

## **Special wage agreement**

between VR and the Confederation of Icelandic Employers (SA) for Icelandair at Keflavík International Airport on the terms and conditions of employees who work shifts in the company's passenger and loading services

This agreement is part of the main agreement of the parties, has the same effective term and is subject to the following changes:

### **General wage increase**

On 1 November 2022, monthly wages will receive a general increase of 6.75%, with a maximum of ISK 66,000.

### **Pay scales**

The previously valid pay scales will be replaced by new ones that will become part of the agreement. Wage rates apply from 1 November 2022. Other wage-related items increase by 5% from 1 November 2022, unless otherwise agreed.

### **December and holiday supplements**

The December bonus for each calendar year, based on full-time employment, is:

In 2023, ISK 103,000.

The holiday bonus for each holiday reference year (1 May to 30 April), based on full-time employment, is:

During the holiday reference year beginning 1 May 2023, ISK 56,000.

### **Additional economic growth 2023**

With the increase on 1 November 2022, the additional economic growth, cf. the collective wage agreement of the parties, which was due for payment on 1 May 2023, has been accelerated and fully implemented. Furthermore, there is an agreement that with this increase and acceleration, there will be no further reassessment of the additional economic growth, cf. the collective wage agreement 2019–2022.

Reykjavík, 12 December 2022

On behalf of VR

On behalf of SA for Icelandair at Keflavík International Airport

## **Project plan**

With the extension of the special collective wage agreement between VR and SA for employees who work shifts in Icelandair's passenger and loading services at Keflavík to 31 January 2024, negotiations on issues other than the wage item in the parties' claim are postponed. The parties agree to start negotiations on other claims as stated in the attached table.

The first meeting of each group will be held on the premises of the State Conciliation and Mediation Officer, where the work of the group will be planned, the scope of the project and the need for subgroups will be assessed. A meetings schedule will be prepared based on the working groups' projects being completed in accordance with the time frame stated in the project plan.

Either party may request the presence of the State Conciliation and Mediation Officer at the meeting, if necessary.

	<b>Project starts</b>	<b>Project ends</b>
Structuring of pay scales	December 2022	December 2022
Working hours	12 January 2023	9 November 2023
Other issues (uniforms, shop stewards, resting periods, etc.)	19 January 2023	14 December 2023

#### Wage table for employees in passenger and loading services

Starting wage	431,086
After 1 yr. at comp.	436,905
After 3 yrs. at comp.	446,174
After 5 yrs. at comp.	453,502
After 10 yrs. at comp.	457,813