

Collective agreement
between FH, as the operator of FH's gymnasium in Hafnarfjörður
and VR
on behalf of the gymnasium staff

Article 1

The operator shall be allowed to plan the working hours of employees on shifts. In this context, 'shifts' means the regular alternation of work over days, evenings, and weekends. Work shifts shall be in accordance with the arrangements agreed upon, or those that may be agreed upon.

The operator may change shifts with a minimum of 30 days' notice, without the consent of the employees, provided that said change does not result in a loss of wages.

Article 2

As a rule, weekly working hours shall be 38.75.

Article 3

Work from 16:00 to 24:00 on weekdays shall be paid with a 33% bonus. Work from 24:00 and 08:00 on weekdays shall be paid with a 45% bonus. The same shall apply to all work on Saturdays and Sundays.

Work beyond regular shifts shall be paid with overtime pay, when the full work obligation under collective agreement, i.e. 166.79 hours per month, is reached.

Any employees who do not work on regularly scheduled shifts shall receive daily work or overtime pay according to this agreement, but in other respects the provisions of VR's general collective agreement shall apply.

Article 4

The December supplement shall be negotiated as follows during the contract period:

For 2023, ISK 134,270

Article 5

Meal and coffee breaks shall count as working time, as employees are expected to attend to urgent matters even during meal times.

Article 6

Employees shall be entitled to spend up to half a month per year on training courses to gain knowledge that will be useful to them in their work, without a reduction in salary.

Article 7

All permanent employees shall be provided with work clothes at least once a year. This shall consist of one pair of work overalls, slippers, and two T-shirts. The amount payable for footwear may reach ISK 12,481 (November 2022) per year. This amount shall rise in accordance with general wage changes. Employees shall return the work clothes they received most recently when they leave work, unless otherwise agreed.

Article 8

Employees' wages are set according to the signed wage tables that are part of this agreement at any given time.

Article 9

Owing to the irregularity of meal times, 30 minutes per worked day shall be paid in overtime. For travel to and from the workplace after the buses have stopped running, a driving allowance for 10 km shall be paid at the rate set by the state's Travel Costs Committee.

Employee shall be entitled to have their salary reviewed on 1 July of each year, taking into account the general trend in salary trend for the profession.

Article 10

In all respects other than those specified in this agreement, the collective agreement between VR and SA shall apply.

Article 11

This agreement shall have the same validity period and scope as the collective agreement between VR and SA, with the conditions and reservations contained therein.

Reykjavik, 22 December 2022

Approved by electronic signature on behalf of the operator of FH's gymnasiums

on behalf of VR

The 2011 Protocols form part of this agreement.

2011 Protocols
on the shift system

The parties agree that the shift system changes between 20 May and 20 August every year, as a result of summer opening times, by agreement between the parties.

The parties agree to change shifts with the aim of rotating employees on shifts and extending shift breaks on weekends.

The parties agree that, if shifts change, the new arrangements must be submitted to VR for approval.

The parties agree that, over the period 20 May – 20 August, there will be a change in the defined tasks for individual shifts, owing to operational changes. In that regard, it is entirely up to the operator how work is arranged between shifts and individual people, provided that the load does not increase from what it is now.

The parties agree that, as a rule, the number of employees on leave between 20 May and 20 August will always be between 2 and 3.5. Employees must have submitted their requests for summer leave by 1 February. Prior to 1 March, the operator submits its proposals for staff leave in accordance, as far as possible, with the expressed wishes.

2011 Protocol
on work clothing

The parties agree that there will be consultation between the parties regarding the choice of work clothes.