

# Collective wage agreement between VR/LÍV & SA

## Pay scales 1. January 2025

### Shop assistants

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
14 year old	282.086	1.679,68	2.322,98	2.489,13	2.929,46	3.878,68
15 year old	323.034	1.923,51	2.660,18	2.850,45	3.354,71	4.441,72
16 year old	382.181	2.275,70	3.147,26	3.372,37	3.968,95	5.254,99
17 year old	404.930	2.411,16	3.334,60	3.573,10	4.205,20	5.567,79
Starting wages <sup>1</sup>	454.977	2.709,16	3.746,74	4.014,72	4.724,94	6.255,93
After 6 months at company	465.355	2.770,96	3.832,20	4.106,29	4.832,71	6.398,63
After 1 year at company	467.490	2.783,67	3.849,78	4.125,13	4.854,88	6.427,99
After 2 year at company	480.593	2.861,69	3.957,68	4.240,75	4.990,96	6.608,15
After 5 year at company	494.105	2.942,15	4.068,95	4.359,98	5.131,28	6.793,94

### Specialized shop workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	461.437	2.747,63	3.799,93	4.071,72	4.792,02	6.344,76
After 6 months at company	473.337	2.818,49	3.897,93	4.176,73	4.915,60	6.508,38
After 1 year at company	475.410	2.830,83	3.915,00	4.195,02	4.937,13	6.536,89
After 2 year at company	488.747	2.910,25	4.024,83	4.312,70	5.075,64	6.720,27
After 5 year at company	503.797	2.999,86	4.148,77	4.445,50	5.231,93	6.927,21

### Office workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	488.881	3.069,51	4.277,71	4.583,26	5.077,03	6.722,11
After 3 years in profession	511.892	3.213,99	4.479,06	4.798,99	5.316,00	7.038,52

### Pharmacist technicians

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	482.721	2.874,37	3.975,21	4.259,53	5.013,06	6.637,41
After 6 months in profession	484.978	2.887,81	3.993,79	4.279,45	5.036,50	6.668,45
After 3 years in profession	493.730	2.939,92	4.065,87	4.356,67	5.127,39	6.788,79
After 5 year at company	511.696	3.046,90	4.213,82	4.515,21	5.313,96	7.035,82

### Leisure & travel service companies, composite occupations <sup>2</sup>

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	476.136	2.835,16	3.920,98	4.201,42	4.944,67	6.546,87
After 6 months in profession	483.667	2.880,00	3.983,00	4.267,88	5.022,88	6.650,42
After 1 year in profession	490.055	2.918,04	4.035,60	4.324,25	5.089,22	6.738,26
After 3 year in profession	496.948	2.959,08	4.092,37	4.385,07	5.160,80	6.833,04
After 5 year at company	511.892	3.048,06	4.215,43	4.516,94	5.316,00	7.038,52

### Receptionists at hotels and guesthouses

	Monthly wages	Daytime	33% suppl.	45% suppl.	90% suppl.	Overtime	Major public holiday suppl.
Starting wages	476.136	2.835,16	3.770,76	4.110,98	5.386,80	4.944,67	6.546,87
After 6 months in profession	483.667	2.880,00	3.830,40	4.176,00	5.472,00	5.022,88	6.650,42
After 1 year in profession	490.055	2.918,04	3.880,99	4.231,15	5.544,27	5.089,22	6.738,26
After 3 year in profession	496.948	2.959,08	3.935,58	4.290,67	5.622,25	5.160,80	6.833,04
After 5 year at company	511.892	3.048,06	4.053,93	4.419,69	5.791,32	5.316,00	7.038,52

2025

### Holiday bonus

60.000

### December bonus

110.000

<sup>1</sup>See further information on starting wages in Art. 1.1.2. in the collective wage agreement between VR/LÍV and SA.

<sup>2</sup>If the employment contract stipulates an obligation to work on defined days, cf. Art. 2.3.1. of the collective wage agreement a 45% supplement is paid and a 90% supplement on defined days, cf. Art. 2.3.2. of the collective wage agreement along with winter holidays.