Collective wage agreement between VR/LÍV and SA

Pay scales 1 November 2022

Shop assistants

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			,	·		
Office workers						
	Monthly wages	Daytime work	After-hours work	Nighttime work	Overtime work	Major public holiday supplement
Charting wasas	wages	work	work	work	work	public holiday supplement
Starting wages	wages 441,145	work 2,769.79	work 3,860.02	work 4,135.73	work 4,581.29	public holiday supplement 6,065.74
After 3 years in the position	wages	work	work	work	work	public holiday supplement
	wages 441,145	work 2,769.79	work 3,860.02	work 4,135.73	work 4,581.29	public holiday supplement 6,065.74
After 3 years in the position Pharmacist technicians	wages 441,145 457,828 Monthly wages	work 2,769.79 2,874.54 Daytime work	work 3,860.02 4,006.00 After-hours work	work 4,135.73 4,292.14 Nighttime work	work 4,581.29 4,754.54 Overtime work	public holiday supplement 6,065.74 6,295.14 Major public holiday supplement
After 3 years in the position Pharmacist technicians Starting wages	wages 441,145 457,828 Monthly wages 433,736	work 2,769.79 2,874.54 Daytime work 2,582.68	work 3,860.02 4,006.00 After-hours work 3,571.82	work 4,135.73 4,292.14 Nighttime work 3,827.29	work 4,581.29 4,754.54 Overtime work 4,504.35	public holiday supplement 6,065.74 6,295.14 Major public holiday supplement 5,963.87
After 3 years in the position Pharmacist technicians Starting wages After 6 months in the position	wages 441,145 457,828 Monthly wages 433,736 437,478	work 2,769.79 2,874.54 Daytime work 2,582.68 2,604.97	work 3,860.02 4,006.00 After-hours work	work 4,135.73 4,292.14 Nighttime work	work 4,581.29 4,754.54 Overtime work	public holiday supplement 6,065.74 6,295.14 Major public holiday supplement 5,963.87 6,015.32
After 3 years in the position Pharmacist technicians Starting wages	wages 441,145 457,828 Monthly wages 433,736	work 2,769.79 2,874.54 Daytime work 2,582.68	work 3,860.02 4,006.00 After-hours work 3,571.82 3,602.63	work 4,135.73 4,292.14 Nighttime work 3,827.29 3,860.31	work 4,581.29 4,754.54 Overtime work 4,504.35 4,543.21	public holiday supplement 6,065.74 6,295.14 Major public holiday supplement 5,963.87
After 3 years in the position Pharmacist technicians Starting wages After 6 months in the position After 3 years in the position After 5 years at company	wages 441,145 457,828 Monthly wages 433,736 437,478 445,521 461,732	work 2,769.79 2,874.54 Daytime work 2,582.68 2,604.97 2,652.86 2,749.39	work 3,860.02 4,006.00 After-hours work 3,571.82 3,602.63 3,668.87 3,802.36	work 4,135.73 4,292.14 Nighttime work 3,827.29 3,860.31 3,931.28	work 4,581.29 4,754.54 Overtime work 4,504.35 4,543.21 4,626.74	public holiday supplement 6,065.74 6,295.14 Major public holiday supplement 5,963.87 6,015.32 6,125.91
After 3 years in the position Pharmacist technicians Starting wages After 6 months in the position After 3 years in the position	wages 441,145 457,828 Monthly wages 433,736 437,478 445,521 461,732	work 2,769.79 2,874.54 Daytime work 2,582.68 2,604.97 2,652.86 2,749.39	work 3,860.02 4,006.00 After-hours work 3,571.82 3,602.63 3,668.87 3,802.36	work 4,135.73 4,292.14 Nighttime work 3,827.29 3,860.31 3,931.28	work 4,581.29 4,754.54 Overtime work 4,504.35 4,543.21 4,626.74	public holiday supplement 6,065.74 6,295.14 Major public holiday supplement 5,963.87 6,015.32 6,125.91
After 3 years in the position Pharmacist technicians Starting wages After 6 months in the position After 3 years in the position After 5 years at company Leisure and travel services comp	wages 441,145 457,828 Monthly wages 433,736 437,478 445,521 461,732 Danies, comp Monthly wages	work 2,769.79 2,874.54 Daytime work 2,582.68 2,604.97 2,652.86 2,749.39 posite occu Daytime work	work 3,860.02 4,006.00 After-hours work 3,571.82 3,602.63 3,668.87 3,802.36 pations ² After-hours work	work 4,135.73 4,292.14 Nighttime work 3,827.29 3,860.31 3,931.28 4,074.32 Nighttime work	work 4,581.29 4,754.54 Overtime work 4,504.35 4,543.21 4,626.74 4,795.09 Overtime work	public holiday supplement 6,065.74 6,295.14 Major public holiday supplement 5,963.87 6,015.32 6,125.91 6,348.82 Major public holiday supplement
After 3 years in the position Pharmacist technicians Starting wages After 6 months in the position After 3 years in the position After 5 years at company Leisure and travel services comp Starting wages	wages 441,145 457,828 Monthly wages 433,736 437,478 445,521 461,732 Danies, comp Monthly wages 425,848	work 2,769.79 2,874.54 Daytime work 2,582.68 2,604.97 2,652.86 2,749.39 posite occu Daytime work 2,535.72	work 3,860.02 4,006.00 After-hours work 3,571.82 3,602.63 3,668.87 3,802.36 pations ² After-hours work 3,506.86	work 4,135.73 4,292.14 Nighttime work 3,827.29 3,860.31 3,931.28 4,074.32 Nighttime work 3,757.68	work 4,581.29 4,754.54 Overtime work 4,504.35 4,543.21 4,626.74 4,795.09 Overtime work 4,422.43	public holiday supplement 6,065.74 6,295.14 Major public holiday supplement 5,963.87 6,015.32 6,125.91 6,348.82 Major public holiday supplement 5,855.41
After 3 years in the position Pharmacist technicians Starting wages After 6 months in the position After 3 years in the position After 5 years at company Leisure and travel services comp	wages 441,145 457,828 Monthly wages 433,736 437,478 445,521 461,732 Danies, comp Monthly wages	work 2,769.79 2,874.54 Daytime work 2,582.68 2,604.97 2,652.86 2,749.39 posite occu Daytime work	work 3,860.02 4,006.00 After-hours work 3,571.82 3,602.63 3,668.87 3,802.36 pations ² After-hours work	work 4,135.73 4,292.14 Nighttime work 3,827.29 3,860.31 3,931.28 4,074.32 Nighttime work	work 4,581.29 4,754.54 Overtime work 4,504.35 4,543.21 4,626.74 4,795.09 Overtime work	public holiday supplement 6,065.74 6,295.14 Major public holiday supplement 5,963.87 6,015.32 6,125.91 6,348.82 Major public holiday supplement

After 3 years in the position After 5 years at company	444,462 457,828	2,646.55 2,726.14	3,660.14 3,770.21	3,921.93 4,039.87	4,615.74 4,754.54	6,111.35 6,295.14	
Guest Reception							
	Monthly wages	Daytime work	33% supple- ment	45% supple- ment	90% supple- ment	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
	<u>2023</u>						
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.