - 15 receive increases amounting to 27% over the period. On average, that's just under a 7% increase per year.
 - Applies to around 56% of Sameyki members.
- Pay grades 16 - 23 receive increases amounting to 19% over the period. On average, that's just under a 5% increase per year.
 - Applies to around 31% of Sameyki members.

4



Wage increases

- Pay grades 24 - 30 receive increases amounting to 14% over the period. On average, that's just under a 3.5% increase per year.
 - Applies to around 7% of Sameyki members.

- Pay grades 31 - 51 receive increases amounting to 12.5% over the period. On average, that's just under a 3.125% increase per year.
 - Applies to around 6% of Sameyki members.

5



Other salary

A new clause is added to Chapter 1:

In addition to a monthly wage, an employer is authorised to pay other salary for the job with a monthly payment. Other salary can apply in cases of, e.g., fixed overtime and job-related stress that cannot be measured in time units. Other salary is to replace overtime pay, c.f. Art. 1.5.

A dialogue between employee and supervisor is encouraged in regards to other salary

6



Personal bonuses

December bonus

In the year 2019 – 92,000 ISK

In the year 2020 – 94,000 ISK

In the year 2021 – 96,000 ISK

In the year 2022 – 98,000 ISK

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

At the end of employment, earned personal bonus shall be paid out

7



Workweek shortened from 40h to 36h

Daytime work:

- A workgroup shall be set up in each establishment/department and should propose a possible implementation of the shortening.
- An approved working time arrangement shall be implemented no later than 1 January 2021, see example on the next slide.
- If no agreement is reached, a shortening of 13 min. per day or 65 min. per week applies.

8

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.

9

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**.

10



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 pay shall be as follows:

- Overtime 1 *New overtime pay percentage – 0.9385 of monthly salary.*
- Overtime 2 *Unchanged – 1.0385% of monthly salary.*

Overtime 2 applies to all work exceeding 40 hours per week.

11



Shortened workweek for shift workers

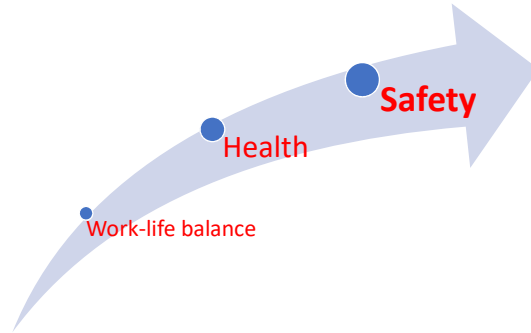
- The aim is to improve the working environment and guarantee the base salary.
- For shift workers, the workweek will be reduced to at least 36h, and, depending on the shift load, up to 32h.
36h => 17.3h per month / 2.1 shifts per month / 1 month per year
32h => 34.6h per month / 4.3 shifts per month / 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.

12

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%

13

Weight of work hours and shift premium

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%



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

Allows shift workers to go from 36 working hours down to 32 working hours.

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

14



Shift incentive

Shift variety and working hours outside regular daytime hours

		FLOKKUR	FLOKKUR	FLOKKUR	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				

15



Holiday pay

- Starting from 1 May 2021, all employees will have 30 paid vacation days, irrespective of age, for full-time work over the holiday year. (1 May - 31 April)
 - The 30-day holiday right can therefore be used in the summer of 2021.
- If vacation is taken, either completely or partially, outside the summer holiday period, by the supervisor's written request, that part of the holiday shall be extended by 25%.

16



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.

17



Pay adjustment guarantee

BSRB and public-sector employers aim to collaborate with other federations of public servants to come to an agreement on a pay adjustment guarantee for the period 2019 - 2022. A pay adjustment guarantee is intended to ensure that wage development in the public labour market is in line with the private market, so that civil servants follow the general wage development over the agreement period.

18



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 made 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 and maintained after that.

19



Agreement terms

If an agreement should be reached on the private labour market on changes to their respective collective agreements, for example, on the basis of increased economic growth, parties to this agreement shall discuss whether such a change should apply to their agreements, and if so, in what manner.

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.

20



Voting

Members can vote electronically (online), or in Sameyki's office at Grettisgata 89.

Voting begins at 09:00 on 26 March 2020 and ends at 12:00 on 30 March 2020.

21



Thank you

22