

Collective wage agreement between VR/LÍV and SA

Pay scales 1 November 2022

Shop assistants

	Monthly wages	Daytime work	After-hours work	Nighttime work	Overtime work	Major public holiday supplement
14-year-olds	252,292	1,502.27	2,077.62	2,226.22	2,620.05	3,469.02
15-year-olds	288,915	1,720.35	2,379.22	2,549.39	3,000.38	3,972.58
16-year-olds	341,815	2,035.34	2,814.85	3,016.18	3,549.75	4,699.96
17-year-olds	362,161	2,156.49	2,982.40	3,195.71	3,761.04	4,979.71
Starting wages ¹	406,923	2,423.03	3,351.01	3,590.69	4,225.90	5,595.19
After 6 months at company	416,205	2,478.30	3,427.45	3,672.59	4,322.29	5,722.82
After 1 year at company	418,114	2,489.66	3,443.17	3,689.44	4,342.11	5,749.07
After 2 years at company	429,833	2,559.44	3,539.67	3,792.85	4,463.82	5,910.20
After 5 years at company	441,919	2,631.41	3,639.20	3,899.49	4,589.33	6,076.39

Specially trained shop workers

	Monthly wages	Daytime work	After-hours work	Nighttime work	Overtime work	Major public holiday supplement
Starting wages	412,701	2,457.43	3,398.59	3,641.67	4,285.90	5,674.64
After 6 months at company	423,345	2,520.81	3,486.25	3,735.60	4,396.44	5,820.99
After 1 year at company	425,198	2,531.84	3,501.51	3,751.95	4,415.68	5,846.47
After 2 years at company	437,127	2,602.88	3,599.74	3,857.21	4,539.56	6,010.50
After 5 years at company	450,587	2,683.02	3,710.58	3,975.98	4,679.35	6,195.57

Office workers

	Monthly wages	Daytime work	After-hours work	Nighttime work	Overtime work	Major public holiday supplement
Starting wages	441,145	2,769.79	3,860.02	4,135.73	4,581.29	6,065.74
After 3 years in the position	457,828	2,874.54	4,006.00	4,292.14	4,754.54	6,295.14

Pharmacist technicians

	Monthly wages	Daytime work	After-hours work	Nighttime work	Overtime work	Major public holiday supplement
Starting wages	433,736	2,582.68	3,571.82	3,827.29	4,504.35	5,963.87
After 6 months in the position	437,478	2,604.97	3,602.63	3,860.31	4,543.21	6,015.32
After 3 years in the position	445,521	2,652.86	3,668.87	3,931.28	4,626.74	6,125.91
After 5 years at company	461,732	2,749.39	3,802.36	4,074.32	4,795.09	6,348.82

Leisure and travel services companies, composite occupations²

	Monthly wages	Daytime work	After-hours work	Nighttime work	Overtime work	Major public holiday supplement
Starting wages	425,848	2,535.72	3,506.86	3,757.68	4,422.43	5,855.41
After 6 months in the position	432,583	2,575.82	3,562.32	3,817.11	4,492.37	5,948.02
After 1 year in the position	438,297	2,609.84	3,609.38	3,867.53	4,551.71	6,026.58

After 3 years in the position	444,462	2,646.55	3,660.14	3,921.93	4,615.74	6,111.35
After 5 years at company	457,828	2,726.14	3,770.21	4,039.87	4,754.54	6,295.14

Guest Reception

	Monthly wages	Daytime work	33% supplement	45% supplement	90% supplement	Overtime work	Major public holiday supplement
Starting wages	425,848	2,535.72	3,372.50	3,676.79	4,817.86	4,422.43	5,855.41
After 6 months in the position	432,583	2,575.82	3,425.84	3,734.94	4,894.06	4,492.37	5,948.02
After 1 year in the position	438,297	2,609.84	3,471.09	3,784.27	4,958.70	4,551.71	6,026.58
After 3 years in the position	444,462	2,646.55	3,519.91	3,837.50	5,028.45	4,615.74	6,111.35
After 5 years at company	457,828	2,726.14	3,625.77	3,952.90	5,179.67	4,754.54	6,295.14

2023

Holiday bonus 56,000

December bonus 103,000

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

²If 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.