

COLLECTIVE AGREEMENT

between

SA – Confederation of Icelandic Enterprise & SAF – The Icelandic Travel Industry Association

and

Leiðsögn – Iceland Tourist Guide Association

Short-term agreement, valid from 1 November 2022 to 31 January 2024

Article 1

This short-term collective agreement constitutes changes and additions to the main collective agreement of the associations SA and SAF with Leiðsögn - Iceland Tourist Guide Association.

Article 2

Main objectives

This collective agreement is an extension of the standard of living agreement between the parties that was in force during the period 1.4.2019 – 1.11.2022.

In the opinion of the parties to the agreement, this current agreement supports purchasing power of pay, and in addition to this, provides households and companies with predictability during a period of great uncertainty. This current agreement can thus support stability and create pre-requisites for a long-term agreement.

Term of validity

The period of validity of the agreement is from 1 November 2022 until 31 January 2024.

Changes in wages

Pay increases in the agreement are in the form of ISK increases of monthly pay. Monthly pay means a fixed monthly pay for daytime working in a full-time job.

General pay increase

On 1 November 2022 monthly pay increases by ISK 33.000.

Salary grades

Salary grades in this collective agreement are increased specifically from 1 November 2022, (see attached document to this agreement). New salary grades will replace former ones, and are part of this current agreement, valid from 1 November 2022.

Terms of employment items

Items related to terms of employment increase by about 5.0% from 1 November 2022, unless otherwise agreed.

December bonus and holiday allowance bonus

The December bonus for each calendar year based on full-time work is:
In the year 2023 ISK 103.000.

The holiday allowance bonus for each holiday pay year, 1 May - 30 April, based on full-time work is:

For holiday pay year commencing 1 May 2023, holiday allowance bonus will be ISK 56.000.

It is an allowed option to pay December- and holiday allowance bonus after each tour/travel program, according to article 2.2.5 in the collective agreement between the parties, and will the bonus then be ISK 95 on top of every paid daytime working hour, during the period of validity of the current collective agreement.

Economic growth bonus 2023

Since the validity of this agreement is in force from 1 November 2022, the economic growth bonus according to the collective agreement between the parties, which was due for payment on 1 May 2023, will be accelerated and fully honoured. There is furthermore an agreement that with this increase and early payment, there will be no further re-evaluation of the economic growth bonus, according to the collective agreement 1.4.2019 – 1.11.2022.

Article 3

Work Experience

Article 1.4 in the collective agreement 1.4.2019 – 1.11.2022 will change and be as follows:

The salary grades of tourist guides contain seniority brackets based on work experience in guiding and period of employment as follows:

1. Bracket: Entry-level wages.
2. Bracket: Employee with one year of work experience.
3. Bracket: Employee with three years of work experience.
4. Bracket: Employee with five years of work experience.

1.650 working hours count as one year of work experience. Working hours are all hours worked, daytime and overtime.

Points earned in a point system according to previous agreements, prior to this current agreement becoming valid, shall be converted to work experience so that each 15 points, on top of points for education, shall count as one year of work experience. The point system will not be maintained.

The Iceland Tourist Guide Association certifies, upon request of an employee, the period of employment according to paid membership fees.

Article 4

Ratification of this collective agreement will be announced on Wednesday 15 February 2023.

Reykjavik, 2 February 2023

On behalf of The Tourist Guide Association:

Friðrik Rafnsson
Hallfríður Þórarinsdóttir
Stefán Andrésson
Snorri Steinn Sigurðsson

On behalf of SA and SAF:

Guðmundur Heiðar Guðmundsson
Ólafur Garðar Halldórsson
Teitur H. Syer
Bjarnheiður Hallsdóttir
Gunnar Rafn Birgisson
Ína Edda Þórsdóttir

Attachment 1 - New salary grades

Valid from 1 November 2022

Salary grade 1: Tour manager / Tour escort

Basic salary: 444.671 ISK

Salary grade 2: Tourist guide (guide without special education in the field of guiding)

Basic salary: 444.671 ISK

1 year work experience: 454.605 ISK

Salary grade 3: Tourist guide (tourist guide with job preparation (education or skills assessment) in the specialized field of guiding or general guiding which is job related)

Basic salary: 450.618 ISK

1 year work experience: 466.614 ISK

3 year work experience: 482.470 ISK

5 year work experience: 486.094 ISK

Salary grade 4: Tourist guide (tourist guide with job preparation (education or skills assessment) in accordance with IST EN 15565:2008 on the job the job-related training and education of tourist guides. Possesses specialized knowledge related to guiding.)

Basic salary: 458.920 ISK

1 year work experience: 479.662 ISK

3 year work experience: 495.961 ISK

5 year work experience: 499.686 ISK