



FIT SICKNESS FUND

Provides financial support in the form of sick pay and other benefits from FIT Sickness Fund to its members with various grants.

Grant applications can be submitted electronically on 'My Pages' (**MINAR SIÐUR**), or by submitting an application to the FIT office at Stórhöfði 31.

Grant payments from the fund are made weekly, sick pay is paid out on last working day of the month. Members who are absent from work due to illness are encouraged to familiarize themselves with their entitlement to illness benefits from Sjúkratryggingar Íslands. Sjúkratrygging Íslands sickness benefit payments do not affect FIT sickness benefit payments.

Sick pay

When an FIT member falls ill and the sickness rights, according to the collective agreement with the employer are fully used, the FIT Health Fund takes over and pays the sick leave to the member. This way, the fund compensates members for the loss of earnings after the end of traditional sick days with the employer. The amount paid out is 80% of the average salary for the last 6 months.

The documents needed are:

- Filled out application (*form on fit.is*)
- Physician's exemption (**Sjúkradagpenigavottorð**)
- Confirmation from the employer that all sick days have been used (*form on fit.is*)
- Should we use the tax relief (*form on fit.is*)
- 6 last salary slips (*launaseðlar*)

Fitness passes

Conditions: Payments are made to the union continuously for at least last 6 months.

Fund members can receive co-financing for training at gyms, swimming passes, dance schools (courses) and sports clubs. The subsidy is up to 50% of the costs incurred, but never exceeds ISK. 50,000 for a period of 12 months.

You must provide:

Receipts containing the name and identification number (kennitala) of the seller and buyer of the services and proof of payment

Physiotherapy

Conditions: Payments are made to the union continuously for at least last 6 months.

40% of the costs are paid, up to a maximum of ISK. 82.500 over a 12 months period, for rehabilitation and treatment by a licensed therapist

You must provide:

Bills containing the name and identification number (kennitala) of the seller and buyer of the services and payment confirmation

Rehabilitation

Conditions: Payments are made to the union continuously for at least last 6 months.

40% of the costs are paid, up to a maximum of ISK. 66.000 over a 12 months period, for rehabilitation and treatment by a licensed therapist (*licensed by the proper institution*), such as chiropractor, occupational therapist, health massage therapist, medical massage therapist and osteopath.

You must provide:

Bills containing the name and identification number (kennitala) of the seller and buyer of the services and payment confirmation

Therapy

Conditions: Payments are made to the union continuously for at least last 6 months.

Members of the fund can claim a portion of the cost of therapy with an approved psychologist, social worker or psychiatric nurse. Treatment must be carried out by a certified person. 40% of the cost is reimbursed, up to a maximum of ISK. 9.900 per visit, but not more than ISK 100.000 over 12 months period.

You must provide:

Bills containing the name and identification number (kennitala) of the seller and buyer of the services and payment confirmation

Grants for glasses/contact lenses

Conditions: Payments are made to the union continuously for at least last 6 months.

The fund may provide subsidies for the purchase of glasses/contact lenses. Subsidies may be granted once every three years. The maximum amount of subsidies for glasses is 80,000 ISK, although this amount cannot exceed 50% of the cost of their purchase.

You must provide:

Receipts containing the name and identification number (kennitala) of the seller and buyer of the services and proof of payment

Cancer screening

Conditions: Payments are made to the union continuously for at least last 6 months.

The grant is in the amount of ISK 33,000 once every 12 months

You must provide:

Bills containing the name and identification number (kennitala) of the seller and buyer of the service and proof of payment

Cardiac tests

Conditions: Payments are made to the union continuously for at least last 6 months.

The grant is in the amount of ISK 33,000 once every 12 months

You must provide:

Bills containing the name and identification number (kennitala) of the seller and the buyer of the services and proof of payment

Hearing aids

Conditions: Payments are made to the union continuously for at least last 6 months.

The grant is awarded for the purchase of hearing aids. 40% of the cost is paid, up to a maximum of ISK. 110,000 if the cost was more than ISK. 110,000.

The grant is awarded once every three years. *We kindly point out to the members that, the amount is never higher than fees paid to the sick fund.*

You must provide:

Receipts containing the name and identification number (kennitala) of the seller and buyer of the services and proof of payment

Reimbursement of part of the doctor's costs

Conditions: Payments are made to the union continuously for at least last 6 months.

The fund may provide subsidies for members' expenses for costly medical treatments.

The maximum grant is 40% of the costs occurred (if the costs were higher than ISK. 110,000), but up to a maximum of ISK. 110,000. The grant is awarded once every three years.

Expensive medical procedures include: laser eye surgery or a stay at a health center. Dental procedures/"implants", plastic surgeries and cost of medication are NOT covered by this grant. *We kindly point out to the members that, the amount is never higher than fees paid to the sick fund.*

You must provide:

Doctor's bills showing the name and identification number (kennitala) of the seller and buyer of the services, proof of payment and statement of co-payments with Sjúkratryggingar Íslands for the last 12 months. An overview can be found at sjukra.is

Childbirth benefit

Conditions: Payments are made to the union continuously for at least last 12 months.

Childbirth benefit will be awarded to the parent after he or she has provided the birth certificate and the last payslip showing the percentage of hours worked (*starfshlutfall*). The amount of the benefit is determined by the percentage of hours worked by the parent, and its maximum amount is ISK 154,000. Both parents are entitled to the benefit, provided that they are members of the Fund and meet the conditions for membership in it. If a child is stillborn after 18 weeks of pregnancy, 50% of the benefit is paid. *We kindly point out to the members that, the amount is never higher than fees paid to the sick fund*

You must provide:

Birth certificate and last pay slip

Infertility treatment

Conditions: Payments are made to the union continuously for at least the last 6 months.

The fund may provide subsidies to the costs of infertility treatment. The maximum amount of the surcharge is ISK 110,000, although this amount cannot exceed 40% of the costs. *We kindly point out to the members that, the amount is never higher than fees paid to the sick fund*

You must provide:

Receipts containing the name and identification number (kennitala) of the seller and buyer of the services and proof of payment

Prosthetic devices

Conditions: Payments are made to the union continuously for at least last 6 months.

The grant is for special insoles in shoes, crutches and other prosthetic devices that allow the person to do their job; in the amount of 33,000 but not more than 50% of the cost, once every 3 years. Cost of analyses is not covered.

You must provide:

Receipts containing the name and identification number (kennitala) of the seller and buyer of the services and proof of payment



Education fund

Educational grant

Conditions: Payments are made to the union continuously for at least the last 12 months.

The allowance is for any type of study or course.

40% of the bill is paid up to a maximum of 50,000 ISK. every 3 years.

You must provide:

Receipts containing the name and identification number (kennitala) of the seller and buyer of the services and proof of payment

School fees

Conditions: Payments are made to the union continuously for at least the last 12 months.

Scholarship for school fees for vocational education within FIT.

50% of the bill for school fees is paid up to a maximum of ISK 15,000. every semester.

It is allowed to apply for 2 semesters per year.

You must provide:

Receipts containing the name and identification number (kennitala) of the seller and buyer of the services and proof of payment

Bachelor's degree scholarship

Conditions: Payments are made to the union continuously for at least the last 12 months.

Scholarship for an apprenticeship in a trade within FIT.

40% of the bill for the journeyman's exam is paid, up to a maximum of ISK 66,000.

You can apply for a grant for material costs.

You must provide:

Receipts containing the name and identification number (kennitala) of the seller and buyer of the services, proof of payment and confirmation of the exam.