



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 according to a specialized curriculum			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 qualifications after completing a 3-year vocational training			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 journeyman's license and master's license (after master's degree).			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
5 years after receiving master's	641,272	4,111	1,357	1,850	3,700	6,413	7,375	8,817
Apprentices in a four-year apprenticeship			Shift premium					
	Monthly salary	Day job hourly rate	33%	45%	90%	Overtime 1	Overtime 2	Major holidays
1st year	371,769	2,383	786	1,072	2,145	3,837	4,275	5,112
2nd year	383,689	2,460	812	1,107	2,214	3,837	4,412	5,276
3rd year	407,529	2,612	862	1,176	2,351	4,075	4,687	5,604
4th year	419,450	2,689	887	1,210	2,420	4,194	4,824	5,767
Apprentices in a four-year apprenticeship			Shift premium					
	Monthly salary	Day job hourly rate	33%	45%	90%	Overtime 1	Overtime 2	Major holidays
1st year	371,769	2,383	786	1,072	2,145	3,837	4,275	5,112
2nd year	383,689	2,460	812	1,107	2,214	3,837	4,412	5,276
3rd year	413,490	2,651	875	1,193	2,386	4,135	4,755	5,685

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 major holidays

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