

Implementation of 8 and 10 hour monitoring systems for production and final products at PCC BakkiSilicon hf.

PCC has introduced a new 8-hour shift system in production and a 10-hour shift system in the final product. The shift systems are based on the provisions of a special collective agreement that it is permissible to organize shift work where shifts are 8 – 12 hours.

According to the special collective wage agreement, paid hours with refreshment breaks are 39 hours on average per week / 169 hours per month and active working hours are 36 hours on average per week / 156 hours per month, in both cases taking into account the shortening of working hours. Shifts are organized based on the annual working hours being within that limit. All figures below are based on paid hours. Refreshment breaks during shifts are in accordance with the collective agreement.

8 Hour Shifts for Production Workers

8 hour shifts are now organized with 5 shift groups. The shift table shall be available for at least four weeks at a time. Each week there are 21 shifts, and each shift group therefore delivers 4.2 shifts on average per week. This corresponds to an average of 33.6 hours per week, or 145.6 hours on average per month. In order to achieve full work obligations according to the collective agreement, "supplementary shifts" and other work that falls within the scope of the employees' work is added, which corresponds to an average of 5.4 hours per week, or 23.4 hours per month. ($145.6+20+3.4=169$ total hours, taking into account the shortening of working hours.)

The implementation will be such that additional shifts will be added to the shift plan in the right proportion between day/evening/night/weekend and they will be paid with a contractual 45% balance shift premium, cf. Article 20.4.4 of the SA-SGS collective agreement. The average number of additional shifts per month will be 2.5 (20 hours). The remainder, 3.4 hours per month or 40 hours per year, will be used for training and courses that will be announced with reasonable notice. Hours intended for training and/or for courses each year are cancelled at the end of each year if they have not been used, without any reduction in wages.

10 hour shifts for employees in the final product. 7 – 7 shift systems.

10-hour shifts are organized with 2 shift groups and work is expected to be done from 8 a.m. to 6 p.m. every day of the week. The shift table shall be available for at least four weeks at a time. Based on the current schedule, work is expected to take place from Friday to Thursday. Every two weeks, each shift group delivers 70 hours, or 35 hours on average per week. In order to achieve full work obligations according to the collective agreement, additional shifts and other work that falls within the scope of employees' work corresponds to an average of 4 hours per week, or 17.33 hours per month. The average number of additional shifts per month will be 1.6 (16 hours). The remainder, 1.33 hours per month or 16 hours per year, will be used for training and courses that will be announced with reasonable notice. Hours intended for training and/or for courses each year are cancelled at the end of each year if they have not been used, without any reduction in wages. ($151.55+16+1.33=169$ total hours, taking into account the shortening of working hours)

A shift supplement will be paid for 7 – 7 shifts according to paragraph 2 of Article 4 of the collective agreement, taking into account overtime / major public holiday wages according to paragraph 3 of Article 4. For work during supplementary shifts, payment is made according to when they are worked. Preparation and completion payments according to Article 11 of the special collective agreement will not be reduced by the adoption of the system.

Húsavík, 03.01.2025