

Collective agreement between Samiõn and SA

The main objectives of the collective agreement

- Reducing inflation through coordinated actions
- Reconstruction of the Transfer System of the Workforce
- Stability for the upcoming years

The main objectives of the collective agreement

- Reducing inflation through coordinated actions by trade unions, the government, employers, local governments, and other institutions
- Aiming for a rapid reduction in inflation and interest rates
- Relatively controlled wage increases
- Companies lowering their profit requirements through reduced burdens
- Moderate increases in public fees by the state and local governments
- Strong conditions and agreements
- Everyone must participate and contribute to reducing inflation

The main objectives of the collective agreement

- Housing Issues
- Reconstruction of the Transfer System for Household Workforce
 - a) Growth support for homeowners
 - b) Rent subsidies for tenants
 - c) Child subsidies for families with children
- The main objective of this agreement is to contribute to reducing inflation and lowering interest rates through concerted efforts, which is a significant concern for households and businesses. Additionally, the goal of the agreement is to increase the purchasing power of wage earners, create economic predictability, and reduce inflation expectations.

Length and timeline of the collective agreement

- Collective agreements are valid 4 years
- From 1 of February 2024 until 31 January 2028

General provisions of the collective agreement

Wage increases are in the form of a blended approach of fixed amount and percentage

	1. febrúar 2024	1. janúar 2025	1. janúar 2026	1. janúar 2027
	3,25%, þó að lágmarki 23.750 kr.	3,50%, þó að lágmarki 23.750 kr.	3,50%, þó að lágmarki 23.750 kr.	3,50%, þó að lágmarki 23.750 kr.
Skurðpunktur:	730.769 kr *	678.571 kr *	678.571 kr *	678.571 kr *

**fyrir ofan skurðpunkt hækka laun um prósentur (%)*

Other wage-related provisions follow the general wage increases in the collective agreement

General provisions of the collective agreement

	Desemberuppbót	Orlofsuppbót
2024	106.000 kr	58.000 kr
2025	110.000 kr	60.000 kr
2026	114.000 kr	62.000 kr
2027	118.000 kr	64.000 kr

Personal supplements for the years 2024 - 2027

General provisions of the collective agreement

- On January 1st, 2025, the following changes will be made to the provisions regarding overtime 1 and 2

Breyting á fjölda klukkustunda í yfirvinnu 1

31. janúar 2024	1. janúar 2025	1. janúar 2027
17,33 klst.	15,16 klst.	13,00 klst.

Breyting á fjölda klukkustunda í yfirvinnu 2

31. janúar 2024	1. janúar 2025	1. janúar 2027
yv2 umfram 17,33 klst.	yv2 umfram 15,16 klst.	yv2 umfram 13 klst.

Provisional provisions - **Wage and Conditions Committee**

- The agreement stands and falls with the achievement of the inflation reduction goal, which is a prerequisite for the reduction of interest rates.
- To strengthen the prerequisites and objectives of the collective agreements, a special wage and conditions committee will be established. The committee shall be composed of four representatives appointed by SA and four representatives appointed by the negotiating committees of their member unions of ASI, which are parties to the collective bargaining agreements.
- The task of the committee is to monitor the progress of economic factors that may affect the objectives of the agreement, formally assess the prerequisites of the collective agreement, and, if necessary, negotiate responses to any breaches of the prerequisites to ensure the agreement's stability and support its validity.

Provisional provisions – inflation

- If the 12-month inflation rate in August 2025 has not fallen below 4.95%, or if the authorities have not fulfilled the promise according to the declaration, it will be allowed to terminate the agreement so that it expires on October 31, 2025.
- However, the condition regarding the price level is considered to have been met if the inflation rate for the 6-month period from March to August 2025 is 4.7% or lower, compared to the annual rate.
- If the 12-month inflation rate in August 2026 has not fallen below 4.7%, it will be allowed to terminate the agreement so that it expires on October 31, 2026.
- However, the condition regarding the price level is considered to have been met if the inflation rate for the 6-month period from March to August 2026 is 4.4% or lower, compared to the annual rate.

Provisional provisions –

Wage Increase - Protection against Wage Erosion

- To maintain the validity of the collective agreements, the wage and conditions committee shall, in March 2025, 2026, and 2027, determine a special wage increase based on the wage index provided by Statistics Iceland for the general labor market, indicating that wages have increased beyond the increase in the lowest consumer price index.
- The proportional increase in that index shall be compared to the proportional increase in the collective agreements of SGS/Efling during the same period.
- The wage increase shall be calculated as a percentage of the excess increase in the aforementioned consumer price index, and all parties to the collective agreements shall increase their minimum wages by that percentage starting from April 1st each year.
- In March 2025, the period to be considered shall be November 2023 - November 2024.
- In March 2026, the period to be considered shall be November 2024 - November 2025.
- In March 2027, the period to be considered shall be November 2025 - November 2026.

Provisional Provision - Productivity Increase - Ensures wage earners a share in productivity growth

- Productivity gains ensure that workers receive a share of the increase in productivity. The collective agreement assumes that productivity growth will average 2% per year during the term of the agreement. If productivity increases more, workers will receive a share of that value increase in the form of special productivity gains, to the extent that the labor market has not already increased wages in line with productivity growth.
- In March 2025, the increase in the consumer price index and the development of the wage index for the period November 2023 - November 2024 shall be considered.

Provisional Provision – Productivity Increase

- The growth in productivity consists of both an increase in workforce productivity and technological development based on investment. It is important to maintain a financial incentive for investments. Therefore, 70% of the productivity increase will go towards employee wages

Framleiðnivöxtur 2025 og 2026	Framleiðniauki
> 2,0%	0,35%
> 2,5%	0,70%
> 3,0%	1,05%

Payment cannot be made unless there has been positive economic development. Payment for productivity in 2025 will be made on April 1st, 2026, and payment for productivity in 2026 will be made on April 1st, 2027. The wage and conditions committee will determine the amount of productivity gains to be paid out. If unforeseen circumstances arise that have a negative impact on the economy, the wage and conditions committee may need to decide whether or how the increased payment will be made.

Government contributions

- Government contributions are an important part of the benefits of the collective agreement. The government has announced an action plan involving financial contributions to various matters that benefit working people, including an increase in annual government spending totaling 20 billion over the term of the agreement.

Government contributions

Housing issues and housing support

Efficient Housing Development

There will be continued targeted development in the public housing sector with public support through foundation contributions and equity loans to ensure housing security and guarantee affordable housing costs for low-income households. Emphasis will be placed on constructing up to 1,000 apartments per year, and the income limits for equity loans will be increased by 8.2% starting from April 1, 2024.

Increased Housing Supply

Land availability will be improved, administration streamlined, and pension funds facilitated to contribute to the development of rental housing. Efforts will be made to increase the supply of rental housing and the proliferation of cost-effective apartments, along with increased involvement of pension funds in housing investment.

Foundation contributions and equity loans will be secured during the agreement period for the construction of 1,000 apartments per year.

Income limits for equity loans for first-time buyers will be increased by 8.2% starting from April 1, 2024.

Government contributions

Housing support

Special Interest Subsidy due to High Interest Costs

- 7 billion per year in 2024
- Capitalization or reduction of payments
- Recipients: 50,000 individuals

Housing Improvements

- Basic amount and equity limits increased by 25% in June 2024
- Contributions increased by 2.5 billion
- Special addition aimed at better supporting larger families
- Legal improvements ensured for tenants through changes to rental laws, clearer framework for determining rent amounts, and predictability regarding changes in rent amounts
- Increased awareness campaign on rights and obligations in the rental market, counseling and information provision to tenants enhanced in cooperation with the Tenant Assistance Service

Government contributions-

Families with children

- Increased Support for Families with Children
- Child benefits increased – the goal is to increase the number of child benefit recipients and to raise the income thresholds
- Basic amounts increased by 6%
- Reduction rates decreased from 5% to 4%
- Increased by 3 billion in 2024
- Increased by 2 billion in 2025

- Maternity Leave – maximum amount increased from 600,000 to 900,000 over three phases
- April 2024 – 700,000 ISK
- January 2025 – 800,000 ISK
- January 2026 – 900,000 ISK
- Special addition aimed at better supporting larger families

- Rental Market Reform – Draft legislation in the spring session
- Closing the gap – during the term of the agreement, efforts will be made to bridge the gap between maternity leave and kindergarten.

Government contributions- Families with children

- Free School Meals
- A method will be implemented to make school meals for elementary school children free of charge from August 2024 throughout the duration of the agreement.
- The state and municipalities will jointly implement this by the end of May 2024.
- An independent party is tasked with assessing the progress of the project in spring 2026.

Government contributions-

Benefits from housing subsidies and child benefits

Einstaklingur, barnlaus

Tekjur	Húsnæðisbætur			Barnabætur		
	Fyrir	Eftir	Breyting	Fyrir	Eftir	Breyting
500.000	37.798	47.957	10.159	0	0	0
750.000	10.298	20.457	10.159	0	0	0
1.000.000	0	0	0	0	0	0

Einstætt foreldri með tvö börn, annað undir 7 ára aldri

Tekjur	Húsnæðisbætur			Barnabætur		
	Fyrir	Eftir	Breyting	Fyrir	Eftir	Breyting
500.000	62.916	78.645	15.729	78.275	89.000	10.725
750.000	61.188	76.917	15.729	59.554	69.833	10.279
1.000.000	33.688	49.417	15.729	47.054	59.833	12.779

Par með tvö börn, annað undir 7 ára aldri

Tekjur	Húsnæðisbætur			Barnabætur		
	Fyrir	Eftir	Breyting	Fyrir	Eftir	Breyting
500.000	68.159	85.199	17.040	62.500	65.500	3.000
750.000	45.662	62.702	17.040	44.042	58.833	14.792
1.000.000	0	7.702	7.702	17.438	31.333	13.896
2.000.000	0	0	0	0	11.333	11.333

Government contributions-

Other items

- **Public Sector Pay Scales** - The government commits not to increase them by more than 2.5% in 2025. Municipalities are advised to review previously issued increases and keep them within 3.5% for families with children.
- **Wage Guarantee Fund** - Maximum guarantee tied to inflation and wage development, increasing in three phases to 970,000 at the end of the agreement.
- **Cost of Accessing Healthcare Services in Rural Areas** - Number of trips increased to four per year.
- **Workplace Training Fund** - Additional funding of 150 million krona.
- **Education Fund for Students** - Changes made to laws to ease the burden of interest rates and reduce unforeseen increases.
- **Job Evaluation** - Work will continue, a job evaluation system will be implemented in phases, and it will be finalized by the end of 2026.

Result 1 – Increased purchasing power

- Salary increases are moderate, creating room for price decreases in businesses and service providers. Interest rates are expected to remain relatively unchanged in line with inflation. The government's contribution significantly boosts purchasing power in the first year, especially with measures for families with children and increased housing support. The government's contribution will amount to 20 billion, as previously agreed upon, but part of it will be allocated differently than originally planned.
- About half will be invested in improving transfer systems (around 10 billion), but the least progress was made in increasing interest rate subsidies. Instead, a special interest subsidy will be paid in 2024, based on people's debt and income levels. The maximum for singles is 150,000 ISK, 200,000 ISK for single parents, and 250,000 ISK for married couples. This will cost 5-7 billion ISK.
- This will be paid towards the principal or as a reduction in payments, according to people's choices.

Result 2-

Free meals in schools

- This replaces the restoration of the interest rate subsidy system. Starting from autumn 2024, school meals in primary schools will be free of charge. In Reykjavik, this currently costs nearly 13,000 ISK per month per child. For 2 children, this means savings in family expenses amounting to nearly 26,000 ISK per month (for 9 months a year).
- This equals approximately a 40,000 ISK salary increase. This will cost around 5 billion ISK per year. The Icelandic Association of Local Authorities recommends that everyone participate, costing 4.25 billion ISK.

Result 3- Tenants

- Rent subsidies will increase by 25%, and a special additional increase will be provided for large families in the rental market: an additional 24,000 ISK for couples with 3 children and 31,000 ISK for couples with 4 children.
- Efforts will be made to increase the number of apartments from 2000 (previously proposed) to 4000 during the term of the agreement, specifically for low-income individuals. These are contributions that will be used, among other things, in the general housing system of the labor movement.
- This will cost an additional 7.5-9 billion ISK per year during the last years of the agreement.
- Work will continue on amendments to the housing policy, but there will not be full coordination on specific housing subsidies provided by municipalities (which is a flaw).

Result 4-

Renting market

- A bill expected to be processed in the spring session of 2024 will strengthen the legal position of tenants and limit rent increases (Article 3.5).
- A general registration requirement for lease agreements in the Housing and Construction Authority's rental registry will be legislated (more people will receive rent subsidies and their legal status will be strengthened, including for immigrants).
- Information on market rents for comparable housing will thus be more accessible to contracting parties as a reference for determining rent amounts.
- The priority right of tenants to continued rental of housing at the end of a temporary lease agreement will be strengthened.
- Clearer regulations on determining rent amounts at the beginning of a lease agreement, during changes in rental periods, and upon renewal or extension of a lease after its term expires.
- The housing disputes committee will be strengthened, including to resolve disputes regarding rent determination. However, there is still a lack of direct guidelines on rent increases.

Result 5- Child benefits

- Increase in child benefits and reduction of income-related restrictions from 5% to 4%.
- Indexation of child benefits for two years (the movement should continue to push for permanent indexation of all benefits).
- Maximum payments in maternity leave increase from 600,000 ISK to 700,000 ISK in 2024, to 800,000 ISK in 2025, and further to 900,000 ISK in 2026. This will cost about 4 billion ISK when fully implemented.
- Reduction of the care period in maternity leave (under consideration).
- Increased payments from the wage guarantee fund.

Benefits of interest rate reduction – Loans with equal installments - non-indexed

Lánsfjárhæð	Lækkun vaxta	Ávinningur pr. mánuð	Sambærileg "launahækkun"
25.000.000	1%	20.833	33.560
	1,50%	31.250	50.350
	2%	41.667	67.130
	2,50%	52.083	83.910

Lánsfjárhæð	Lækkun vaxta	Ávinningur pr. mánuð	Sambærileg "launahækkun"
33.000.000	1%	27.500	44.300
	1,50%	41.250	66.460
	2%	55.000	88.600
	2,50%	68.750	110.760

Lánsfjárhæð	Lækkun vaxta	Ávinningur pr. mánuð	Sambærileg "launahækkun"
40.000.000	1%	33.333	53.706
	1,50%	50.000	80.559
	2%	66.667	107.413
	2,50%	83.333	134.265

Lánsfjárhæð	Lækkun vaxta	Ávinningur pr. mánuð	Sambærileg "launahækkun"
60.000.000	1%	50.000	80.560
	1,50%	75.000	120.840
	2%	100.000	161.120
	2,50%	125.000	201.400

Equal Payment Loan (annuity) - indexed Equal installments - non-indexed 40-year loan

Lánsfjárhæð og vextir	Lánsform	Greiðslubyrði (á fyrsta ári*)	Eftirstöðvar láns eftir 10 ár	Eftirstöðvar láns eftir 20 ár	Eftirstöðvar láns eftir 30 ár	Vaxtakostnaður láns	Heildarkostnaður láns
25,0 m 3,5% vextir (6,6% verðbólga)	Jafnar greiðslur verðtryggt	100.300*	40,9 m	60,1 m	67,1 m	68,0 m	216,8 m
25,0 m 3,5% vextir (3,6% verðbólga)	Jafnar greiðslur verðtryggt	98.700*	30,8 m	34,0 m	28,5 m	38,6 m	102,5 m
25,0 m 10,75% vextir	Jafnar afborganir óverðtryggt	273.500	18,8 m	12,5 m	6,3 m	53,9 m	78,9 m
25,0 m 7,75% vextir	Jafnar afborganir óverðtryggt	211.700	18,8 m	12,5 m	6,3 m	38,8 m	63,8 m
25,0 m 5,75% vextir	Jafnar afborganir óverðtryggt	170.500	18,8 m	12,5 m	6,3 m	28,8 m	53,8 m

Increased vacation entitlement and changes to vacation processing

Apprentices in construction and landscaping

Eldra fyrirkomulag:

SVEINAR Í BYGGINGARIÐNAÐI OG SKRÚÐGARÐYRKJU

Orlofsdagar	Orlofsprósenta	Hvernig áunnið?
24	10,04%	
28	12,07%	5 ára starf í starfsgrein
29	12,55%	5 ár í sama fyrirtæki
30	13,04%	10 ár í sama fyrirtæki

Nýtt fyrirkomulag:

SVEINAR Í BYGGINGARIÐNAÐI OG SKRÚÐGARÐYRKJU

Orlofsdagar	Orlofsprósenta	Hvernig áunnið?	tekur gildi:
<u>25</u>	10,64%	Sveinspróf lágmark	1.5.2024
28	12,07%	3 ár í fyrirt./5 ár í starfsgr.	1.5.2025
30	13,04%	5 ár í sama fyrirtæki	1.5.2025

**Starfsmaður sem hefur aukinn orlofsrétt vegna starfs hjá sama vinnuveitanda öðlast hann að nýju hjá nýjum vinnuveitanda eftir tveggja ára starf, enda hafi rétturinn verið sannreynður.*

Increased vacation entitlement and changes to vacation processing

Apprentices in hairstyling and cosmetology

Eldra fyrirkomulag:

SVEINAR Í HÁR- OG SNYRTIFRÆÐUM

Orlofsdagar	Orlofsprósenta	Hvernig áunnið?
24	10,04%	
26	11,11%	5 ára starf í starfsgrein
27	11,59%	10 ár í sömu starfsgrein
28	12,07%	5 ára starf í sama fyrirtæki
30	13,04%	10 ár í sama fyrirtæki

Nýtt fyrirkomulag:

SVEINAR Í HÁR- OG SNYRTIFRÆÐUM

Orlofsdagar	Orlofsprósenta	Hvernig áunnið?	tekur gildi:
<u>25</u>	10,64%	Sveinspróf lágmark	1.5.2024
28	12,07%	3 ár í fyrirt./5 ár í starfsgr.	1.5.2025
30	13,04%	5 ár í sama fyrirtæki	1.5.2025

**Starfsmaður sem hefur aukinn orlofsrétt vegna starfs hjá sama vinnuveitanda öðlast hann að nýju hjá nýjum vinnuveitanda eftir tveggja ára starf, enda hafi rétturinn verið sannreindur. 1.5.2024*

Increased vacation entitlement and changes to vacation processing

- Association of plumbing masters

Eldra fyrirkomulag:

FÉLAG PÍPULAGNINGAMEISTARA

Orlofsdagar	Orlofsprósenta	Hvernig áunnið?
24	10,04%	
26	11,11%	5 ára starf í starfsgrein
27	11,59%	10 ár í sömu starfsgrein
28	12,07%	5 ár í fyrirt./10 ár í starfsgr.
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**Starfsmaður sem hefur aukinn orlofsrétt vegna starfs hjá sama vinnuveitanda öðlast hann að nýju hjá nýjum vinnuveitanda eftir þriggja ára starf, enda hafi rétturinn verið sannreindur.*

Nýtt fyrirkomulag:

FÉLAG PÍPULAGNINGAMEISTARA

Orlofsdagar	Orlofsprósenta	Hvernig áunnið?	tekur gildi:
<u>25</u>	10,64%	Sveinspróf lágmark	1.5.2024
28	12,07%	3 ár í fyrirt./5 ár í starfsgr.	1.5.2025
30	13,04%	5 ár í sama fyrirtæki	1.5.2025
			1.5.2024

**Starfsmaður sem hefur aukinn orlofsrétt vegna starfs hjá sama vinnuveitanda öðlast hann að nýju hjá nýjum vinnuveitanda eftir tveggja ára starf, enda hafi rétturinn verið sannreindur.*

Increased vacation entitlement and changes to vacation processing

Automotive Industry Association (BGS)

Eldra fyrirkomulag:

BÍLGREINASAMBANDIÐ

Orlofsdagar	Orlofsprósenta	Hvernig áunnið?
24	10,04%	
26	11,11%	5 ára starf í starfsgrein
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28	12,07%	5 ár í fyrirt./10 ár í starfsgr.
30	13,04%	10 ár í starfsgrein

Nýtt fyrirkomulag:

BÍLGREINASAMBANDIÐ

Orlofsdagar	Orlofsprósenta	Hvernig áunnið?	tekur gildi:
<u>25</u>	10,64%	Sveinspróf lágmark	1.5.2024
28	12,07%	3 ár í fyrirt./5 ár í starfsgr.	1.5.2025
30	13,04%	5 ár í sama fyrirtæki	1.5.2025

**Starfsmaður sem hefur aukinn orlofsrétt vegna starfs hjá sama vinnuveitanda öðlast hann að nýju hjá nýjum vinnuveitanda eftir tveggja ára starf, enda hafi rétturinn verið sannreindur. 1.5.2024*

- **Increasing qualified employees through an electronic work record book**

Increased number of apprentices

- By linking the duration of vocational training to electronic career portfolios, there is an incentive for both students and employers to make efficient use of time, as there is a financial incentive for students to quickly acquire skills and for employers to have trained apprentices start work sooner.
- Making vocational training more efficient and shorter creates opportunities for companies to take on more apprentices.
- The more students enter into contracts and complete vocational training, the more skilled workers are available!

Increased number of apprentices

- The apprentice moves to wage level 2 (same as wage level 3 today, the current level 2 is removed) within the next fortnight after reaching 65% proficiency according to the electronic career handbook.
- However, the apprentice does not move to wage level 2 later than after completing a 34-week vocational training according to the collective bargaining agreement.
- The apprentice who has completed vocational training according to the career handbook moves to wage level 3 until the journeyman's exam is passed, which would be equal to the wages of specialized assistants with extensive professional experience.

Construction workers, metalworkers, masons, plumbers, and gardeners

Launaflokkur 1.
lønnaðarmenn með sveinspróf
eða sambærilega menntun

	2024	2025	2026	2027	Hækkun alls, kr.	Hækkun alls, %
Byrjunarlaun	565.282	594.284	623.266	652.230	115.974	21,6%
Eftir 1 ár	570.935	600.227	629.499	658.753	117.134	21,6%
Eftir 3 ár	576.644	606.229	635.793	665.339	118.304	21,6%
Eftir 5 ár*	582.410	612.291	642.151	671.992	*nýtt þrep	*nýtt þrep

*nýtt þrep

A.m.k. 5 ára sveinspróf og meistararéttindi.
lønnaðarmaður með tvöfalt sveinspróf sem bæði
nýtast í starfinu.

	2024	2025	2026	2027	Hækkun alls, kr.	Hækkun alls, %
Grunnlaun	588.623	618.823	649.001	679.161	120.762	21,6%
Eftir 5 ár frá meistararéttindum*	606.458	637.574	668.666	699.739	*nýtt þrep	*nýtt þrep

*nýtt þrep

lön- og vélfræðingar

	2024	2025	2026	2027	Hækkun alls, kr.	Hækkun alls, %
Byrjunarlaun	610.222	641.530	672.816	704.083	125.194	21,6%
Eftir 1 ár	616.324	647.945	679.544	711.123	126.445	21,6%
Eftir 3 ár	622.488	654.425	686.340	718.235	127.710	21,6%

Construction workers, metalworkers, masons, plumbers, and gardeners

	2024	2025	2026	2027	Hækkun alls, kr.	Hækkun alls, %
Launaflokkur 2. Iðnaðarmenn án sveinsprófs	508.753	534.855	560.939	587.007	104.377	21,6%
	513.840	540.203	566.547	592.875	105.419	21,6%

	2024	2025	2026	2027	Hækkun alls, kr.	Hækkun alls, %
Sérhæfðir aðstoðarmenn í iðnaðarstörfum með mikla faglega reynslu í iðngreininni	438.483	462.930	487.375	511.823	97.787	23,6%
	442.868	467.559	492.249	516.941	98.765	23,6%
	449.511	474.572	499.633	524.695	100.246	23,6%
	458.501	484.063	509.626	535.189	102.251	23,6%

	2024	2025	2026	2027	Hækkun alls, kr.	Hækkun alls, %
Starfsþjálfunarnemar	395.520	412.294	429.068	445.842	Ný viðmið	Ný viðmið
	421.641	439.523	457.405	475.287	Ný viðmið	Ný viðmið
	442.723	461.499	480.275	499.051	Ný viðmið	Ný viðmið

Unit cost in contractual work and cost items.

Ákv. vinna á einingu án kostnaðarliða	2024	2025	2026	2027	Hækkun alls, %
Húsasm.	14,97	15,54	16,11	16,68	15,8%

Ákv. vinna á einingu með kostnaðarliðum	2024	2025	2026	2027	Hækkun alls, %
Málarar	10,87	11,28	11,69	12,11	15,8%
Múrarar	143,14	148,58	154,02	159,50	15,8%
Píparar	17,97	18,65	19,33	20,02	15,8%

Hairdressers

Hársnyrtir með sveinspróf eða sambærilega menntun

	2024	2025	2026	2027		Hækkun alls, kr.	Hækkun alls, %
Byrjunarlaun	565.282	594.284	623.266	652.230		115.974	21,6%
Eftir 1 ár	570.935	600.227	629.499	658.753		117.134	21,6%
Eftir 3 ár	576.644	606.229	635.793	665.339		118.304	21,6%
Eftir 5 ár*	582.410	612.291	642.151	671.992		*nýtt þrep	*nýtt þrep

*nýtt þrep

Hársnyrtir með a.m.k. 5 ára sveinspróf og meistaraáttindi

	2024	2025	2026	2027		Hækkun alls, kr.	Hækkun alls, %
Grunnlaun	588.623	618.823	649.001	679.161		120.762	21,6%
Eftir 5 ár frá meistaraáttindum*	606.458	637.574	668.666	699.739		*nýtt þrep	*nýtt þrep

*nýtt þrep

Launaflokkur 2. Hársnyrtir án sveinsprófs

	2024	2025	2026	2027		Hækkun alls, kr.	Hækkun alls, %
Byrjunarlaun	508.753	534.855	560.939	587.007		104.377	21,6%
Eftir 1 ár	513.840	540.203	566.547	592.875		105.419	21,6%

Iðnnemar í hársnyrtigreinum
Fjögurra ára iðnnám, laun fyrir unninn tíma

	2024	2025	2026	2027		Hækkun alls, kr.	Hækkun alls, %
Launþrep 1	363.699	379.124	394.549	409.974		ný viðmið	ný viðmið
Launþrep 2	402.089	419.142	436.195	453.248		ný viðmið	ný viðmið
Launþrep 3	422.193	440.098	458.003	475.908		ný viðmið	ný viðmið

Master associations in the construction industry within SA

	2024	2025	2026	2027		Hækkun alls, kr.	Hækkun alls, %
Sveinar							
Byrjunarlaun	572.079	601.430	630.760	660.072		117.368	21,6%
Eftir 3 ár	583.520	613.458	643.375	673.274		119.716	21,6%
Lágmarkstaxti í viðgerðarvinnu							
Lágmarkstaxti starfsm. með faglega ábyrgð eða meistarapróf eða tvö sveinsbréf sem nýtast í starfi	591.731	622.090	652.428	682.747		682.747	21,6%
	595.645	626.205	656.743	687.263		125.916	21,6%
	586.799	610.549	634.299				
	597.555	621.305	645.055	668.805		95.000	16,6%
	608.682	632.432	656.182	679.932		95.000	16,2%
	620.195	643.945	667.695	691.445		95.000	15,9%
	632.107	655.857	679.607	703.393		95.036	15,6%
	644.429	668.179	691.929	716.147		95.468	15,4%
	656.843	680.593	704.413	729.068		95.975	15,2%
	669.979	694.204	718.502	743.649		viðbót	viðbót

The Car Industry Association

	2024	2025	2026	2027		Hækkun alls, kr.	Hækkun alls, %
Byrjunarlaun sveins	592.370	622.762	653.133	683.485		121.531	21,6%
Eftir 1 ár í starfsgrein	609.039	638.763	667.359	695.703		117.936	20,4%
Eftir 3 ár í starfsgrein	616.917	647.026	675.992	704.703		119.463	20,4%
Eftir 5 ár í starfsgrein	621.800	649.281	678.363	707.862		109.812	18,4%

2 sveinsbr., verkstj. II o.fl.	631.867	655.617	679.367	703.145		95.028	15,6%
Aðstoðarverkstjóri o.fl.	648.189	671.939	695.689	720.038		95.599	15,3%
Verkstjóri 1	658.955	682.705	706.600	731.331		96.126	15,1%

Launaflokkur 2	515.216	541.649	568.064	594.463		105.702	21,6%
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Iðnnemar

	2024	2025	2026	2027		Hækkun alls, kr.	Hækkun alls, %
Launaprep 1	421.966	439.862	457.758	475.654		ný viðmið	ný viðmið
Launaprep 2	454.379	473.649	492.919	512.189		ný viðmið	ný viðmið
Launaprep 3	477.098	497.332	517.566	537.800		ný viðmið	ný viðmið

The Plumber Association

	2024	2025	2026	2027	Hækkun alls, kr.	Hækkun alls, %
Byrjunarlaun sveins	622.297	654.224	686.129	715.956	125.612	21,3%
E. 5 ár í starfsgr.	647.322	671.072	694.822	721.920	98.348	15,8%
E. 7 ár í starfsgr.	658.955	682.705	706.600	731.331	96.126	15,1%

2 sveinsbr., verkstj. II o.fl.	670.881	694.631	718.943	744.106	96.975	15,0%
Aðstoðarverkstjóri o.fl.	680.489	704.306	728.957	754.470	97.731	14,9%
Verkstjóri 1	691.164	715.355	740.392	766.306	98.892	14,8%
	701.839	726.403	751.827	778.141	100.052	14,8%
	712.514	737.452	763.263	789.977	101.213	14,7%

Launaflokkur 2	517.109	543.640	570.152	596.648	106.091	21,6%
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	2024	2025	2026	2027	Hækkun alls, kr.	Hækkun alls, %
Launþrep 1	424.835	442.852	460.869	478.886	ný viðmið	ný viðmið
Launþrep 2	455.649	474.973	494.297	513.621	ný viðmið	ný viðmið
Launþrep 3	478.431	498.721	519.011	539.301	ný viðmið	ný viðmið

Other rights issues in the collective agreements

- Chain liability
- Sources of compliance officers
- Termination protection - new section 7.8, about equipment, health practices, and safety
- Chapter on trustees - section 11
- Recording the impact of absenteeism (reduction of wage demands)
- Recording improved work environment and supervision in construction and civil engineering
- Recording workplace inspection
- Recording safety and equipment suggestions