Collective wage agreement between VR & SA

Pay scales 1. January 2027

Shop assistants

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday
14 year old	313.695	1.867,90	2.583,28	2.768,04	3.257,72	4.313,31
15 year old	359.231	2.139,04	2.958,27	3.169,85	3.730,61	4.939,43
16 year old	425.006	2.530,70	3.499,92	3.750,25	4.413,69	5.843,83
17 year old	450.304	2.681,34	3.708,25	3.973,48	4.676,41	6.191,68
Starting wages[1]	505.959	3.012,74	4.166,57	4.464,58	5.254,38	6.956,94
After 6 months at company[2]	517.500	3.081,46	4.261,61	4.566,42	5.374,24	7.115,63
After 1 year at company	519.874	3.095,59	4.281,16	4.587,37	5.398,89	7.148,27
After 2 year at company	534.445	3.182,36	4.401,15	4.715,94	5.550,21	7.348,62
After 5 year at company	549.471	3.271,83	4.524,89	4.848,53	5.706,26	7.555,23

Specially trained shop workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday
Starting wages	513.142	3.055,51	4.225,72	4.527,97	5.328,98	7.055,70
After 6 months at company[2]	526.375	3.134,30	4.334,70	4.644,73	5.466,40	7.237,66
After 1 year at company	528.681	3.148,04	4.353,69	4.665,08	5.490,35	7.269,36
After 2 year at company	543.512	3.236,35	4.475,82	4.795,95	5.644,37	7.473,29
After 5 year at company	560.249	3.336,01	4.613,65	4.943,64	5.818,19	7.703,42

Office workers

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday
Starting wages	539.695	3.388,55	4.722,33	5.059,64	5.604,73	7.420,81
After 3 years in profession	569.250	3.574,12	4.980,94	5.336,72	5.911,66	7.827,19

Pharmacist technicians

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday
Starting wages	534.941	3.185,31	4.405,24	4.720,32	5.555,36	7.355,44
After 6 months in profession[2]	535.598	3.189,22	4.410,65	4.726,12	5.562,19	7.364,47
After 3 years in profession	545.047	3.245,49	4.488,46	4.809,49	5.660,31	7.494,40
After 5 year at company	564.881	3.363,59	4.651,80	4.984,51	5.866,29	7.767,11

Leisure & travel service companies, composite occupations [3]

	Monthly wages	Daytime	After-hours	Nighttime	Overtime	Major public holiday
Starting wages	529.488	3.152,84	4.360,33	4.672,20	5.498,73	7.280,46
After 6 months in profession[2]	537.863	3.202,71	4.429,30	4.746,10	5.585,71	7.395,62
After 1 year in profession	544.966	3.245,00	4.487,80	4.808,78	5.659,47	7.493,28
After 3 year in profession	552.632	3.290,65	4.550,92	4.876,42	5.739,08	7.598,69
After 5 year at company	569.250	3.389,60	4.687,77	5.023,06	5.911,66	7.827,19

Receptionists at hotels and guesthouses

	Monthly wages	Daytime	33% suppl.	45% suppl.	90% suppl.	Overtime	Major public holiday
Starting wages	529.488	3.152,84	4.193,28	4.571,62	5.990,40	5.498,73	7.280,46
After 6 months in profession[2]	537.863	3.202,71	4.259,60	4.643,93	6.085,15	5.585,71	7.395,62
After 1 year in profession	544.966	3.245,00	4.315,85	4.705,25	6.165,50	5.659,47	7.493,28
After 3 year in profession	552.632	3.290,65	4.376,56	4.771,44	6.252,24	5.739,08	7.598,69
After 5 year at company	569.250	3.389,60	4.508,17	4.914,92	6.440,24	5.911,66	7.827,19

	2027
Holiday bonus	64.000
December bonus	118.000

[1]See further information on starting wages in Art. 1.1.2. in the collective wage agreement between LÍV and SA.

[2]If employees have reached the age of 22, they shall be paid according to the 6 months wage rate

[3]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.