

Minimum wages by the MATVÍS & SA collective agreement

From 1.4.2025

Holiday and December supplement in 2025: 60.000 & 110.000

2-year vocational training accor	Shift premium							
	Monthly salary Day job hourly rate		33%	45%	90%	Overtime 1	Overtime 2	Major holidays
Basic salary	494,488	3,170	1,046	1,426	2,853	4,945	5,687	6,799
Skilled workers with recognized	professional qua	lifications after cor	mpleting a 3-ye		ining			
				Shift premium				
	Monthly salary	Day job hourly rate	33%	45%	90%	Overtime 1	Overtime 2	Major holidays
Basic salary	526,836	3,377	1,114	1,520	3,039	5,268	6,059	7,244
After 1 year	532,105	3,411	1,126	1,535	3,070	5,321	6,119	7,316
Licensed journeyman				Shift premium				
	Monthly salary Day job hourly rate		33%	45%	90%	Overtime 1	Overtime 2	Major holidays
Basic salary	597,731	3,832	1,264	1,724	3,448	5,977	6,874	8,219
After 1 year	603,708	3,870	1,277	1,741	3,483	6,037	6,943	8,301
After 3 years	609,745	3,909	1,290	1,759	3,518	6,097	7,012	8,384
After 5 years	615,842	3,948	1,303	1,776	3,553	6,158	7,082	8,468
Member of MATVÍS with at least	5 years journeyn	nan's license and ma	aster's license (after master's de	egree).			
				Shift premium				
	Monthly salary	Day job hourly rate	33%	45%	90%	Overtime 1	Overtime 2	Major holidays
Basic salary	622,412	3,990	1,317	1,795	3,591	6,224	7,158	8,558
Basic salary 5 years after receiving master'		3,990 4,111	1,317 1,357	1,795 1,850	3,591 3,700	6,224 6,413	7,158 7,375	
•	641,272			-				8,558
5 years after receiving master	641,272 enticeship		1,357	1,850				8,558
5 years after receiving master	641,272 enticeship	4,111	1,357	1,850 Shift premium	3,700	6,413	7,375	8,558 8,817
5 years after receiving master Apprentices in a four-year appre	641,272 enticeship Monthly salary	4,111 Day job hourly rate	1,357 33%	1,850 Shift premium 45%	3,700 90 %	6,413 Overtime 1	7,375 Overtime 2	8,558 8,817 Major holidays
5 years after receiving master' Apprentices in a four-year appre	641,272 enticeship Monthly salary 371,769	4,111 Day job hourly rate 2,383	1,357 33% 786	1,850 Shift premium 45% 1,072	3,700 90% 2,145	6,413 Overtime 1 3,837	7,375 Overtime 2 4,275	8,558 8,817 Major holidays 5,112
5 years after receiving master' Apprentices in a four-year appre 1st year 2nd year	641,272 enticeship Monthly salary 371,769 383,689	4,111 Day job hourly rate 2,383 2,460	1,357 33% 786 812	1,850 Shift premium 45% 1,072 1,107	3,700 90% 2,145 2,214	6,413 Overtime 1 3,837 3,837	7,375 Overtime 2 4,275 4,412	8,558 8,817 Major holidays 5,112 5,276
5 years after receiving master' Apprentices in a four-year appre 1st year 2nd year 3rd year	641,272 enticeship Monthly salary 371,769 383,689 407,529 419,450	4,111 Day job hourly rate 2,383 2,460 2,612	1,357 33% 786 812 862	1,850 Shift premium 45% 1,072 1,107 1,176	3,700 90% 2,145 2,214 2,351	0vertime 1 3,837 3,837 4,075	7,375 Overtime 2 4,275 4,412 4,687	8,558 8,817 Major holidays 5,112 5,276 5,604
5 years after receiving master' Apprentices in a four-year appre 1st year 2nd year 3rd year 4th year	641,272 enticeship Monthly salary 371,769 383,689 407,529 419,450 enticeship	4,111 Day job hourly rate 2,383 2,460 2,612	1,357 33% 786 812 862 887	1,850 Shift premium 45% 1,072 1,107 1,176 1,210	3,700 90% 2,145 2,214 2,351	0vertime 1 3,837 3,837 4,075	7,375 Overtime 2 4,275 4,412 4,687	8,558 8,817 Major holidays 5,112 5,276 5,604
5 years after receiving master' Apprentices in a four-year appre 1st year 2nd year 3rd year 4th year	641,272 enticeship Monthly salary 371,769 383,689 407,529 419,450 enticeship	4,111 Day job hourly rate 2,383 2,460 2,612 2,689	1,357 33% 786 812 862 887	1,850 Shift premium 45% 1,072 1,107 1,176 1,210 Shift premium	3,700 90% 2,145 2,214 2,351 2,420	6,413 Overtime 1 3,837 3,837 4,075 4,194	7,375 Overtime 2 4,275 4,412 4,687 4,824	8,558 8,817 Major holidays 5,112 5,276 5,604 5,767
5 years after receiving master Apprentices in a four-year appre 1st year 2nd year 3rd year 4th year Apprentices in a four-year appre	641,272 enticeship Monthly salary 371,769 383,689 407,529 419,450 enticeship Monthly salary	4,111 Day job hourly rate 2,383 2,460 2,612 2,689 Day job hourly rate	1,357 33% 786 812 862 887	1,850 Shift premium 45% 1,072 1,107 1,176 1,210 Shift premium 45%	3,700 90% 2,145 2,214 2,351 2,420 90%	6,413 Overtime 1 3,837 3,837 4,075 4,194 Overtime 1	7,375 Overtime 2 4,275 4,412 4,687 4,824 Overtime 2	8,558 8,817 Major holidays 5,112 5,276 5,604 5,767 Major holidays

Shift premiums

Employees are entitled to shift premiums for work hours that fall outside the standard period of 08:00 to 17:00, Monday through Friday.

Weekday Evening Hours (17:00 – 24:00, Monday to Friday): 33% premium

Night Hours (00:00 - 08:00): 45% premium

Weekends and public holidays (08:00 - 0000): 45% premium

Major Holidays: 90% premium

Note: Employees will be compensated at the overtime rates for all hours worked exceeding 36 active hours weekly (equivalent to 156 working hours per month).

Overtime Payment Structure

Overtime 1:

Paid at an hourly rate equivalent to 1.00% of the monthly salary for daytime work.

Applicable for all overtime hours until Overtime 2 takes effect.

Overtime 2:

Paid for active working hours exceeding 40 active hours per week (equivalent to 177.33 working hours per month).

Extra work on majorholidays

Extra work (working on off-shifts) on major holidays is paid at an hourly rate equivalent to 1.375% of the monthly salary for daytime work. This does not apply to regular work, as winter leave is granted for work on these days.

Managers/shift supervisors

Workers who are specially hired to be responsible for managing a team, serve as shift supervisors or oversee work according to a written employment contract, but also take part in general duties of skilled trade workers must be compensated separately for their administrative role and will receive what corresponds to a 15% higher wage than they would otherwise receive.

Money for clothing

Bakers: 2,336 - vweekly Chefs: 6,048 - monthly Waiters: 6,048 - monthly