

Time measured piecework

Changes in Cleaning Payments

Effects occur in work hours, at peak hours, minimum wages, and seniority.

Payments for time measured piecework in cleaning will change from the beginning of the next contract period. The main change will be that from now on the contractual environment which generally applies to SGS members will be considered where peak hours for overtime starts at 5 pm. during weekdays and the same wage table will apply to piecework in cleaning as it does for other workgroups. This change mainly takes place because of increased tenders for cleaning. The tenders have led to the fact that the benefits that came with the possibilities to finish the task within fewer working hours than were paid for, has almost vanished and is now more or less only paid for real worked hours.

Different labour contracts and contract periods

Time measured piecework in cleaning is paid in accordance to four main labour contracts at Federation of General and Special workers in Iceland (SGS), which is the general labour market with the Confederation of Icelandic Employers, the Association of Icelandic Municipalities and the state. However, it depends of labour contracts when the next contract period begins, as well as when a new system becomes valid. At the state, payments will be made in accordance to a new system from February 1st 2014 but at municipalities from March 1st 2014. In a labour contract with the Confederation of Icelandic Employers it was assumed that the new payment arrangement would be valid until February 1st 2014, but that was the date the new contract was originally supposed to take effect. However, the contract period was sped up two months which means that in the contract discussions that currently are taking place, a decision needs to be made on payments for time measured piecework for December and January.

Peak hour's changes in steps

The main change is that from now on the contractual environment which generally applies to SGS members will be considered where peak hours for overtime starts at 5 pm during weekdays. In a labour contract with the Confederation of Icelandic Employers the peak hours will change in steps, where from January 1st 2015 it will change from 6 pm to 5 pm and from 7 am to 8 am.

Minimum wages according to wage table and seniority

Also new is that minimum wage for time measured piecework in cleaning will in the future be guided by the wage table in effect, the same as cleaning on hourly wages and cleaning on shift work. The change also means that seniority will be valued for those who work in piecework. Overtime for time measured piecework is 20%, there of 8% for meal break. In a labour contract with the Confederation of Icelandic Employers the minimum wage for time measured piecework in cleaning is pay grade

2, in addition to 20% overtime pay. In addition, there is a 33% overtime pay weekday evenings and 45% overtime pay during nights and weekends. For work that goes beyond 40 hours a week 80% overtime pay will be in effect.

Job descriptions have to be clear

As has always been the case for time measured piecework in cleaning, it is very important that a written job description as well as a cleaning frequency plan is available, and clearly states what has to be cleaned and what to focus on. It should be mentioned what time of day the area should be cleaned and how often. According to the previous payment arrangement a special piecework overtime pay was not paid but rather the benefit would be found in finishing the job in less time than the work hours that were being paid for. A new arrangement should therefore involve fewer paid hours for the job. The changes will vary for each and every employee and it is therefore important that the job descriptions are clear.

The arrangement for cleaning jobs on hourly pay and shift work will stay unchanged

The arrangement for cleaning jobs on hourly pay and shift work will not change. Minimum wage for hourly work or daytime cleaning is pay grade 2 in a labour contract with the Confederation of Icelandic Employers and will pay 80% overtime after 5 pm on weekdays, and on weekends. Minimum wage for cleaning on shift work is pay grade 6 in a labour contract with the Confederation of Icelandic Employers where shifts need to be pre-planned and stated in the contract of employment.

More information on wages and overtime pay in specific labour contracts can be found on SGS's home page: <http://www.sgs.is/kaup-kjor/kauptaxtar/>