



Verkalýðs- og
sjómannafélag
Keflavíkur og nágrennis



Collective agreement between VSFK and Hlíf with The Association of Welfare Companies

On June 30 a collective agreement was signed between Hlíf and VSFK and the Association of Welfare Companies. The agreement will take effect if accepted by a majority of members taking part in a vote.

Voting will begin at 12:00 Friday July 10 and ends at 12:00 Monday July 20.

The agreement is effective from April 1, 2019 until March 31, 2023

Main components of the agreement

- On April 1, 2019, a retroactive raise of 17,000 kr is added to the monthly wage. An earlier payout (in most cases 105,000 kr), will be deducted.
- On April 1, 2020, a raise of 24,000 kr for wage brackets 1-17, and 18,000 kr 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 24,000 kr monthly raise. Others get a minimum raise of 18,000 kr.
- 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 17,250 kr.
- 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:

- 92,000 kr in December 2019
- 94,000 kr in December 2020
- 96,000 kr in December 2021
- 98,000 kr in December 2022

Holiday bonus:

- 50,000 kr in June 2019
- 51,000 kr in June 2020
- 52,000 kr in June 2021
- 53,000 kr in June 2022

A shorter working week – day work

- See Attachment 1 to the new agreement and a special presentation
- 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

- See Attachment 2 to the new agreement and a special presentation.
- 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 is 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 the number and variety of the shifts, 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.
- The 25 minutes for coffee breaks are dropped.
- See [shift calculator](#):
- 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.