



FAGFÉLÖGIN

- ekkert fúsk!

**Collective Wage Agreements
2024 - 2028**

Validity period of collective wage agreements



- Collective wage agreements were signed on 09.03.2024
- Valid from 01.02.2024
- Valid until 01.02.2028
- Collective wage agreements that have been signed are:
 - GRAFÍA - SA
 - MATVÍS - SA
 - RSÍ - SA (journeymen)
 - RSÍ - SA (technicians)*
 - VM - SA
- *Information in the presentation is presented subject to typing errors, if there are any errors then the signed collective wage agreements apply.*

*The wage tables of technicians have been updated and the overall agreement is well underway

Agreement period and content



- The bargaining committee of Fagfélögin (Professional Associations) believes that it got as far as possible at the negotiating table without much conflict
- It is important to give members of the association the opportunity to vote on the agreement, before a conflict would arise
- We had a great influence on the final outcome of the collective wage agreements
- The bargaining committee wanted to go further

Principal objectives

- The aim of the contracting parties is to influence **interest rates, to decrease them**, and thereby reduce inflation in Iceland
 - Wage earners are not responsible for the situation
 - **The companies** must hold back on price increases
 - They've been sent a clear message!
 - **The government** needs to hold back on tariff increases
 - **Municipalities** need to roll back previously implemented tariff increases!
 - If inflation does not go down quickly, the main goals of the collective wage agreement have not been achieved!

General wage increases

- 1.2.2024: 3.25% at a minimum of ISK 23,750 (point of intersection 730,769)
- 1.1.2025: 3.50% at a minimum of ISK 23,750 (point of intersection 678,571)
- 1.1.2026: 3.50% at a minimum of ISK 23,750 (point of intersection 678,571)
- 1.1.2027: 3.50% at a minimum of ISK 23,750 (point of intersection 678,571)
- Specific increases in the minimum wage

Wage increase during the agreement period



- Increase in ISK: 95,000
- An increase in the minimum wage for journeymen
 - 115,000 - 125,000 / 21.6% - 22.8%
- Relative general increase: 14.5%

Minimum wage for journeymen

- Two new brackets are introduced in the minimum wage
 - Journeyman's exam after 5 years
 - Master tradesman's diploma after 5 years

Minimum wage of RSÍ & VM journeymen



**Electrical worker with journeyman's certification:
Tradesmen with a journeyman's exam and metal welders with a certificate
of competence
Tradesmen with a three-year apprenticeship and three years of work
experience. Engineer bracket 3 and 4**

	1.11.2022	2024	2025	2026	2027	Agreement period
Starting wages	536,256	565,282	594,284	623,266	652,230	115,974
After 1 year	541,619	570,935	600,227	629,499	658,753	117,134
After 3 years	547,035	576,644	606,229	635,793	665,339	118,304
After 5 years		582,410	612,291	642,151	671,992	124,957
% increase		5.4%	5.1%	4.9%	4.6%	21.6%
Increase new bracket		6.5%	5.1%	4.9%	4.6%	22.8%

Minimum wage of RSÍ & VM technicians



Technician 2

Technician 1.2	1.11.2022	2024	2025	2026	2027
Base wage	452,810	477,319	501,808	526,280	550,737
Technician 2					
Starting wages	482,630	508,753	534,855	560,939	587,007
After 1 year	487,456	513,840	540,203	566,547	592,875
% increase		5.4%	5.1%	4.9%	4.6%

Minimum wage of RSÍ & VM technicians



Technician 3

	1.11.2022	2024	2025	2026	2027	Agreement period
Starting wages	536,256	565,282	594,284	623,266	652,230	115,974
After 1 year	541,619	570,935	600,227	629,499	658,753	117,134
After 3 years	547,035	576,644	606,229	635,793	665,339	118,304
After 5 years		582,410	612,291	642,151	671,992	124,957
% increase		5.4%	5.1%	4.9%	4.6%	21.6%
Increase new bracket		6.5%	5.1%	4.9%	4.6%	22.8%

Minimum wage **GRAFÍA** journeymen



Journeymen	1.11.2022	2024	2025	2026	2027
Starting wages	528,598	565,282	594,284	623,266	652,230
After 1 year	533,884	570,935	600,227	629,499	658,753
After 3 years	539,223	576,644	606,229	635,793	665,339
After 5 years		582,410	612,291	642,151	671,992

Minimum wage **GRAFÍA** specialised assistants



	1.11.2022	2024	2025	2026	2027
Starting wages	413,130	437,523	461,916	486,309	510,702
After 1 year	416,360	440,944	465,528	490,112	514,696
After 3 years	423,170	448,156	473,142	498,128	523,114
After 5 years	433,641	459,245	484,849	510,453	536,057

* Wage rates for assistants are no longer valid

Minimum wage MATVÍS journeymen



Tradesmen with journeyman's certification:

	1.11.2022	2024	1.5.2024	2025	2026	2027
Starting wages	525,170	553,595	565,282	594,284	623,266	652,230
After 1 year	530,422	559,132	570,935	600,227	629,499	658,753
After 3 years	535,726	564,723	576,644	606,229	635,793	665,339
After 5 years		570,370	582,410	612,291	642,151	671,992

Minimum wage Master tradesman's diploma GRAFÍA, MATVÍS, RSÍ & VM



Tradesmen with at least A 5-year journeyman's exam and a Master tradesman's diploma or two journeymen's exams that are of use in work

	1.11.2022	2024	2025	2026	2027	Agreement period
Starting wages	558,399	588,623	618,823	649,001	679,161	120,762
After 5 years		606,458	637,574	668,666	699,739	141,340
Increase in starting wages		5.4%	5.1%	4.9%	4.6%	21.6%
Increase new bracket		8.6%	5.1%	4.9%	4.6%	25.3%

Piecework of electricians



- The piece work unit for electricians continues to be corrected
 - From 1.2.2024 – Shortening of working hours will be introduced (36 hours active)
 - From 1.2.2024 – ISK 842.10 or a 4.00% increase
 - From 1.1.2025 – ISK 892.63 or a 6.00% increase
 - From 1.1.2026 – ISK 946.19 or a 6.00% increase
 - From 1.1.2027 – ISK 1,002.96 or a 6.00% increase
- In total, the unit price increases by 23.9% during the agreement period (*24.7% with shortened working hours*)

A change in overtime 1 & 2

RSÍ, VM



- There was a clear demand from members to achieve a change in overtime 1 & 2
- From 1 January 2025
 - Overtime 1 is paid for the first 3.5 hours per week as a rule
 - Overtime 2 is paid in excess of 39.5 working hours per week
- From 1 January 2027
 - Overtime 1 is paid for the first 3.0 hours per week as a rule
 - Overtime 2 is paid in excess of 39 working hours per week
- After the change, overtime 1 may be paid at a maximum of 3 hours per week as a rule, or **13 hours per month.** *
 - Overtime 2 continues to always be paid at night.

* Overtime will be different at GRAFÍA and MATVÍS, still based on 17.33 hours per month or 4 hours per week.

- Special provisions for cooks and servers
 - Correction for shift work due to active working hours, full working time in shift work is considered 166.5 hours per month, of which 10.5 hours in a 12-hour shift are paid refreshment breaks of 45 minutes and in an 8-hour shift 30 minutes.
 - See further information in Articles 5 & 6 of the signed agreement.

MATVÍS

- The monthly wage of shift workers will be 2% higher than that of daytime workers.
- In addition, a surcharge is paid on the part of the 100% work ratio according to the collective wage agreement, which falls outside the period at 08:00 - 17:00 Monday to Friday as follows:
 - 31% surcharge for the period 17:00 - 24:00 Monday - Friday as well as from 08:00 - 24:00 on weekends.
 - 45% surcharge for the period 00:00 - 08:00.
- The minimum wage increase is equal to RSÍ and VM journeymen
- Overtime 1 & 2 will be **unchanged** at MATVÍS

GRAFÍA



- Amendments to Art. 1.2.2. on shifts, a new paragraph is added:
 - Shift surcharge is paid up to 100% work ratio according to the collective wage agreement. For work beyond the specified working hours according to the shift schedule, a shift surcharge is paid as appropriate up to 100% work ratio according to the collective wage agreement.
- The minimum wage increase is equal to RSÍ and VM journeymen
- Wage rates for assistants are no longer valid
 - Wage rates for "Specialised assistants" are updated
- Overtime 1 & 2 will be **unchanged** at GRAFÍA
- Overtime in shift work is paid as overtime 2 (unchanged provisions)

Holiday allowance and December bonus



Holiday bonus

- In 2024: ISK 58,000
- In 2025: ISK 60,000
- In 2026: ISK 62,000
- In 2027: ISK 64,000

December bonus

- In 2024: ISK 106,000
- In 2025: ISK 110,000
- In 2026: ISK 114,000
- In 2027: ISK 118,000

- Amounts are based on full-time employment, the holiday year is from 1 May to 30 April.

Amended annual leave

- Collective wage agreements provide for increased annual leave for tradesmen and technicians
- The minimum annual leave for tradesmen will be extended by 1 day and accrual will be
- **25 days** – Minimum annual leave
- **28 days** – 3 years in a company or 5 years in a profession
- **30 days** – 5 years in a company
 - An employee who has taken 30 days of leave in a company renews the increased right with a new employer after 2 years in the new job
 - *In collective wage agreements where annual leave rights are better/more, there will be no change in that right to a reduction!*

Presumptive clause

- Revision of collective wage agreements will be possible during the agreement period
 - 1 September 2025
 - Termination possible if annual inflation exceeds 4.95% (August measurement)
 - If inflation in the period March - August is 4.7% or higher
 - If the government does not keep its promises
 - Possible to negotiate a response to improve the situation
 - If termination is decided, it will take effect on October 31 2025
 - 1 September 2026
 - Termination possible if annual inflation exceeds 4.7% (August measurement)
 - If inflation in the period March - August is 4.4% or higher
 - If the government does not keep its promises
 - Possible to negotiate a response to improve the situation
 - If termination is decided, it will take effect on October 31 2026
- The wage and premises committee is made up of representatives of ASÍ and SA

Pay scale increase

- A pay scale increase can be paid during the agreement period if the wage index of Statistics Iceland, for the general market, has risen above wage category 4 in the SGS wage table.
 - If the index has risen more, there will be a proportional increase in the pay scale increase.
- The pay scale increase is calculated from:
 - November 2023 to November 2024 for payment on April 1 2025
 - November 2024 to November 2025 for payment on April 1 2026
 - November 2025 to November 2026 for payment on April 1 2027
- The increases will apply from April 1st each year
- In the event of a pay scale and productivity increase, the rates will take the higher increase in each case.

Productivity increase

- If productivity increases during the agreement period above the long-term average growth (1.5%,) it can lead to an additional increase in wages.
 - > 2.0% productivity increase = 0.35% increase
 - > 2.5% productivity increase = 0.70% increase
 - > 3.0% productivity increase = 1.05% increase
- Productivity bonus will be paid out if the following conditions exist:
 - 1 April 2026
 - 1 April 2027
- See more in the Stability and Welfare collective wage agreement

Other issues

- Provisions on Shop Stewards changed
- Protocol on the effects of indifference
- Protocol on improved working environment and monitoring of building and civil engineering works
- Protocol on workplace inspections
- Wage rates are published in their entirety in each individual collective wage agreement
- RSÍ: protocol on technical agreement
- RSÍ: RSÍ - SART wage table
- RSÍ: Art. 3.2.1.: "If the employer makes the employee attend the workshop/workplace first, trips to the workshop/workplace must be during working hours."

RSÍ - SART table

- [RSÍ - SART table](#)

Wage calculator



[Click here](#)

Government actions

- Free school meals for children in primary schools
- Increase in child benefits
- Interest support in 2024
- Rent support
- Development of residential buildings
- Increase in maximum maternity/paternity leave payments (to ISK 900,000 during the agreement period)
- Consensus to bridge the gap between maternity/paternity leave and preschool during the agreement period
- Wage guarantee fund - maximum amounts increased
- Improvements of the Icelandic Student Loan Fund
- Increased donations to the Vocational Training Fund
- Measures to promote the reduction of inflation
 - The state to increase tariffs by more than 3.5% this year and 2.5% per year for the duration of the agreement.

Child benefits - calculator



[Click here](#)

Voting

- Voting will take place on each agreement separately
 - Voting on GRAFÍA's collective wage agreement, www.grafia.is
 - Voting on MATVÍS's collective wage agreement, www.matvis.is
 - Voting on RÍS' collective wage agreement - journeymen, www.rafis.is
 - Voting on RÍS' collective wage agreement - technicians, www.rafis.is
 - Voting on VM's collective wage agreement, www.vm.is
- Voting begins at 12:30 on 12.03.2024
- Voting will end on **19 March 2024 at 14:00**
- We encourage you to participate!

Bargaining and negotiating committee of Fagfélögin



- The bargaining committee of Fagfélögin is made up of 13 representatives
 - 15% women (2), 85% men (11)
- Negotiating committees, MATVÍS, RSÍ and member associations, VM
- The negotiating committees of energy companies with which Fagfélögin make collective wage agreements
- Total number of 180 representatives, 21 women & 159 men
 - Women 11.7%, men 88.3%



FAGFÉLÖGIN

- ekkert fúsk!

Questions?



VM
Félag vélstjóra
og málmtæknumanna



**RAFIÐNAÐARSAMBAND
ÍSLANDS**