



**2015**

**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.

Pay raise as agreed on:

9,5% from 1<sup>st</sup> of May 2015

8,0% from 1<sup>st</sup> of May 2016

4,5% from 1<sup>st</sup> of May 2017

3,1% from 1<sup>st</sup> of May 2018

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

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

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

- 420 hooks with cutting the bait kr. 2.820
- 450 hooks with cutting the bait kr. 3.021
- 500 hooks with cutting the bait kr. 3.357
- 540 hooks with cutting the bait kr. 3.626

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:

- 420 hooks without cutting the bait kr. 2.581
- 450 hooks without cutting the bait kr. 2.765
- 500 hooks without cutting the bait kr. 3.073
- 540 hooks without cutting the bait kr. 3.318

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 74% 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. 2.087
- 450 hooks per case taking care of line and hooks kr. 2.236
- 500 hooks per case taking care of line and hooks kr. 2.485
- 540 hooks per case taking care of line and hooks kr. 2.683

#### *d) Definition work*

It is allowed to let employees work with taking care of lines and hooks and other work at the workplace if the employees are not working 100% per month in taking care of lines and hooks on day time.

#### *e) Work on public holidays*

If the employee is working on public holidays (sec. 2.3.2. in the general contract) he has to get 80% bonus. The same bonus has to be paid on Sundays when working after the monthly guaranteed salary is fulfilled.

### **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.

The employer is responsible for having a first aid kit on the workplace with medication and dressing material. On the workplace there has to be access to a restroom, a sink and a place inside to have coffee or to keep the work clothes.

#### 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

*Shares with cutting bait:*

- 420 hooks per case = 6,55 cases per day
- 450 hooks per case = 6,11 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
- 450 hooks per case = 6,68 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 = 8,85 cases per day
- 450 hooks per case = 8,26 cases per day
- 500 hooks per case = 7,43 cases per day
- 540 hooks per case = 6,88 cases per day

#### 5. section Guaranteed salary

Employees in baiting with permanent employment have a guaranteed salary per month of about kr. 258.524,-. 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.

*Guaranteed salary kr. 258.524,- with cutting bait:*

- 420 hooks per case = 91,67 cases per month
- 450 hooks per case = 85,57 cases per month
- 500 hooks per case = 77,00 cases per month
- 540 hooks per case = 71,30 cases per month

*Guaranteed salary kr. 258.524,- without cutting bait:*

- 420 hooks per case = 100,17 cases per month
- 450 hooks per case = 93,50 cases per month
- 500 hooks per case = 84,14 cases per month
- 540 hooks per case = 77,91 cases per month

*Guaranteed salary kr. 258.524,- taking care of line and hooks:*

- 420 hooks per case = 123,87 cases per month
- 450 hooks per case = 115,62 cases per month
- 500 hooks per case = 104,05 cases per month
- 540 hooks per case = 96,35 cases per month

Salary and other payments raise as said here:

- 8,0% 1<sup>st</sup> of May 2016
- 4,5% 1<sup>st</sup> of May 2017
- 3,1% 1<sup>st</sup> of May 2018.

## **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. 3.279
Knotting hooks only	kr. 2.299
To install the line, 100 strings	kr. 1.046

<i>Work with cod net</i>	<i>Payment without vacation bonus</i>
For attaching the net to sinkers and floaters	kr. 2.295
For putting the net on the pipes	kr. 984
For attaching the ropes on both ends of the net	kr. 179
For cod net all together	kr. 3.458
For attaching used sinkers and floaters to the cod net and repair is paid 10% extra on kr. 2.295	kr. 2.525
For cutting off the net, taking off both ropes at the ends and roll up the main ropes of the net	kr. 2.416

<i>Work with lumpfish net</i>	<i>Payment without vacation bonus</i>
For attaching the lumpfish net on sinkers and floaters	kr. 2.754
For putting the lumpfish net on the pipes	kr. 1.969
For attaching the ropes on both ends of the net	kr. 178
For lumpfish net all together	kr. 4.901
For attaching the second main rope to the lumpfish net	kr. 6.457
For attaching the lumpfish net to used sinkers and floaters and repair is paid 10% extra on kr. 2.177	kr. 3.030
For cutting off the lumpfish net, taking off both ropes at the ends and roll up the main ropes of the net.	kr. 2.848

## **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 2015 kr. 78.000
- In year 2016 kr. 82.000
- In year 2017 kr. 86.000
- In year 2018 kr. 89.000

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

- In the vacation year beginning 1<sup>st</sup> of May 2015 the vacation bonus is kr. 42.000
- In the vacation year beginning 1<sup>st</sup> of May 2016 the vacation bonus is kr. 44.500
- In the vacation year beginning 1<sup>st</sup> of May 2017 the vacation bonus is kr. 46.500
- In the vacation year beginning 1<sup>st</sup> of May 2018 the vacation bonus is kr. 48.000

## **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. 6.994 per month from 1<sup>st</sup> of May 2015 og kr. 7.553 from 1<sup>st</sup> of May 2017. 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**

Rules about payments to the Vocational rehabilitation fund shall be 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.

**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 1st of May 2015 until 31<sup>st</sup> of December 2018 and is then invalid without a special cancellation if the involved negotiating parties are not refusing the contract before 16:00h 8<sup>th</sup> of October 2015.

The preconditions of the contract are as said in the labour agreement of the Federation of General and Special Workers in Iceland and the Confederation of Icelandic employers.

**Declaration of intent**

Parties agree to work against black labour, it has influence on the competition between the companies and the employees lose their rights to be found in the agreement.

Reykjavík 2<sup>nd</sup> of September 2015

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

Guaranteed Salary (GS) - Contract between LS. and SGS 2015 until 2018.			
From 1st of May 2015 - Pay raise 9,5 %			
	GS	Hooks per case	Payment per case
With cutting bait	258.524	420	2.820
	258.524	450	3.021
	258.524	500	3.357
	258.524	540	3.626
Without cutting bait	258.524	420	2.581
	258.524	450	2.765
	258.524	500	3.073
	258.524	540	3.318
Taking care of line and hooks	258.524	420	2.087
	258.524	450	2.236
	258.524	500	2.485
	258.524	540	2.683

Guaranteed Salary (GS) - Contract between LS. and SGS 2015 til 2018.			
From 1 <sup>st</sup> of May 2016 - Pay raise 8,0 %			
	GS	Hooks per case	Payment per case
With cutting bait	279.206	420	3.046
	279.206	450	3.263
	279.206	500	3.626
	279.206	540	3.916
Without cutting bait	279.206	420	2.787
	279.206	450	2.986
	279.206	500	3.318
	279.206	540	3.584
Taking care of line and hooks	279.206	420	2.254
	279.206	450	2.415
	279.206	500	2.683
	279.206	540	2.898

Guaranteed Salary (GS) - Contract between LS. and SGS 2015 until 2018.			
From 1st of May 2017 - Pay raise 4,5 %			
	GS	Hooks per case	Payment per case
With cutting bait	291.770	420	3.183
	291.770	450	3.410
	291.770	500	3.789
	291.770	540	4.092
Without cutting bait	291.770	420	2.913
	291.770	450	3.121
	291.770	500	3.468
	291.770	540	3.745
Taking care of line and hooks	291.770	420	2.355
	291.770	450	2.524
	291.770	500	2.804
	291.770	540	3.028

Guaranteed Salary (GS) - Contract between LS. and SGS 2015 til 2018.			
From 1 <sup>st</sup> of May 2018 - <b>Pay raise 3,1 %</b>			
	GS	Hooks per case	Payment per case
<b>With cutting bait</b>	300.815	420	3.281
	300.815	450	3.515
	300.815	500	3.907
	300.815	540	4.219
<b>Without cutting bait</b>	300.815	420	3.003
	300.815	450	3.217
	300.815	500	3.575
	300.815	540	3.861
<b>Taking care of line and hooks</b>	300.815	420	2.428
	300.815	450	2.602
	300.815	500	2.891
	300.815	540	3.122

	1st of May 2015 9,50%	1st of May 2016 8,00%	1st of May 2017 4,50%	1st of May 2018 3,10%
<b>To install the line</b>				
For knotting 1000 nylon strings	3.279 kr.	3.542 kr.	3.701 kr.	3.816 kr.
Knotting hooks only	2.299 kr.	2.482 kr.	2.594 kr.	2.675 kr.
To install the line, 100 strings	1.046 kr.	1.130 kr.	1.180 kr.	1.217 kr.
<b>Work with cod net</b>				
For attaching the net to sinkers and floaters	2.295 kr.	2.479 kr.	2.591 kr.	2.671 kr.
For putting the net on the pipes	984 kr.	1.062 kr.	1.110 kr.	1.145 kr.
For attaching the ropes on both ends of the net	179 kr.	193 kr.	202 kr.	208 kr.
For cod net all together	3.458 kr.	3.735 kr.	3.903 kr.	4.024 kr.
For attaching used sinkers and floaters to the cod net and repair is paid 10% extra on kr. 2.295	2.525 kr.	2.727 kr.	2.850 kr.	2.938 kr.
For cutting off the net, taking off both ropes at the ends and roll up the main ropes of the net	2.416 kr.	2.610 kr.	2.727 kr.	2.812 kr.
<b>Work with lumpfish net</b>				
For attaching the lumpfish net on sinkers and floaters	2.754 kr.	2.975 kr.	3.108 kr.	3.205 kr.
For putting the lumpfish net on the pipes	1.969 kr.	2.126 kr.	2.222 kr.	2.291 kr.
For attaching the ropes on both ends of the net	178 kr.	193 kr.	201 kr.	208 kr.
For lumpfish net all together	4.901 kr.	5.293 kr.	5.531 kr.	5.703 kr.
For attaching the second main rope to the lumpfish net	6.457 kr.	6.974 kr.	7.288 kr.	7.514 kr.
For attaching the lumpfish net to used sinkers and floaters and repair is paid 10% extra on kr. 2.177	3.030 kr.	3.272 kr.	3.419 kr.	3.525 kr.
For cutting off the lumpfish net, taking off both ropes at the ends and roll up the main ropes of the net	2.848 kr.	3.076 kr.	3.214 kr.	3.314 kr.