

THE BELOW TRANSLATION IS FOR INFORMATIONAL PURPOSES ONLY, IN THE EVENT OF DISPUTE THE ICELANDIC VERSION ALWAYS TAKES PRECEDENCE.

**Mediator's proposal in the collective negotiations between
Efling Union
and
Confederation of Icelandic Enterprise SA
1 March 2023**

Article 1

The wage tables of the collective agreement between both parties shall increase from 1 November 2022, in accordance with annex A.

The monthly salary of those whose salary does not follow the contractual wage tables increases by 33 000 ISK from 1 November 2022.

Wage-related items of the collective agreement, e.g., bonuses, increase by 5% from 1 November 2022, unless agreed otherwise. Bonuses and piecework rates in fish processing as specified in chapter 18 of the collective agreement increase by 8%.

The job title for *General workers in catering and guesthouses* will change to *General workers in catering* and its wage category will not change. Furthermore, a new job title *General workers in guesthouses* shall be introduced and for this job title the wages during the 3-month trial period shall be in accordance with wage category 5 and after the 3-month trial period the wages increase to wage category 6.

December bonus increases to 103 000 ISK for the year 2023 based on full-time employment in the calendar year.

The holiday bonus for each holiday year (1 May to 30 April) based on full time employment shall be 56 000 ISK for the holiday year which starts on 1 May 2023.

With the increase on 1 November 2022, the economic growth bonus pursuant to the collective agreement between the parties, which was due for payment on 1 May 2023, will be brought forward and fully honoured. There will be no further re-evaluation of the economic growth bonus pursuant to the collective bargaining agreement 2019-2022.

Article 2

The main collective agreement between the parties becomes prolonged from 1 November 2022 until 31 January 2024. The collective agreement includes changes and additions to the main collective agreement of Efling Union and those special collective agreements which are

considered its part. In a similar manner, it includes changes and additions to the hotel and restaurant collective agreement and those special agreements which are considered a part of it.

Annex A to the mediator's proposal prepared by the State Conciliation and Mediation Officer

Wage table valid from 1 November 2022.

Wage cat.	Beginner	1 year	3 years	5 years
4	402.235	406.257	412.351	420.598
5	404.568	408.614	414.743	423.038
6	406.914	410.984	417.148	425.491
7	409.275	413.367	419.568	427.959
8	411.648	415.765	422.001	430.441
9	414.036	418.176	424.449	432.938
10	416.437	420.602	426.911	435.449
11	418.853	423.041	429.387	437.975
12	421.282	425.495	431.877	440.515
13	423.725	427.963	434.382	443.070
14	426.183	430.445	436.902	445.640
15	428.655	432.941	439.436	448.224
16	431.141	435.453	441.984	450.824
17	433.642	437.978	444.548	453.439
18	436.157	440.518	447.126	456.069
19	438.687	443.073	449.720	458.714
20	441.231	445.643	452.328	461.374
21	443.790	448.228	454.951	464.050
22	446.364	450.828	457.590	466.742
23	448.953	453.443	460.244	469.449
24	451.557	456.072	462.914	472.172

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