

Efling offer to SA on the renewal of contracts

Efling offers SA a collective agreement lasting 15 months. The offer extends to both the main collective agreement, as well as the contract on work in hotels&restaurants.

Basis of the agreement

- Minimum rates should rise sufficiently to claw back the erosion of purchasing power since the last raise (in April 2022) and maintain purchasing power of basic rates on the basis of current and projected inflation during the contract.
- The share of wages in economic growth and corporate earnings should be ensured.
- The contract should be a real continuation of the 2019 collective agreements; the lowest and minimum rates should not rise by much less than the higher brackets.
- The contract should take into account the high housing costs in the capital area, for instance the 45% higher rent than in the countryside.
- The demographics of the Efling membership should be respected, as they are spread differently in terms of seniority within a company and among sectors than workers in the countryside.

Main items

- The contract should be effective from November 1, and raises should be paid retroactively on the next payday. The contract should last through January 2024, or a total of 15 months.
- At the start of the contract's term, a new wage table comes into effect, based on the SA cost assessment of the SGS table, adjusting the table to the distribution of those working on Efling contracts.
- The first seniority bracket shall be 18 months instead of a year.
- A cost of living supplement, to the tune of 15,000kr for a full-time worker, shall be paid on top of all wages as of the start of the contract's term, but shall not be counted in the basic salary, and shall not be added in the calculation of overtime and shift premiums. The supplement is due to the higher cost of living of workers in the region covered by Efling contracts.

- The basic salaries of those not on minimum rates rise by 33,000kr.
- The GDP supplement, which was to be added to monthly wages as of April 2023, is dropped. Other raises come in its place.
- The December bonus, summer bonus, piecework rates and bonuses in fish processing, rise in line with those in the SA-SGS contract, signed on December 3.
- The following changes will be made to job titles and their ordering into brackets:
 - The job title *Almennt starfsfólk veitinga- og gistihúsa* (general hotel&resto worker) is changed into *Almennt starfsfólk veitingahúsa* (general restaurant worker). The wage bracket doesn't change.
 - The job title *Almennt starfsfólk gistihúsa* (general hotel worker) is added, and ordered into bracket 6.
 - *Ræsting* (janitorial work) is moved from bracket 6 to bracket 7.
 - *Tækjastjórnandi I* (machine operator I) is moved from bracket 10 to bracket 12.
 - *Tækjastjórnandi II* (machine operator II) is moved from bracket 13 to bracket 15.
 - *Hópbifreiðastjórar* (tour bus drivers) are moved from bracket 17 to bracket 19.
 - Similar changes are made to wage tables in subsidiary contracts where the same titles appear.
- The following protocol shall be added to the contract, on the work of reps in negotiation committees: "Parties agree that work on negotiation committees falls under the class of union representative work which may be done without loss of pay, according to art. 13.2 in the main collective agreement."

Comments and explanations

- The highest active bracket will become 19 – it was 17 before.
- The lowest raises of basic salaries will be 40,000kr (beginner rates in bracket 4) and the highest will be 64,534kr (a tour bus driver with 5 years' experience at the company). This is in line with the raises negotiated by other groups in recent contracts.
- The lowest proportional raise of basic rates will be 10.89% (beginner rates in bracket 4) and the highest will be 16% (tour bus driver with 5 years' experience at the company, rising by 2 brackets).

Conditions

- The offer is valid until noon on Tuesday, January 10.
- Should SA reject this offer as a basis for further talks, Efling will declare the negotiations useless and begin preparations for a strike.

On behalf of the Efling negotiation committee – agreed at the committee’s meeting on
January 8, 2023.

Sólveig Anna Jónsdóttir
chair of Eflingar