



## VELFERÐARRÁÐUNEYTIÐ

*Ministry of Welfare*

### **Act on Working Terms and Pension Rights Insurance, No. 55/1980, as amended by Act No. 58/1985, No. 33/1987, No. 21/1991, No. 69/1993, No. 129/1997, No. 145/2004 and No. 76/2010.**

#### **Article 1**

[Wages, and other working terms agreed between the social partners shall be considered minimum terms, independent of sex, nationality or term of appointment, for all wage earners in the relevant occupation within the area covered by the collective agreement. Contracts made between individual wage earners and employers on poorer working terms than those specified in the general collective agreement shall be void.]<sup>1)</sup>

<sup>1)</sup> Act No. 69/1993, Article 5. See Ad. B 285/1997 and Ad. B 503/1997.

#### **[Article 2**

Agreements made between the organisations of the social partners regarding the handling of disputes as to whether the wages and terms of service of workers on the Icelandic labour market conform with the provisions of legislation and collective agreements shall have the same general validity as their agreements on wages and other terms of service under Article 1, with the limitations stated in the agreements.

When consultative committees are established to resolve disputes on the basis of agreements as provided for in the first paragraph and the employer who is a party to the dispute is not a member of an employers' organisation, he may nominate a representative to take the place of one of the representatives of the employers' organisation on the committee. The same shall apply to a worker who is a party to a dispute but is not a member of a trade union; his representative shall take the place of one of the representatives of the workers' organisations on the committee. If a party to a dispute decides to nominate a representative, the nomination shall take place before the consultative committee begins its treatment of the dispute.]<sup>1)</sup>

<sup>1)</sup> Act No. 145/2004, Article 1.

#### **Articles [3]<sup>1)</sup>-5 ...<sup>2)</sup>**

<sup>1)</sup> Act No. 145/2004, Article 1. <sup>2)</sup> Act No. 129/1997, Article 58.

#### **[Article 5 a**

Should a pension fund member, who has the right to take maternity/paternity leave under the Act No. 97/1980,<sup>1)</sup> decide to leave his/her former job, in part or completely, in favour of housework, after having a child, the pension fund of which the person in question is a member, shall be obliged to grant the member continued membership to the fund on an unchanged basis for up to 7 years, provided the member undertakes to pay the part of the premium payable by the employer along with his/her own. Such a member enjoys rights equal to those of other members, inter alia loan rights.]<sup>2)</sup>

<sup>1)</sup> Now Act No. 95/2000. <sup>2)</sup> Act No. 58/1985, Article 1.

### **Article 6**

All employers are obliged to pay into [education funds of the labour market, as well as]<sup>1)</sup> the sickness fund and holiday allowance fund of the labour unions in question such premiums as the social partners have agreed on at any given time and according to such rules as are specified in collective agreements.

An employer is obliged to deduct from the wages of his employee the employees' contributions payable to the labour union in question according to such rules as specified in wages and terms agreements.

<sup>1)</sup> Act No. 76/2010, Article 1.

### **Article 7**

[Should there be a delay in the payment of premiums under this Act, the debtor shall be obliged to pay overdue interest under the Interest Act from the date due.]<sup>1)</sup>

<sup>1)</sup> Act No. 33/1987, Article 6.

### **Art. 8 ...** <sup>1)</sup>

<sup>1)</sup> Act No. 21/1991, Article 181.

### **Article 9**

The Minister may issue further provisions on the implementation of this Act through the issue of a regulation.<sup>1)</sup>

<sup>1)</sup> Regulation No. 194/1981.

### **Article 10**

This Act shall come into force immediately ...

*[This translation is published for information only.  
The original Icelandic text is published in the Law Gazette.  
In case of a possible discrepancy, the original Icelandic text applies.]*