

Agreement
between
Framsýn trade union and Þingiðn
and
Samtök atvinnulífsins in PCC BakkiSilicon hf. case

1. gr.

General collective agreements between Framsyn trade union and Þingiðn have been extended to agreements SA and SGS from 3. December 2022 and SA and Samiðn from 12. December 2022. Collective agreements are valid from November 1, 2022, to January 31, 2024. This agreement includes a detailed agreement on the implementation of the agreements for Framsyn and Þingiðn employees who work at PCC BakkiSilicon hf.

2. gr.

Salary changes

The monthly payment for a daytime job will follow the general wage changes that have been negotiated in SA and Framsýn/ Þingiðn collective agreements. Wage table rates will increase according to the wage table attached to this agreement.

3. gr.

Negotiations on other requirements

With the extension of the general collective agreements until January 31, 2024, negotiations on issues other than the wage item are postponed. Both sides agree to start negotiations on other demands of Framsyn and Þingiðn no later than September 15, 2023.

Wage table– valid from November 1, 2022

Production workers				
	Start	After 1 year	After 3 years	After 5 years
Basic wage for a month	437.181	463.412	472.155	485.271

Trade workers hired based on recognized rights to work in their trade.				
	Start	After 1 year	After 3 years	After 5 years
Basic wage for a month	547.700	580.562	591.516	607.947

Trade workers with journeyman's diploma or trade education that PCC considers comparable, hired to work in their trade.				
	Start	After 1 year	After 3 years	After 5 years
Basic wage for a month	578.500	613.210	624.780	642.135

December bonus for each year for full-time job for year 2023 will be 230.000 kr.

The holiday pay bonus for each holiday pay year (May 1 to April 30) based on full-time work is:

For holiday pay year commencing 1 May 2023 will be 230.000 kr.

Shift work

According to the collective agreement, shift work can be organized based on 8-12 hours shifts.

Shift work at PCC BakkiSilicon is now organized based on 12 hours shifts. PCC BakkiSilicon plans to change 8 hrs. shift system during the year that fits better with the company's goals of offering a family-friendly work arrangement. The company's goal is that the new system can take effect between June 1 and October 1, 2023. 8 hours shift system includes changes to work obligations, so agreement that new work arrangements will be notified to shift workers at least two months in advance.