

# Collective wage agreement between VR/LÍV & SA

## Pay scales 1. February 2024

### Shop assistants

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
14 year old	267.189	1.590,98	2.200,30	2.357,68	2.774,76	3.673,85
15 year old	305.975	1.821,93	2.519,70	2.699,92	3.177,55	4.207,16
16 year old	361.998	2.155,52	2.981,05	3.194,27	3.759,35	4.977,47
17 year old	383.546	2.283,83	3.158,50	3.384,41	3.983,13	5.273,76
Starting wages <sup>1</sup>	430.950	2.566,10	3.548,87	3.802,70	4.475,42	5.925,56
After 6 months at company	440.780	2.624,63	3.629,82	3.889,44	4.577,50	6.060,73
After 1 year at company	442.802	2.636,67	3.646,47	3.907,28	4.598,50	6.088,53
After 2 year at company	455.213	2.710,57	3.748,68	4.016,80	4.727,39	6.259,18
After 5 year at company	468.012	2.786,78	3.854,08	4.129,74	4.860,30	6.435,17

### Specialized shop workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	437.069	2.602,53	3.599,26	3.856,70	4.538,96	6.009,70
After 6 months at company	448.341	2.669,65	3.692,09	3.956,16	4.656,02	6.164,69
After 1 year at company	450.304	2.681,34	3.708,25	3.973,48	4.676,41	6.191,68
After 2 year at company	462.937	2.756,56	3.812,29	4.084,96	4.807,60	6.365,38
After 5 year at company	477.192	2.841,44	3.929,68	4.210,74	4.955,64	6.561,39

### Office workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	465.023	2.919,71	4.068,95	4.359,59	4.829,26	6.394,07
After 3 years in profession	484.860	3.044,26	4.242,53	4.545,56	5.035,27	6.666,83

### Pharmacist technicians

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	458.212	2.728,43	3.773,38	4.043,26	4.758,53	6.300,42
After 6 months in profession	461.228	2.746,39	3.798,21	4.069,88	4.789,85	6.341,89
After 3 years in profession	469.635	2.796,45	3.867,44	4.144,06	4.877,16	6.457,48
After 5 year at company	486.724	2.898,20	4.008,17	4.294,85	5.054,63	6.692,46

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

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday suppl.
Starting wages	450.992	2.685,44	3.713,92	3.979,55	4.683,55	6.201,14
After 6 months in profession	458.125	2.727,91	3.772,66	4.042,50	4.757,63	6.299,22
After 1 year in profession	464.176	2.763,94	3.822,49	4.095,89	4.820,47	6.382,42
After 3 year in profession	470.705	2.802,82	3.876,26	4.153,50	4.888,27	6.472,19
After 5 year at company	484.860	2.887,10	3.992,82	4.278,40	5.035,27	6.666,83

### Receptionists at hotels and guesthouses

	Monthly wages	Daytime	33% suppl.	45% suppl.	90% suppl.	Overtime	Major public holiday suppl.
Starting wages	450.992	2.685,44	3.571,63	3.893,88	5.102,33	4.683,55	6.201,14
After 6 months in profession	458.125	2.727,91	3.628,12	3.955,47	5.183,03	4.757,63	6.299,22
After 1 year in profession	464.176	2.763,94	3.676,04	4.007,71	5.251,49	4.820,47	6.382,42
After 3 year in profession	470.705	2.802,82	3.727,75	4.064,08	5.325,35	4.888,27	6.472,19
After 5 year at company	484.860	2.887,10	3.839,85	4.186,30	5.485,49	5.035,27	6.666,83

**2024**

### Holiday bonus

58.000

### December bonus

106.000

<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.