



Proposals at VR's Annual General Meeting 26 March 2025

Board Proposal on Contribution to the VR Contingency Fund for 2024

"The VR Annual General Meeting, held at Hotel Reykjavík Grand on Wednesday, March 26, 2025, approves a total contribution of ISK 1,050 million to the VR Contingency Fund for the year 2024. ISK 300 million will come from the union's general fund, ISK 450 million from the VR Sick Pay Fund, and ISK 300 million from the VR Holiday Fund. Additionally, extra payments will be made from membership contributions in arrears when they are deposited into the VR Contingency Fund after the VR Annual General Meeting in 2025."

Board Proposal on Revising VR Grant Allocations

"The VR Annual General Meeting, held at Hotel Reykjavík Grand on Wednesday, March 26, 2025, approves the repeal of the VR Contingency Fund regulation, contingent on VR members approving the adoption of a new grant system in a general referendum during the operational year."

Explanation of the Proposal on Revising Grant Allocations

The VR Board has decided to review the structure of the union's grant allocations, which are currently primarily distributed through the VR Contingency Fund. This decision entails a general referendum among VR members during the operational year on choosing between two options: maintaining the VR Contingency Fund or transitioning to a traditional trade union grant system.

The general referendum will take place following a thorough presentation of both options across all union media platforms and at a union meeting in the fall of 2025. This presentation will outline the advantages and disadvantages of both systems and the next steps should changes to the grant system be approved.

Board Proposal on the Merger of VR and Leiðsögn – Tourist Guide Union

"The VR Annual General Meeting, held at Hotel Reykjavík Grand on Wednesday, March 26, 2025, approves the merger of VR and Leiðsögn – Tourist Guide Union, in accordance with the agreement signed on March 12, 2025."

Board Proposal on the Certified Auditor for the 2026 Fiscal Year

"The VR Annual General Meeting, held at Hotel Reykjavík Grand on Wednesday, March 26, 2025, approves that the auditing firm PWC hf. shall conduct the audit of the union for the 2026 fiscal year."

Board Proposal on Socially Elected Examiners

"The VR Annual General Meeting, held at Hotel Reykjavík Grand on Wednesday, March 26, 2025, approves the appointment of Þóra Skúladóttir Öfjörð and Sveinn Enok Jóhannsson as VR examiners, in accordance with Article 27 of the VR bylaws. Kristján Gísli Stefánsson shall serve as an alternate."

Board Proposal on Membership Fees

"The VR Annual General Meeting, held at Hotel Reykjavík Grand on Wednesday, March 26, 2025, approves that the membership fee shall remain unchanged at 0.7% of total wages. The minimum fee required to obtain full membership rights shall not be lower than the equivalent of 30% of the starting wage for shop assistants as of the same date. The membership fee shall be allocated as follows: 0.65% to the VR General Fund 0.05% to the VR Strike Fund."

Board Proposal on Board Remuneration

*"The VR Annual General Meeting, held at Grand Hotel on Wednesday, March 26, 2025, approves that board remuneration shall be ISK 81,612 per month for the upcoming board term. Alternate board members shall receive the same board remuneration as regular board members for each attended board meeting, but never exceeding the equivalent of one month's board remuneration.

The proposal states that the Chair of the VR Sick Pay Fund Executive Board, the Chair of the VR Holiday Board, and the Vice-Chair of the VR Board shall receive 1.5 times the board remuneration per month, as has been the practice. Additionally, board members and alternate board members shall receive ISK 6,849 for each attended committee meeting within VR.

Furthermore, board members may be compensated on an hourly basis for work performed on behalf of the union, such as attending ASÍ and LÍV congresses or participating in councils and committees within VR that are not otherwise remunerated. This compensation shall correspond to

lost wages incurred by board members, but at a minimum, the hourly rate shall be equivalent to the average daytime wage of VR members in January 2025.

VR shall cover travel expenses to Reykjavík for board meetings for VR board members who have their legal residence outside the capital area."*

Board Proposal on Examiner's Remuneration

"The VR Annual General Meeting, held at Hotel Reykjavík Grand on Wednesday, March 26, 2025, approves that each VR examiner shall receive ISK 81,612 per year."