

# Prepare for action

## protect our income!

### **We negotiate for ourselves!**

In recent months, Efling members have made reasonable offers, but employers have refused to discuss them. They wanted us to take the contracts made by countryside unions, which disrespects our independent right to negotiate.

### **Our conditions matter!**

Our wages need to rise to make up for inflation, and to ensure our proper share in the wealth we create. Employers have rejected this.

They have also not wanted our wages to reflect our cost of living and said that would be “unreasonable”. Living in the capital area is more expensive than living elsewhere in the country. Employers instead demand that Efling members work on wages based on the cost of living outside the capital area.

### **Stand united, show strength!**

Employers won't listen to arguments or reason. The Efling members in the negotiation committee have therefore decided to start preparations for strikes. We will not have our independent right to negotiate taken away from us. We demand that our cost of living be taken into account.

**The Efling negotiation committee asks all Efling members to stand in solidarity and be on alert, and to prepare for how to go on strike.**

**When Efling members stand united – together and visible – we create the pressure that's needed to make employers listen to our demands.**



# What does a strike mean?

- **Strikes are the workers' right** according to Icelandic law (see the law on unions and industrial action no. 80/1938). All conditions of the law must be fulfilled and the preparation done right.
- Strikes are **the workers' most powerful tool** to exert pressure when all else has failed. Efling called strikes 5 times in the 2019-2020 bargaining round, all leading to successful contracts.
- **A strike must get a majority** in a vote of the members who are going on strike. The vote is anonymous and the employer is not able to see who voted for or against it.
- It is not permitted, and in fact **it is illegal to lay off people who are on strike**, and the employer is not allowed to hire new people to do the jobs of those who are on strike.
- **Efling pays strike support** for each day where people lose wages due to a strike. The support has to be applied for and there may be conditions about showing up to a specific place to apply.

## How do negotiations stand?

The Efling negotiation committee has been in talks with SA since October, when it made its demands. The committee has met 20 times, including 6 times with SA.

Negotiations were referred to the state mediator in December, but have made no progress, despite the committee having made three offers to SA after making its original demands.

Keep an eye on the latest news on [www.efling.is](http://www.efling.is)!

*We are essential - We create the wealth*

