

Efling members demand consultation on responses to the economic situation



Efling Delegate council, April 9th

The Efling Delegate council is closely monitoring the government's response to the economic situation. On the 9th of April meeting of Eflings' Delegation council the Delegate council agreed to begin preparations for establishing a negotiating committee, which will hold the union's negotiating mandate should new collective bargaining negotiations arise in the autumn following a potential termination of the collective agreements.

On this occasion, the Delegate council wishes to reiterate the following: Efling members, along with the Broad Coalition (Breiðfylkingin), showed great courage in the collective

bargaining negotiations during the winter of 2023–2024 and supported responsible collective agreement making where safeguards against inflation were a main pillar.

Today, the situation has arisen where Efling members, working-class and low-income people of the Capital Region, bear the heaviest burdens of an economic situation that has gotten out of hand. The strong can withstand high interest rates and inflation, but low-income households cannot. The Efling Delegate council demands that the union have direct involvement in the upcoming discussions and decision-making to address this situation.

The Delegate council points out that at the recently concluded Efling Congress, four resolutions with detailed proposals for improvements were approved. None of them cost the state treasury a single króna. These include a rent brake, penalties for wage theft, and the demand for objective reasons for the dismissal of workers in the general labor market. The Delegate council urges the government to listen to the voices of working-class and low-income people, accommodate objective demands decisively, and prevent conflicts in the labor market this autumn that could have been avoided.

Labor organizer from Organizing for Power visits Efling

This week, Efling welcomed a great guest when KB Brower, an experienced labor organizer from the organization Organizing for Power (O4P), arrived in the country. KB Brower met with the Efling board to discuss the union's organizing structure and how to further strengthen operations to drive further victories for the working class.

Organizing for Power is an international network founded by the American labor organizer and scholar Jane McAlevey, who recently passed away after a long illness. Her legacy is built on the fundamental vision that there are "no shortcuts" in the class struggle. As McAlevey repeatedly pointed out: "Power for ordinary people can be built only by ordinary people stand-



KB Brower met with the board of Efling the 15th of April to discuss organizing



An illustration from O4P: United we have power!

ing up for themselves, with their own resources, in campaigns where they turn the prevailing dogma of individualism on its head."

The methodology presented by KB Brower fundamentally revolves around building strong organizing structures in workplaces, activating the majority of the workforce, and developing the structural strength needed to confront employers and the government. The goal is clear: To put power directly into the hands of the workers themselves so that real systemic changes can be achieved and fair terms ensured.

The visit is part of Efling's journey to empower its members and strengthen the Union representative system. By adopting proven organizing methods, the union is stepping up the fight for stability, improved living standards, and a more secure future for all working-class people in the capital region.



Read more about the O4P organization at: organizing4power.org.

Efling Annual General Meeting 2026: Warning of severe consequences as early as this autumn 26th

At the Efling Annual General Meeting, held at the end of April, the chairperson of the union delivered a powerful address warning the government that severe consequences will ensue if the deteriorating financial situation of workers is not addressed as early as this autumn. The chairperson strongly condemned the inaction regarding high interest rates and inflation, as this economic situation heavily impacts the disposable income of low-wage earners and directly creates a state of emergency in many households. The demands were clear; real systemic changes are called for rather than temporary band-aid solutions, especially regarding housing issues and rights in the rental market.

In the chairperson's address, it was stated that the patience of the working class is exhausted and the government must understand that economic stability is never achieved by sacrificing the



Efling's Annual General Meeting took place on March 26th

livelihood of those who keep society running. The chairperson declared that if there are no signs of material improvements in living standards and stability before the next bargaining round, Efling is fully prepared for harsh actions to defend the living

conditions of its members. Alongside these warnings, the meeting resolved to further intensify organizing and empowerment in workplaces to ensure that the union's solidarity is unquestionable when put to the test.

Public procurement fuels underbidding: European unions demand changes



Efling is part of UNI - Global Union

European trade unions are now demanding that public procurement rules be changed to stop the systematic underbidding and social dumping occurring in the European labor market. The criticism focuses on the

fact that the current system prioritizes the lowest price over workers' rights, which incentivizes companies to cut wages and terms to win public contracts. The unions emphasize that the state and municipalities should

use their purchasing power to support a fair labor market by demanding collective agreements and good working conditions in all procurement.

This struggle is highly relevant to the Icelandic reality, where Efling has repeatedly pointed out how subcontracting chains in public projects can involve wage theft and rights violations. By tightening requirements and ensuring that public funds only go to companies that respect the rules of society, it is possible to close the avenues for speculators who build their livelihood on exploitation. For Efling, these are key issues. The current

arrangement in public procurement encourages underbidding, weakens collective agreements, and undermines the rights of union members. However, changes to the procurement rules in question could have a significant positive impact by strengthening workers' rights, improving working conditions, and ensuring better and safer services for the public.

Union representative of the month - Marjolie Oquino Miano



Marjolie is a Union representative for Efling members at Nói-Sirius hf.

What do you enjoy doing outside of work to recharge your batteries?

To recharge my energy, I usually go to the gym. I am a very social person, and the gym provides a community that gives me strength and helps me process stress after demanding workdays.

Do you feel that spring has arrived, or is winter still in the air?

Literally, yes! The sun has been shining and it's not as cold. I love waking up when it's already bright out; it gets me ready for the day. During the dark winter months, I feel more heaviness and sluggishness getting out of bed. I can't wait for summer and the opportunities it brings to go hiking and enjoy the outdoors.

What has been at the forefront of your mind lately with rising inflation and living costs?

It worries me that I can't save more money. It's intimidating not to have an emergency fund, even though

I know many people have it much worse than I do. This affects my life; I worry about my daughter and sometimes wish I could provide her with the experiences I didn't get myself growing up. I also support my mother in the Philippines, but due to rising costs here at home and around the world, that support is constantly shrinking.

May 1st is approaching – what does International Workers' Day mean to you personally?

The day is a reminder that the workforce's contribution to society needs to be recognized. I sometimes fear that people are forgetting the importance of this day – that workers deserve fair treatment and wages commensurate with their work. May 1st reminds me that the fight is not over; we must re-evaluate everyone's work contribution and ensure that wages cover the cost of living so people are not deprived of the joy of life.

If you could change one thing in your work environment with a snap of your fingers, what would it be?

I wish we were more receptive to different cultures and that communication was more positive and healthier. A positive workplace and healthy communication create an environment where we can grow, learn, and connect.

What advice would you give to a colleague who is considering running for the position of Union representative?

They would have my full support. I would emphasize the importance of listening attentively and seizing every opportunity to understand the different perspectives of workers who need their voices heard. You have to be prepared for the fact that things are not always fair, but if you are working to increase justice, you are already doing great things. I would also encourage them to pay special attention to foreign staff, as they often do not know their rights.