

Agreement

between

Federation of General and Special Workers in Iceland

and

the National Association of Small Boat Owners, Iceland

for piecework in line and net fishing



Starfsgreinasamband Íslands

Valid 1 May 2008 till 30 November 2010

Agreement

**between the Federation of General and Special Workers in Iceland and
the National Association of Small Boat Owners, Iceland**

for piecework in line and net fishing

Article 1 Scope

This agreement covers employees who work in stacking or baiting on shore, other than those that are hired on a share of the catch basis, as the latter are covered by seaman agreements. The agreement also covers employees who work on nets.

Article 2 Wages

a) Baiting with bait cutting

An employee who baits on shore shall be paid ISK 4.44 per hook up to 540 hook long-line tub. Where the line is longer a 10% weighting shall be paid for each additional hook. Vacation pay shall not be included in these figures. This payment for baiting is on the basis of the employee being responsible for baiting and cutting of bait without any other work on board.

420 x 4.44=	ISK 1,864	with bait cutting
500 x 4.44=	ISK 2,220	with bait cutting
540 x 4.44=	ISK 2,398	with bait cutting

b) Baiting without bait cutting

An employee who baits on shore shall be paid ISK 4,44 per hook up to 540 hook long-line tub as long as he does not have to cut bait. Where the line is longer a 10% weighting shall be paid for each additional hook. Vacation pay shall not be included in these figures. This payment for baiting is on the basis of the employee being responsible for baiting without any other work on board.

420 x 4.44=	ISK 1,697	without bait cutting
500 x 4.44=	ISK 2,020	without bait cutting
540 x 4.44=	ISK 2,182	without bait cutting

c) Stacking lines

For stacking lines, the payment is 84% of the price for baiting lines according to item a of this article. Payment for stacking shall be according to the length of the line, analogous to that for baiting. Vacation pay shall not be included in these figures.

420 hook long-line tub	stacking	ISK 1,567
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500 hook long-line tub	stacking	ISK 1,865
540 hook long-line tub	stacking	ISK 2,014

Article 3 Shoremen

Special agreements shall be made with those who serve boats returning from a fishing trip and are responsible for loading bait and other tasks.

Article 4 Work percentage

An employee who stacks or baits a given number of long-line tubs per day according to the following rules is considered to be in full time employment with baiting. If he is hired to bait fewer tubs then his percentage employment is reduced proportionately.

Tub with bait cutting: 420 hook long-line tub = 6.52 tubs per fishing trip
500 hook long-line tub = 5.50 tubs per fishing trip
540 hook long-line tub = 5.06 tubs per fishing trip

Tub without bait cutting: 420 hook long-line tub = 7.18 tubs per fishing trip
500 hook long-line tub = 6.01 tubs per fishing trip
540 hook long-line tub = 5.57 tubs per fishing trip

Stacking long-line tubs: 420 hook long-line tub = 7.78 tubs per fishing trip
500 hook long-line tub = 6.53 tubs per fishing trip
540 hook long-line tub = 6.09 tubs per fishing trip

Article 5 Guaranteed wage

Baiting workers that are permanently employed shall have a guaranteed monthly wage of ISK 166,345. Guaranteed wage for an employee implies that he stacks or baits a given number of long-line tubs per month when fulltime and proportionately fewer for part time. The number of long-line tubs relates to the length of the lines that the employee in question stacks or baits regularly. Should bad weather or other causes restrict the fishing, the employee shall be guaranteed payment for the number of long-line tubs in proportion with the rules shown below. The guaranteed wage follows increases in the collective agreements between the Federation of General and Special Workers in Iceland (SGS) and the Confederation of Icelandic Employers (SA) at any given time.

Guaranteed wage ISK 166,345 / 1,864 per 420 hook long-line tub = 89 tubs per month
with bait cutting / 2,220 per 500 hook long-line tub = 75 tubs per month
 / 2,398 per 540 hook long-line tub = 69 tubs per month

Guaranteed wage ISK 166,345 / 1,697 per 420 hook long-line tub = 98 tubs per month
without bait cutting / 2,020 per 500 hook long-line tub = 82 tubs per month
 / 2,182 per 540 hook long-line tub = 76 tubs per month

Guaranteed wage ISK 166,345 / 1,567 per 420 hook long-line tub = 106 tubs per month

Stacking lines / 1,865 per 500 hook long-line tub = 89 tubs per month
/ 2,014 per 540 hook long-line tub = 83 tubs per month

See further the definition of full-time employment in item d of the supporting documentation to this agreement.

Article 6 Work on lines and nets

	Payment without holiday pay
For tying 1000 nylon snoods	ISK 2,110
For only tying the hooks	ISK 1,479
For setting up a line with 100 snoods	ISK 673
For threading net on lead and float lines	ISK 1,477
For putting net tubes on pipes	ISK 633
For putting shields on both ends	<u>ISK 115</u>
Total cod nets	ISK 2,225

For threading net on used lead and float lines and repairing nets
A 10% weighting is paid additionally 1,527

For stripping a net, removing shields from lead and float lines
and rolling up the lines ISK 1,592

For threading lumpfish nets on lead and float lines ISK 4,155

Article 7 Vacation- and December supplement

Staff in line and net tasks shall be paid a holiday and December supplement in proportion to their length of service and their percentage employment.

Article 8 Employment agreement

If an employee is hired for more than one month and on average for more than eight hours per week then no later than two months after his employment commenced a written employment agreement shall be made with him or his employment confirmed in writing.

Article 9 Vacation pay

The minimum vacation pay shall be 10.17% or 24 days. After an employee has worked on baiting or nets for 5 years it shall be 10.64% or 25 days. In the same manner employees who have worked with the same company for 10 years gain the right to 29 days' holiday and to 12.55% vacation pay (the rights take effect on 1 May 2008 such that the higher vacation percentage is paid from that date and the day is included in the period for taking vacation pay in the holiday year which commences on 1 May 2008). On 1 May 2010 the right is lengthened after 10 years' employment in the same company to 30 days and the vacation pay will be 13.04%.

An employee, who has gained additional holiday rights because of the length of his employment, regains this right with a new employer after 3 years, given that the rights have been verified.

Article 10 Settlement

Settlement of wages and wage slips are as prescribed in article 1.10. in the collective agreement between SGS and SA.

Article 11 Working hours

Working hours and minimum rest are as prescribed in article 2 in the collective agreement between SGS and SA.

Article 12 Rights related to sickness

Wages in the event of sickness and accident and accident insurance are as prescribed in article 8 in the collective agreement between SGS and SA.

Article 13 Protective clothing

Where protective clothing is not provided (apron, suitable mittens, trousers, coat) permanently employed baiting employees shall be paid ISK 4,500 clothing allowance per month. Employees in network shall be provided with the appropriate protective clothing.

Article 14 Payments to pension fund

The employer shall pay 8% against 4% from the employee of all wages into a pension fund.

Additional employer's contribution into a special fund shall be 2% of all wages against 2% or higher employee contribution into a special fund.

Article 15 Rehabilitation fund

The employer commits to paying special 0.13% wages related fee, rehabilitation fee, of the same principal as for pension contributions, from 1 June 2008. In other respects reference is made to declarations of SA and ASÍ regarding the Rehabilitation fund from 17 February 2008.

Article 16 Union fees and other fees

The employer shall retain union fees of all employee wages and pay them to the appropriate union. Other payments, such as payments to the holiday fund, sickness benefit fund and vocational training fund shall be as prescribed in Chapter 10 of the collective agreement between SGS and SA.

Article 17 Additional benefits

Should a baiting employee have higher wages or additional benefits than those prescribed by this agreement then those wages and benefits shall be maintained.

Article 18 Other matters

For other matters not covered in this chapter, reference shall be made to the main collective agreement between the Federation of General and Special Workers in Iceland (SGS) and the Confederation of Icelandic Employers (SA).

Article 19 Period of Validity

This agreement is valid from 1 May 2008 until 30 November 2010 and is then void without any requirement for notice of termination.

Should the main collective agreement between SGS and SA terminate during this period, see conditions of agreement according to 21. Article 21 of the collective agreement between SGS and SA dated 17 February 2008, this agreement terminates automatically.

Reykjavik, 08.07.08.

p.p. Federation of General and Special Workers in Iceland

p.p. National Association of Small Boat Owners

Appendices to the agreement

of the Federation of General and Special Workers in Iceland and the National Association of Small Boat Owners, Iceland for piecework in line and net fishing dated 8. 8 July 2008:

a) Example of payment for baiting with bait cutting:

420 x 4.44 =	ISK 1,865	with 10.17% holiday benefit	ISK 2,055
500 x 4.44 =	ISK 2,220	with 10.17% holiday benefit	ISK 2,446
540 x 4.44 =	ISK 2,398	with 10.17% holiday benefit	ISK 2,642

The above amounts allow for a payment of ISK 200 per line for bait cutting being included.

a) Example of payment for baiting without bait cutting:

420 x 4.04 =	ISK 1,697	with 10.17% holiday benefit	ISK 1,869
500 x 4.04 =	ISK 2,020	with 10.17% holiday benefit	ISK 2,225
540 x 4.04 =	ISK 2,182	with 10.17% holiday benefit	ISK 2,403

For stacking lines, 84% of the full price for baiting shall be paid:

420 x 4.44 =	ISK 1,865	stacking	ISK 1,567	with 10.17% holiday benefit	ISK 1,726
500 x 4.44 =	ISK 2,220	stacking	ISK 1,865	with 10.17% holiday benefit	ISK 2,055
540 x 4.44 =	ISK 2,398	stacking	ISK 2,014	with 10.17% holiday benefit	ISK 2,219

d) Example of guaranteed wages:

Guaranteed wage for an employee implies that he baits a given number of long-line tubs per month when full-time and proportionately fewer for part-time. The number of long-line tubs relates to the length of the lines. Should bad weather or other causes restrict the fishing, the employee shall be guaranteed payment for the number of long-line tubs in proportion with the rules shown below.

Guaranteed wage	ISK 166,345	ISK 1,864 per 420 hook long-line tub =	89 tubs per month
Bait cutting		ISK 2,220 per 500 hook long-line tub =	75 tubs per month
		ISK 2,398 per 540 hook long-line tub =	69 tubs per month

Guaranteed wage	ISK 16,345	ISK 1,697 per 420 hook long-line tub =	98 tubs per month
without bait cutting		ISK 2,020 per 500 hook long-line tub =	82 tubs per month
		ISK 2,182 per 540 hook long-line tub =	76 tubs per month