

Probation periods and hands-on training are work as well!

In light of recent events we would like to inform you:

Working hours in probation periods and hands-on training have to be paid. Too many of our members let us know that they didn't get paid, especially in the restaurant business.

If you experienced something like that, don't hesitate to get in touch with the union.

IS THE PAY SLIP TOO COMPLICATED?

Get in touch if you don't understand your pay slip

Keep all your pay slips, they are proving your rights



Daily rest period

Working time shall be arranged in such a way that during each 24-hour period, starting from the beginning of the working day, the employee receives at least 11 hours' continuous rest.

Keep track of your working hours!

It is very important to write down your exact working hours. We would like to recommend an app developed by students of the VMA. It is called Launi and it is a comfortable way of keeping track of your working hours. On the website www.launi.is it is possible to download the app.

PLEASE NOTE!

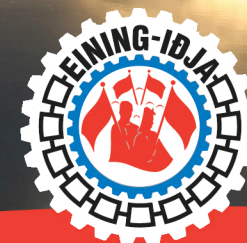
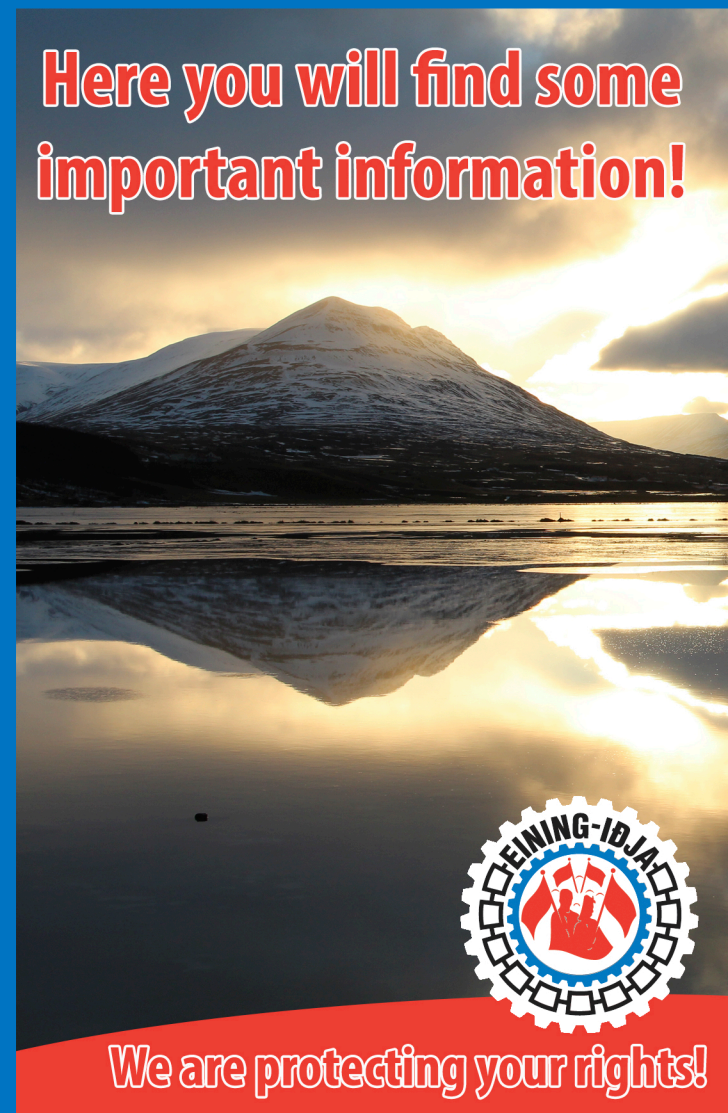
All issues reported to the union are strictly confidential!



Scan the code and get more information on www.ein.is

Do you work in a restaurant, a hotel, a guesthouse or in tourism in general?

Here you will find some important information!



We are protecting your rights!

SHIFT WORK

One shift mustn't be longer than 12 hours and one shift has to be at least 3 hours long.

Shift shall be continuous

If you work shifts, it needs to be in your employment contract

Shift work should be organized for 4 weeks at a time, shift register must be presented at least week notice

For shift work between 17h and 8h has to be paid a bonus:

33% between 17h and 24h on Mondays til Fridays.

45% at nights between 0h and 8h and also on Saturdays and Sundays.

When does your shift end?

The beginning and the end of each shift has to be announced. If not and announced to the union payment for day time work and over work will be demanded from the company.

More Information about your rights and duties at the union's office, by phone 460 3600 and on the web site www.ein.is

Don't let somebody betray you!



SOME ASPECTS ACCORDING TO THE LABOUR AGREEMENT:

- If you get 16 or 17 years old during the year you have to be paid as you already were 16 or 17.
- The wages of those aged 18 and 19 are 95% of the starting wages of those aged twenty. After six months and a minimum of 700 working hours in the same profession after the age of sixteen (aggregate), those aged eighteen receive the same pay as those aged twenty. See further details in the collective agreement
- If you are 22 years old you have to be paid as you would already have 1 year work experience.
- The maximum in day time work are 173,33 hours per month. If you work more you have to get paid overtime (80% more than the usual hourly rate).
- You have the right to have a break, 5 minutes per worked hour, and employer and employee have to find a solution both can agree on when the break will be.
- It is illegal to pay the holiday bonus (orlof) monthly as part of your salary.
- For a call for work which is not within the regular working time has to be paid at least 4 hours.

WE ARE HERE FOR YOU!



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Average wage

An "average wage", a time rate always being the same, doesn't matter what time and day you are working, doesn't exist in the labour agreement. But we know about some cases employers and employees have agreed on an average wage. If you've been told that it is a habit in the company you are working for to pay average wages it would be good to get to know the conditions of calculating the salary and to let somebody from the union check on it.

Our experience is that these conditions are often wrong. It is well known that especially young people are offered average wages and then they mostly work in the evening and at the weekends so they get paid less than the labour agreement says.

Do you have a work contract?

All workers and employees should sign a written contract including i.a. duration of the contract, description of the work, term of notice, salary, working time, pension fund and which labour agreement it is referred to.

GET IN TOUCH IF YOU THINK SOMETHING IS NOT AS IT SHOULD BE!