



Efling Union

DEMANDS

ON THE CONFEDERATION OF ICELANDIC ENTERPRISE

FOR RENEWAL OF CONTRACTS
EXPIRING ON NOVEMBER 1 2022

Inflation and company profits call for raises

As always when collective bargaining opens, the propaganda machine of capital owners has been set off. As always, the message is that paying decent salaries to workers is dangerous to society, if not an outright violation of natural laws. The dust has been wiped from the false theory that wages are the main driver of inflation.

The tune of this discourse has always been hollow, but never as false as now. Workers are not responsible for wars, global pandemics, or decisions of companies to raise consumer prices.

Workers, however, need to survive off their salaries. Growing prices of workers' necessities call for higher salaries, not lower. It is a fundamental precondition of the coming collective bargaining that the income of workers be protected against inflation.

Company profits, as well as general growth, have not been higher since 2007. Company owners enjoy the profits from their assets at the same time as wages are in danger. All preconditions and reasons justify a defense of the purchasing power of the lowest paid, and to do even better: Raise the purchasing power of the lowest salaries and increase equality across society.

Those who create the economic value and carry the weight of the core support systems are entitled to a share in the growth and wealth of the country.

Continuing the 2019 agreement: Flat amount raises

The Efling negotiations committee calls for a contract which will be built on the premises and success of the 2019-2022 collective agreement. As then, the raises will be in the form of flat amounts. Flat raises safeguard the purchasing power of the economically worst off, and work against unnecessary and unjust wage growth in the upper layers of society.

The Efling survey of conditions shows absolute unity among members to raise the lowest salaries. Flat raises are an effective way to achieve that, and the experience of the last agreement shows that the parties of the labor market can agree on such an approach.

Official wage statistics also confirm that the approach of flat raises delivers results: The lowest salaries enjoyed the most purchasing power increase during the period 2019-2022. This road should be continued on – toward a society of equality and social stability.

Total raise of 167.000 kr. with living wage supplement

The households of low wage earners have been running with deficit for a long time. The flat amount agreed in bargaining must correct the intolerable situation that the disposable income of low wage earners is under the living wage.

The negotiations committee proposes three annual raises of monthly salaries in the contract period, which will be of differing sizes in accordance with inflation forecasting for each year. A special living wage supplement will come in the form of a raise of monthly salaries of 30 thousand krónur.

The total flat raise of all monthly salaries will be 167.000 kr. at the end of the contract period. This amount can be compared to the 102.500 kr. salary increase achieved in the 2019-2022 contract period including the GDP bonus.

<i>Flat increase of monthly salaries in contract period</i>	
Living wage supplement	30.000 kr.
Raise 2022	56.700 kr.
Raise 2023	47.700 kr.
Raise 2024	32.600 kr.
Total raise	167.000 kr.

Purchasing power and growth share ensured in long contract

The specified raises on all salaries guarantee increased purchasing power of the lowest salaries and safeguard the current purchasing power of average salaries. They also ensure that those who are under average wages get a share of the good economic growth that is forecasted in the next 3 years. The living wage supplement is an important step in the direction of making it possible to live off workers' wages.

The negotiations committee wants to sign a long-term contract, but also wants a disclaimer that can allow adjustments due to possible changed circumstances. Thus, the committee wants the contract to have a disclaimer that the raises agreed shall be reviewed if inflation is more than 1% above the forecasts assumed.

Vacation increased – workload and responsibility recognized

A far too big group of Efling members lives with extreme pressures at work, both concerning workload and responsibility, as the survey of conditions shows. Many Efling members must accept sudden increases in workload on days when understaffing knocks on the door. Many Efling members carry responsibility for the lives and safety of their clients, way beyond what is recognized in salaries and job descriptions. This responsibility and workload must be reimbursed in wages.

Workers and low wage earners are being driven out of the labor market prematurely due to hard work, and their life expectancy is even found to be lower than for others. Efling members are in urgent need of rest from work, just like others. Thus, Efling members in the private market should obviously enjoy the same vacation benefits as their fellow workers in the public sector. Thus, 30 days of vacation for everyone is demanded.

There must be a serious discussion of options for shortening the work week of Efling members in the private sector, without leading to yet more workload or cutting back on necessary rest during work hours.

Against violations and discrimination

Efling members have for years demanded actions against contract violations. Strict consequences for wage theft must be set in place. Compliance with already agreed contract articles must be improved substantially, such as minimum notice for changes of shift plans, making hiring contracts and job descriptions that match, rest time for bus drivers, and acceptable conditions while staying overnight on trips in the country.

Efling members of diverse backgrounds demand that they not be discriminated against in the workplace based on formal education or language proficiency.

In the coming bargaining, there will be multiple other issues outside of wages that Efling members will wish to discuss. These demands are therefore submitted with a disclaimer about further additions and changes.

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on behalf of the Efling Union Negotiations Committee