

# Collective wage agreement between VR/LÍV & SA

## Pay scales 1. January 2025

### Shop assistants

|                                        | Monthly wages | Daytime  | After-hours | Nighttime | Overtime | Major public holiday suppl. |
|----------------------------------------|---------------|----------|-------------|-----------|----------|-----------------------------|
| 14 year old                            | 282.086       | 1.679,68 | 2.322,98    | 2.489,13  | 2.929,46 | 3.878,68                    |
| 15 year old                            | 323.034       | 1.923,51 | 2.660,18    | 2.850,45  | 3.354,71 | 4.441,72                    |
| 16 year old                            | 382.181       | 2.275,70 | 3.147,26    | 3.372,37  | 3.968,95 | 5.254,99                    |
| 17 year old                            | 404.930       | 2.411,16 | 3.334,60    | 3.573,10  | 4.205,20 | 5.567,79                    |
| Starting wages <sup>1</sup>            | 454.977       | 2.709,16 | 3.746,74    | 4.014,72  | 4.724,94 | 6.255,93                    |
| After 6 months at company <sup>2</sup> | 465.355       | 2.770,96 | 3.832,20    | 4.106,29  | 4.832,71 | 6.398,63                    |
| After 1 year at company                | 467.490       | 2.783,67 | 3.849,78    | 4.125,13  | 4.854,88 | 6.427,99                    |
| After 2 year at company                | 480.593       | 2.861,69 | 3.957,68    | 4.240,75  | 4.990,96 | 6.608,15                    |
| After 5 year at company                | 494.105       | 2.942,15 | 4.068,95    | 4.359,98  | 5.131,28 | 6.793,94                    |

### Specially trained shop workers

|                                        | Monthly wages | Daytime  | After-hours | Nighttime | Overtime | Major public holiday suppl. |
|----------------------------------------|---------------|----------|-------------|-----------|----------|-----------------------------|
| Starting wages                         | 461.437       | 2.747,63 | 3.799,93    | 4.071,72  | 4.792,02 | 6.344,76                    |
| After 6 months at company <sup>2</sup> | 473.337       | 2.818,49 | 3.897,93    | 4.176,73  | 4.915,60 | 6.508,38                    |
| After 1 year at company                | 475.410       | 2.830,83 | 3.915,00    | 4.195,02  | 4.937,13 | 6.536,89                    |
| After 2 year at company                | 488.747       | 2.910,25 | 4.024,83    | 4.312,70  | 5.075,64 | 6.720,27                    |
| After 5 year at company                | 503.797       | 2.999,86 | 4.148,77    | 4.445,50  | 5.231,93 | 6.927,21                    |

### Office workers

|                             | Monthly wages | Daytime  | After-hours | Nighttime | Overtime | Major public holiday suppl. |
|-----------------------------|---------------|----------|-------------|-----------|----------|-----------------------------|
| Starting wages              | 488.881       | 3.069,51 | 4.277,71    | 4.583,26  | 5.077,03 | 6.722,11                    |
| After 3 years in profession | 511.892       | 3.213,99 | 4.479,06    | 4.798,99  | 5.316,00 | 7.038,52                    |

### Pharmacist technicians

|                                           | Monthly wages | Daytime  | After-hours | Nighttime | Overtime | Major public holiday suppl. |
|-------------------------------------------|---------------|----------|-------------|-----------|----------|-----------------------------|
| Starting wages                            | 482.721       | 2.874,37 | 3.975,21    | 4.259,53  | 5.013,06 | 6.637,41                    |
| After 6 months in profession <sup>2</sup> | 484.978       | 2.887,81 | 3.993,79    | 4.279,45  | 5.036,50 | 6.668,45                    |
| After 3 years in profession               | 493.730       | 2.939,92 | 4.065,87    | 4.356,67  | 5.127,39 | 6.788,79                    |
| After 5 year at company                   | 511.696       | 3.046,90 | 4.213,82    | 4.515,21  | 5.313,96 | 7.035,82                    |

### Leisure & travel service companies, composite occupations <sup>3</sup>

|                                           | Monthly wages | Daytime  | After-hours | Nighttime | Overtime | Major public holiday suppl. |
|-------------------------------------------|---------------|----------|-------------|-----------|----------|-----------------------------|
| Starting wages                            | 476.136       | 2.835,16 | 3.920,98    | 4.201,42  | 4.944,67 | 6.546,87                    |
| After 6 months in profession <sup>2</sup> | 483.667       | 2.880,00 | 3.983,00    | 4.267,88  | 5.022,88 | 6.650,42                    |
| After 1 year in profession                | 490.055       | 2.918,04 | 4.035,60    | 4.324,25  | 5.089,22 | 6.738,26                    |
| After 3 year in profession                | 496.948       | 2.959,08 | 4.092,37    | 4.385,07  | 5.160,80 | 6.833,04                    |
| After 5 year at company                   | 511.892       | 3.048,06 | 4.215,43    | 4.516,94  | 5.316,00 | 7.038,52                    |

### Receptionists at hotels and guesthouses

|                                           | Monthly wages | Daytime  | 33% suppl. | 45% suppl. | 90% suppl. | Overtime | Major public holiday suppl. |
|-------------------------------------------|---------------|----------|------------|------------|------------|----------|-----------------------------|
| Starting wages                            | 476.136       | 2.835,16 | 3.770,76   | 4.110,98   | 5.386,80   | 4.944,67 | 6.546,87                    |
| After 6 months in profession <sup>2</sup> | 483.667       | 2.880,00 | 3.830,40   | 4.176,00   | 5.472,00   | 5.022,88 | 6.650,42                    |
| After 1 year in profession                | 490.055       | 2.918,04 | 3.880,99   | 4.231,15   | 5.544,27   | 5.089,22 | 6.738,26                    |
| After 3 year in profession                | 496.948       | 2.959,08 | 3.935,58   | 4.290,67   | 5.622,25   | 5.160,80 | 6.833,04                    |
| After 5 year at company                   | 511.892       | 3.048,06 | 4.053,93   | 4.419,69   | 5.791,32   | 5.316,00 | 7.038,52                    |

**2025**

### Holiday bonus

60.000

### December bonus

110.000

<sup>1</sup>See further information on starting wages in Art. 1.1.2. in the collective wage agreement between VR/LÍV and SA.

<sup>2</sup>If employees have reached the age of 22, they shall be paid according to the 6 months wage rate

<sup>3</sup>If the employment contract stipulates an obligation to work on defined days, cf. Art. 2.3.1. of the collective wage agreement a 45% supplement is paid and a 90% supplement on defined days, cf. Art. 2.3.2. of the collective wage agreement along with winter holidays.