



**Contract between the Federation of  
General and Special Workers in Iceland  
and  
the National Association of Small Boat  
Owners Iceland  
about piecework with line and net**

**The contract is valid from 1st of June 2011 until 31st of January 2014 and is  
then invalid without a special cancellation.**

## **Contract between the Federation of General and Special Workers in Iceland and the National Association of Small Boat Owners Iceland about piecework with line and net**

### **1. section Area of application:**

This contract is about employees working with baiting or taking care of the line and the hooks at land different from the ones who are employed part time. For them a special contract for seamen is valid. The contract is also valid for employees working with nets.

With the ratification of this contract is paid once a special payment of about kr. 50.000 for each employee being in 100% work in May 2011 and proportionately to 100% work in the months March until May 2011. Employees dropping out of work in April get proportionately paid depending on their working time in March and April. Employees beginning to work in April or the first five days in May and are employed in May get proportionately paid depending on their working time in April and May. Employees in part-time work get paid proportionately depending on their part-time percentage. The payment should be paid over not later than 1st of July 2011.

### **2. section Pay scale:**

#### *a) Baiting with cutting the bait*

Employee baiting at land has to be paid per case as said here below:

420x5,31 = kr. 2229 with cutting the bait

500x5,31 = kr. 2654 with cutting the bait

540x5,31 = kr. 2866 with cutting the bait

If the line is longer, it has to be paid 10% extra per hook. Vacation bonus is not included in these figures. These payments are calculated for employees baiting and taking care of cut bait without other kinds of responsibilities on board.

#### *b) Baiting without cutting bait*

Employee baiting at land has to be paid per case as said here below:

420x4,86 = kr. 2040 without cutting the bait

500x4,86 = kr. 2429 without cutting the bait

540x4,86 = kr. 2623 without cutting the bait

If the line is longer, it has to be paid 10% extra per hook. Vacation bonus is not included in these figures. These payments are calculated for employees baiting and taking care of cut bait without other kinds of responsibilities on board.

c) *Taking care of line and hooks*

For taking care of line and hooks has to be paid 82% of the payment for baiting per case like it is said under a) in this section. Payments for taking care of the line and the hooks depend on the length of the line per case like it is for baiting. Vacation bonus is not included in these figures.

420 hooks per case taking care of line and hooks kr. 1828

500 hooks per case taking care of line and hooks kr. 2176

540 hooks per case taking care of line and hooks kr. 2350

**3. section Workers on land**

Special negotiation is necessary with the ones taking care of the ship coming to the harbour, taking care of the bait (putting it to or taking it out of the cooling chamber) and other responsibilities.

**4. section Percentage of work**

An employee taking care of line and hooks or baiting a certain amount of cases per day like said in the following rules is to be called to be in 100% work in baiting. If the employee is employed to bait fewer cases his percentage of work gets relatively less. 100% work is defined in this contract as 14 days of baiting every single month. More about the definition of 100% work is to be found under d) in the addition to this contract.

*Shares with cutting bait:*

420 hooks per case = 6,55 cases per day

500 hooks per case = 5,50 cases per day

540 hooks per case = 5,09 cases per day

*shares without cutting bait:*

420 hooks per case = 7,15 cases per day

500 hooks per case = 6,01 cases per day

540 hooks per case = 5,56 cases per day

*Taking care of line and hooks:*

420 hooks per case = 7,98 cases per day

500 hooks per case = 6,71 cases per day

540 hooks per case = 6,21 cases per day

**5. section Guaranteed salary**

Employees in baiting with permanent employment have a guaranteed salary per month of about kr. 204.345,-. The guaranteed salary is defined by taking care of line and hooks or baiting a certain amount of cases per month at 100% work and by percentage of cases as by percentage of work. The amount of cases depends on the length of the line the employee is working on to take care of or baiting regularly. If storm or other circumstances restrain fishing the employees have to be paid their guaranteed salary

for the amount of cases in percentage of the rules below. The guaranteed salary is raised as said in the contracts of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic Employers each time when signed.

1<sup>st</sup> of February 2012: kr. 11.000 – guaranteed salary about kr. 215.345

1<sup>st</sup> of February 2013: kr. 11.000 – guaranteed salary about kr. 226.345

*Guaranteed salary kr. 204.345,- with cutting bait:*

2.229 per 420 hooks per case = 91,67 cases per month

2.654 per 500 hooks per case = 77,00 cases per month

2.866 per 540 hooks per case = 71,30 cases per month

*Guaranteed salary kr. 204.345,- without cutting bait:*

2.040 per 420 hooks per case = 100,17 cases per month

2.429 per 500 hooks per case = 84,14 cases per month

2.623 per 540 hooks per case = 77,91 cases per month

*Guaranteed salary kr. 204.345,- taking care of line and hooks:*

1.828 per 420 hooks per case = 111,79 cases per month

2.176 per 500 hooks per case = 93,90 cases per month

2.350 per 540 hooks per case = 86,95 cases per month

Guaranteed salary and other payments raise as said in the contracts of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic Employers each time when signed.

## 6. section Work with line and net

<i>To install the line</i>	<i>Payment without vacation bonus</i>
For knotting 1000 nylon strings	kr. 2.592
Notting hooks only	kr. 1.817
To install the line, 100 strings	kr. 827

<i>Work with cod net</i>	<i>Payment without vacation bonus</i>
For attaching the net to sinkers and floaters	kr. 1.814
For putting the net on the pipes	kr. 778
For attaching the ropes on both ends of the net	kr. 141
For cod net all together	kr. 2.733
For attaching used sinkers and floaters to the cod net and repair is paid 10% extra on kr. 1.814	kr. 1.995
For cutting off the net, taking off both ropes at the ends and roll up the main ropes of the net	kr. 1.910

<i>Work with lumpfish net</i>	<i>Payment without vacation bonus</i>
For attaching the lumpfish net on sinkers and floaters	kr. 2.177
For putting the lumpfish net on the pipes	kr. 1.556
For attaching the ropes on both ends of the net	kr. 141
In addition for lumpfish net	kr. 3.874
For attaching the second main rope to the lumpfish net	kr. 5.104
For attaching the lumpfish net to used sinkers and floaters and repair is paid 10% extra on kr. 2.177	kr. 2.395
For cutting off the lumpfish net, taking off both ropes at the ends and roll up the main ropes of the net.	kr. 2.251

## **7. section Vacation and Christmas bonus**

Vacation and Christmas bonus has to be paid for employees in line and net work depending on their working time and percentage of work in general. Christmas bonus for each calendar year in 100% work is:

- In year 2011 kr. 48.800
- In year 2011 is paid a special bonus in addition to the Christmas bonus kr. 15.000
- In year 2012 kr. 50.500
- In year 2013 kr. 52.100

Vacation bonus for each vacation year (1<sup>st</sup> of May until 30. of April) in 100% work is:

- In the vacation year beginning 1<sup>st</sup> of May 2011 the vacation bonus is kr. 26.900
- In 2011 is paid a special bonus in addition to the vacation bonus kr. 10.000
- In the vacation year beginning 1<sup>st</sup> of May 2012 the vacation bonus is kr. 27.800
- In the vacation year beginning 1<sup>st</sup> of May 2013 the vacation bonus is kr. 28.700

## **8. section Contract of employment**

Is the worker employed for a longer period of time than one month and more than eight hours per week has to be signed a contract not later than two months after the beginning of the employment. At least the employment has to be confirmed in written form.

## **9. section Vacation rights**

Minimum vacation bonus has to be 10,17% or 24 days off. If the employee has worked with baiting or fishing with net for about 5 years the bonus has to be 10,64% or 25 days off. In the same manner employees working for about 10 years at the same company get 30 days off and 13,04% bonus.

An employee obtaining a bonus for working many years at the same company, gets it again after 3 years at the new employer, but the employee has to prove it.

## **10. section Salary statement**

Rules about salary statement and pay slip shall be as said in section 1.10 in the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

### **11. section Working time**

Rules about working time and minimum rest during work shall be as said in chapter 2 in the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

### **12. section Sickness allowance**

Rules about sickness benefits in case of illness or accident and accident insurance shall be as said in chapter 8 in the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

### **13. section Work wear**

If work wear isn't available (apron, appropriate gloves, trousers, overall) a permanent employee in baiting shall have the permission to get work wear from the fishing company for about kr. 5.528 per month. This amount is increasing like other figures of income in this contract.

1<sup>st</sup> of February 2012: kr. 5.827

1<sup>st</sup> of February 2013: kr. 6.124

Temporary employees in baiting and employees in fishing with net shall get appropriate work wear.

### **14. section Payments in pension fund**

The employer pays 8% and the employee 4% of all payments to the pension fund. Employer's additional contribution to the supplementary premium to the pension fund shall be 2% of all payments or a higher contribution from the employee.

### **15. section Vocational rehabilitation fund**

The employer obligates himself to pay 0,13% of the salary as rehabilitation payment to the same institution as paid is in the pension fund.

Otherwise it is referred to the abstract from the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers about the vocational rehabilitation fund from 17<sup>th</sup> of February 2008.

### **16. section Membership fee and other payments**

The employer has to retain the union's membership fee from all employees' payments and pay this amount to the adequate union. Other payments, as to the vacation, sickness or education fund, are handled as said in chapter 10 in the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

### **17. section Other benefits**

If the employee in baiting has a higher salary or other benefits than said in this contract, he shall keep the salary and these benefits.

## 18. section other aspects

Other aspects not being explained in this contract refer to the main labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

## 19. section Time frame

The contract is valid from 1<sup>st</sup> of June 2011 until 31<sup>st</sup> of January 2014 and is then invalid without a special cancellation.

If basic changes are determined in the contracts aspects or time frame by the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers from 5<sup>th</sup> of May 2011, these changes also apply to this contract.

Reykjavík 1<sup>st</sup> of July 2011

Signed on behalf of the Federation of General and Special Workers in Iceland

Signed on behalf of the National Association of Small Boat Owners Iceland

## Addition to the contract

Contract between the Federation of General and Special Workers in Iceland and the National Association of Small Boat Owners Iceland about piecework with line and net from 1<sup>st</sup> of July 2011

### a) Example of payment for baiting with cutting bait:

420 x 5,31 = kr. 2.229 with 10,17% vacation bonus kr. 2.456

500 x 5,31 = kr. 2.654 with 10,17% vacation bonus kr. 2.924

540 x 5,31 = kr. 2.866 with 10,17% vacation bonus kr. 3.158

Payments for cutting bait are included in the figures above and are as follows:

420 hooks case kr. 189

500 hooks case kr. 225

540 hooks case kr. 243

### b) Example of payments for baiting without cutting bait:

420 x 4,86 = kr. 2.033 with 10,17% vacation bonus kr. 2.248

500 x 4,86 = kr. 2.429 with 10,17% vacation bonus kr. 2.676

540 x 4,86 = kr. 2.620 with 10,17% vacation bonus kr. 2.890

### c) For taking care of the line shall be paid 82% of section a) of this chapter:

420 x 5,31 = kr. 2.229 taking care of the line kr. 1.828 with 10,17% vacation bonus kr. 2.014

500 x 5,31 = kr. 2.654 taking care of the line kr. 2.176 with 10,17% vacation bonus kr. 2.397

540 x 5,31 = kr. 2.866 taking care of the line kr. 2.350 with 10,17% vacation bonus kr. 2.589

In these examples above the vacation bonus is about 10,17%. It is important to call attention to the different rules on the vacation bonus depending on the work experience, concerning section 9 in this contract.

d) *Example of guaranteed salary:*

Employees guaranteed salary is defined by a certain amount of cases per month depending on fulltime work and on percentage of cases as on percentage of work. The amount of cases depends on the length of the line. If storm or other circumstances restrain fishing the employees have to be paid their guaranteed salary for the amount of cases in percentage of the rules below.

Guaranteed salary kr. 204.345,- with cutting bait:

2.229 per 420 hooks per case = 91,67 cases per month

2.654 per 500 hooks per case = 77,00 cases per month

2.866 per 540 hooks per case = 71,30 cases per month

Guaranteed salary kr. 204.345,- without cutting bait:

2.040 per 420 hooks per case = 100,17 cases per month

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2.623 per 540 hooks per case = 77,91 cases per month

Guaranteed salary kr. 204.345,- taking care of the line:

1.828 per 420 hooks per case = 111,79 cases per month

2.176 per 500 hooks per case = 93,90 cases per month

2.350 per 540 hooks per case = 86,95 cases per month

**Declaration of intent**

Parties agree to found a commission to evaluate the advantages and disadvantages of part-time employment in baiting at the fishing companies of small boat owners.

The commission shall complete its work before 31<sup>st</sup> of December 2012. Its conclusions are used for the next contract negotiations.

Reykjavík, 1<sup>st</sup> of July 2011

Signed on behalf of the Federation of General and Special Workers in Iceland

Signed on behalf of the National Association of Small Boat Owners Iceland