



## Minimum wages by the MATVÍS & SA collective agreement

From 1.1.2026

Holiday and December supplement in 2026: 62.000 & 114.000

2-year vocational training according to a specialized curriculum			Shift premium					
	Monthly salary	Day job hourly rat	33%	45%	90%	Overtime 1	Overtime 2	Major holidays
Basic salary	518.484	3.324	1.097	1.496	2.991	5.185	5.963	7.129
Skilled workers with recognized professional qualifications after completing a 3-year vocational training			Shift premium					
	Monthly salary	Day job hourly rat	33%	45%	90%	Overtime 1	Overtime 2	Major holidays
Basic salary	552.380	3.541	1.168	1.593	3.187	5.524	6.352	7.595
After 1 year	557.905	3.576	1.180	1.609	3.219	5.579	6.416	7.671
Licensed journeyman			Shift premium					
	Monthly salary	Day job hourly rat	33%	45%	90%	Overtime 1	Overtime 2	Major holidays
Basic salary	626.713	4.017	1.326	1.808	3.616	6.267	7.207	8.617
After 1 year	632.980	4.058	1.339	1.826	3.652	6.330	7.279	8.703
After 3 years	639.209	4.097	1.352	1.844	3.688	6.392	7.351	8.789
After 5 years	645.702	4.139	1.366	1.863	3.725	6.457	7.426	8.878
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 rat	33%	45%	90%	Overtime 1	Overtime 2	Major holidays
Basic salary	652.590	4.183	1.380	1.882	3.765	6.526	7.505	8.973
5 years after receiving master	672.365	4.310	1.422	1.940	3.879	6.724	7.732	9.245
Apprentices in a four-year apprenticeship			Shift premium					
	Monthly salary	Day job hourly rat	33%	45%	90%	Overtime 1	Overtime 2	Major holidays
1st year	386.807	2.480	818	1.116	2.232	3.992	4.448	5.319
2nd year	399.209	2.559	844	1.152	2.303	3.992	4.591	5.489
3rd year	424.014	2.718	897	1.223	2.446	4.240	4.876	5.830
4th year	436.417	2.798	923	1.259	2.518	4.364	5.019	6.001
Apprentices in a four-year apprenticeship			Shift premium					
	Monthly salary	Day job hourly rat	33%	45%	90%	Overtime 1	Overtime 2	Major holidays
1st year	386.807	2.480	818	1.116	2.232	3.992	4.448	5.319
2nd year	399.209	2.559	844	1.152	2.303	3.992	4.591	5.489
3rd year	430.216	2.758	910	1.241	2.482	4.302	4.947	5.915

### 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