



VERKALÝÐS- OG SJÓMANNAFÉLAG KEFLAVÍKUR OG NÁGRENNIS

VSKF collective agreements with The association of welfare companies SFV

A collective agreement was signed by chairman of VSKF on June 30, 2020, pending a membership vote.

What does the new SFV agreement provide?

On April 1, 2019, a retroactive raise of 17,000kr is added to the monthly wage. For those who have already gotten a 105,000kr payout, it will be deducted.

On April 1, 2020, a raise of 24,000kr for wage brackets 1-17, and 18,000kr for those above, comes into effect.

On January 1, 2021, a new wage table comes into effect. The new arrangement ensures that nobody in the wage brackets 1-17 gets less than a 24,000kr monthly raise. Others get a minimum raise of 18,000kr.

As of January 1, 2021, 60 million kr will be provided annually to review institutional contracts and to rearrange the wage table.

On January 1, 2022, the monthly wage rises by about 17,250kr.

Special clauses on working youths are dropped and young workers are categorized as other workers.

Overtime payments will be two-fold. On the one hand, 1.0385% of the monthly wage as before (Overtime 2) and on the other hand a lower overtime rate for working days between 8am and 5pm, up to 40 hours per week, at 0.9385% of the monthly wage (Overtime 1).

December bonuses:

92,000kr in December 2019

94,000kr in December 2020

96,000kr in December 2021

98,000kr in December 2022

Holiday bonus:

50,000kr in June 2019

51,000kr in June 2020

52,000kr in June 2021

53,000kr in June 2022



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A shorter working week – day work

A shortening of 13 minutes per day (65 minutes per week) is guaranteed as of January 1, 2021 without any reduction in pay or other rights.

With special agreements, workplaces can shorten the working week further, by up to 4 hours per week down to 36 active working hours.

A reduction to 36 hours requires surrendering control over the coffee breaks. However, food breaks are guaranteed.

Working groups of staff representatives and managers prepare an arrangement. On October 1, 2020, the result of these deliberations should be ready. They are voted on and can come into effect on January 1, 2021.

A shorter working week – shift work

The working week is reduced to 36 hours and can be reduced further to 32 hours.

The changes take effect on May 1, 2021.

Changes will be made to the structure of work and wages. The aim is to improve the health and safety of workers and improve their work-life balance, making the jobs in question more attractive.

The hours of shift workers outside daytime working hours, in accordance with the schedule, and within the required work quota, have different values when calculating the required amount of work hours – the work quota.

Each hour on a night shift is counted as 1.2 hours, or 72 minutes, in the work quota.

Each hour on workday evening and weekend daytime shifts are counted as 1.05 hours, or 63 minutes, in the work quota.

The annual work quota of regular shift workers shall generally be the same as for daytime workers. The equalization of work quota returns comes in place of holiday vacation rights and pay for holidays that fall outside the schedule.

The worker gets the vacation days at once and does not have to delay taking the vacation for a year.

The worker can ask for the vacation days to be collected and used together.

A shift incentive is added that is proportional to the monthly salary, and which is decided by how many and how various the shifts are, during the regular shift period.

The incentive assumes 42 hours of non-daytime work per month, and that various types of shifts are worked (daytime, evenings, workday nights and weekends), and that more than 14 shifts are worked per month.



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The 25 minutes for coffee breaks are dropped.

See shift calculator: <https://betrivinnutimi.is/vaktareiknir/>

See Protocol 9 on workers who take shifts shorter than 8 hours.

New staff: Should be stated in job contract.

Older/current staff: Not necessary to sign a new contract, but a written agreement after a talk with the supervisor needs to be ready before May 1, 2021.

Everyone gets 30 days orlof per year.

We will hold information-meetings in english in our office on Tuesday the 14th and Thursday 16th at 17.15 o'clock. Please let us know if you want to attend so we can make an arrangement due to Covid-19.

Electronic Voting begins at noon on Friday, 10th of July, and ends at 20th of July. Voting will take place on Unions-website www.vsfk.is

Members can also vote at the office of VSFK. Voting at the office starts on Friday, 10th of July and ends on 17th of July at 15.00 o'clock.

The agreement takes effect if a majority of voting members accepts it and is effective from April 1, 2019, to March 31, 2023.

For further information contact our office in Krossmóa 4 or by phone 421-5777, through email vsfk@vsfk.is or through our facebook site