



Electricians Collective Agreement 2023-2025



DANSK
EL-FORBUND

TEKNIQ
ARBEJDSGIVERNE

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Introduction

Dansk El-Forbund and TEKNIQ Arbejdsgiverne agree that the Danish Model is based on employment conditions in Denmark being covered by collective agreements. The purpose of the electricians' collective agreement is to ensure that employment is on the terms agreed in this collective agreement and that there is no competition for labour on unequal terms. The parties therefore agree to counteract circumvention of the collective agreement through social dumping or through underpayment of foreign labour.

The minimum payment rules of the collective agreement are set through negotiations, and here a minimum payment level is agreed. However, the parties also consider it a requirement that there can and must be deviations from the minimum payment rate of the collective agreement as it is a "movable" wage system. It has therefore been agreed that pay negotiations can take place once a year and that wage determination must take into account professional skill, the nature of the work and the extent of piecework for the electrician in question.

A condition is that wage formation takes place locally without interference from the unions. However, it is natural that the local parties can seek advice and guidance from Dansk El-Forbund and TEKNIQ Arbejdsgiverne, respectively, in connection with local wage negotiations.

Co-operation, clubs and electronic documents

1.

The parties agree that good co-operation between management and employees in the company is an essential prerequisite for the company's competitiveness and development opportunities. Co-operation between management and union representatives is therefore of great importance. Upon request, electricians must provide proof of identity in the form of a valid trade union card or clock card.

On dismissal, which can only be carried out personally by the employer or the employer's representative, the person carrying out the dismissal must sign the clock card stating the start and end dates of the work.

2.

If electricians at a company join together in a club, the union representative must be the chairperson.

3.

Club regulations and agreements between electricians or between companies must not contravene the provisions of the collective agreement.

4.

Works councils are established in accordance with the rules agreed between the main unions at companies with 35 or more employees.

The unions recommend that works councils be established in all companies where electricians have formed a club and elected a union representative. The

employer and electricians must be in agreement for a works council to be established.

5.

If no works council is established, the unions also recommend that the employer calls in the union representative once every quarter to inform them about the company's future work opportunities etc.

6.

The company and the employee may, with effect of discharge, exchange documents during or after the current employment relationship via the common digital mail solutions available at any time, including to the private e-mail address provided by the employees. The company defines which solutions can be used, for example in the staff handbook. The digital solutions used must ensure high integrity of the information exchanged between the company and the employee.

Section 1 Election of a union representative

1.

For each company employing at least 5 electricians – for larger companies within each department – the electricians must, if one of the parties so wishes, elect from among themselves to be their spokesperson in that capacity towards the employer or the employer's representative.

2. Eligibility

The union representative must be elected among recognised, skilled electricians (members of Dansk EI-Forbund) who have worked at least one year in the last two years at the company in question. Where such do not exist in a number of at least 5, this number is supplemented among the longest-serving members. However, a minimum of 6 months of seniority is required to be eligible. If the employer and electricians agree, exceptions can be made to this rule. At companies with 4 electricians or less, no union representative is elected.

The election of the trade union representative is carried out by the electricians employed at the company or the relevant department at the time of the election. The company may demand that the election only be considered valid when more than half of the employed electricians participated in the election. In this case, however, the company must help to make it possible in practice to carry out the election, including giving employees the opportunity to participate in the election.

Election of a union representative takes place during working hours. This is agreed locally.

Temporary agency workers from temporary work agencies do not have the right to vote in the election of a union representative at the user company.

3. Approval

The election is not valid until it has been approved by Dansk EI-Forbund and notified to TEKNIQ Arbejdsgiverne by Dansk EI-Forbund. It is the responsibility of Dansk EI-Forbund to ensure that the conditions set out in subsection (2) of this section are met.

4.

If TEKNIQ Arbejdsgiverne finds an objection justified, they have the right to complain the election to Dansk EI-Forbund within three weeks from the date of notification by the Dansk EI-Forbund.

5. Spokesperson

At companies where there are no electricians with the above seniority and where it is therefore not possible to elect a union representative, the parties agree on the expediency of the electricians employed there – when their number is 5 or more – electing a spokesperson from among themselves to negotiate with the company representative on behalf of the electricians.

Such a spokesperson is not protected under the applicable provisions for union representatives.

Section 1

When the conditions for electing a union representative at such a company exist, the election and notification of a union representative must take place in the usual manner.

6. Courses and access to IT facilities

Dansk EI-Forbund pledges that electricians who are elected as union representatives and who have not completed a union representative course prior to the election will complete such training as soon as possible after the election has taken place. TEKNIQ Arbejdsgiverne pledges to help contribute to making sure that the newly elected union representative is given the necessary time off to participate in the course.

The union representative must have the necessary access to IT facilities, including the Internet, for the performance of his or her duties. This also applies to the working environment representative.

By agreement with the employer, the working environment representative may also be given the necessary time off to participate in relevant health and safety courses organised by Dansk EI-Forbund.

The right to participate in Dansk EI-Forbund's health and safety courses does not affect rights or obligations in relation to the occupational working environment training stipulated in legislation.

The parties agree that participation in Dansk EI-Forbund's voluntary health and safety courses does not trigger payment under section 10(1) of the Danish Working Environment Act (arbejdsmiljøloven).

Note: See also Annex 17 on training programmes for new union representatives.

7. Joint union representative

At companies with several departments where a union representative has been elected for those departments, a joint union representative may, if the local parties agree, be elected to act as the union representative for all departments in cases where there are three or more union representatives.

8.

The joint union representative may not participate in the discussion of matters relating to the normal functions of the individual union representatives within their respective departments unless the employer and the union representatives concerned so agree.

Section 2 The activities of the union representative

1.

The union representative as well as the employer or the employer's representative have a duty to promote easy and good co-operation with TEKNIQ Arbejdsgiverne and Dansk El-Forbund, respectively, and between the local parties at the workplace and not interfere with the unionisation of the company and the employees.

The union representative is given the opportunity to meet with newly hired employees during working hours. The purpose of the meeting is to inform about the union representative's co-operation with the company and the possibility of membership of Dansk El-Forbund. For example, a meeting can be set up in connection with an introduction day for new employees at the company, when a company has hired a certain number of new employees or at a fixed frequency.

2.

When one or more electricians so wish, either because they feel wronged or for other reasons, the union representative is obliged to present their complaints or requests to the employer, but only if the matter is not satisfactorily resolved by the employer's representative.

3.

The union representative can also raise complaints and make requests to the employer regarding hygienic conditions and safety measures.

In addition, the unions agree that health and safety issues, including complaints from electricians, should be brought up for discussion between the unions.

4.

The union representative is also obliged to contribute to the resolution of issues relating to apprentices' training and working conditions within their area in accordance with section 17(1.2). Once a year, the union representative may also initiate discussions with the employer about the number of apprentices employed in relation to electricians employed.

The union representative(s) may appoint a joint training representative at the company by local agreement between the management and the union representative(s).

The training representative can assist the company and employees with training in accordance with the provisions of the collective agreements, including being a sounding board for the company and employees. In addition, the training representative can assist the company in creating an overview of areas where apprentices can be trained to meet the company's competence requirements.

5.

If the union representative's approach to the employer does not result in a satisfactory arrangement, the union representative is free to request Dansk El-

Forbund to take care of the matter, but work must continue undisturbed until the union's management decides otherwise.

6.1

The union representative is informed about any hiring of electricians, and the union representative has a right of action in the event of any unfairness in hiring and dismissals.

Note: TEKNIQ Arbejdsgiverne agrees to discuss with Dansk EI-Forbund such issues raised under subsection (6.1) when Dansk EI-Forbund deems it reasonable due to special circumstances.

6.2 - The union representative's right to clarification of subcontractors' collective agreement matters

a. Before companies use foreign subcontractors for the performance of work at the company's workplaces/sites in Denmark, companies are encouraged to inform the union representative and provide all relevant background information about the subcontractors, such as the work they are to perform and its expected duration.

Notwithstanding the above request, the union representative at TEKNIQ Employers' member company may – in order to quickly clarify whether a specific case is a subcontract and to clarify the subcontractor's collective agreement matters – request information from the member company about subcontractors/external companies that perform work covered by the Electricians' Collective Agreement for the member company which could naturally be performed by its own employees.

b. The request must be made in connection with one or more external companies performing such work for TEKNIQ Arbejdsgiverne's member company.

c. If the union representative still does not feel fully informed about the subcontractor's collective agreement matters following the local exchange of information and discussion, the matter may be taken to a meeting in accordance with Annex 23. Minutes of the local discussions are submitted together with the meeting request.

d. At companies where no union representative has been elected, Dansk EI-Forbund may request a clarifying meeting with TEKNIQ Arbejdsgiverne in cases where the union can substantiate that a subcontractor performing electrical work is not covered by the Electricians' Collective Agreement or does not comply with the agreement.

e. According to Annex 23, a clarification meeting must be held as soon as possible after TEKNIQ Arbejdsgiverne's receipt of the request. Unless otherwise agreed between the parties, the meeting must be held at TEKNIQ Arbejdsgiverne's member company.

f. As a minimum, the following information must be provided at the meeting:

- The subcontractor's name and CVR number (P-number) or RUT number
- The name of TEKNIQ Arbejdsgiverne's member company's contact person at the subcontractor
- A description of the subcontractor's tasks at TEKNIQ Arbejdsgiverne's member company and the expected timeline for their completion

- A description of TEKNIQ Arbejdsgiverne's member company's powers to exercise control and management, if any, over the subcontractor's employees

The information can be presented orally at the clarification meeting. Minutes are taken of the meeting.

7.

When the union representative is forced to leave his/her work in order to fulfil his/her duties, he/she must notify the employer or the employer's representative before leaving work.

8.

If, at the employer's request, a meeting is held during working hours, the union representative must be paid for the time spent at the meeting at the union representative's average earnings for piecework and hourly pay combined. Outside working hours, an additional overtime allowance is paid in accordance with section 13.

An agreement can be made locally on the time required for union representative work. Where applicable, this should be determined taking into account the number of electricians for which the union representative is elected.

9.

At companies where a union representative has not been elected, it can be agreed between the employer and employees to involve the local department in discussions prior to the conclusion of local agreements on flexible working hours and employment conditions for employees employed on terms similar to those applicable under the Danish Salaried Employees Act (funktionærloven).

The company may require that a representative from TEKNIQ Arbejdsgiverne participates in such negotiations.

Note: See also the protocol on union representatives and local co-operation at TEKNIQ Arbejdsgiverne's companies - Annex 17.

Section 3 Dismissal of the union representative etc.**1.**

Dismissal of a union representative must be justified by compelling reasons, and the employer is obliged to give the employee 5 months' notice of termination.

If a union representative has served as such for a continuous period of at least five years, he or she is entitled to a notice period of six months.

2.

If the dismissal is due to shortage of work, the duty to give notice pursuant to subsection (1) of this section will lapse, but in such cases, the union representative is entitled to a notice of termination of 56 calendar days unless he/she is entitled to a longer notice pursuant to section 6, to whose rules he/she is otherwise subject.

3.

If an employer finds that there are compelling reasons under subsection (1) of this section to dismiss a union representative who has been elected in accordance with the rules in section 1, the employer must contact TEKNIQ Arbejdsgiverne who can then raise questions in accordance with the rules for industrial disputes procedures.

In that case, the mediation meeting must be held no later than 14 working days after the request for mediation has been submitted, and the industrial disputes procedure must be expedited to the extent possible.

4.

When a union representative has been elected in accordance with section 1, his/her employment may not be interrupted during the notice period until the justification for dismissal has been reviewed in an industrial disputes procedure.

5.

The unions agree that the industrial disputes procedure concerning dismissal of union representatives in the event of a shortage of work is accelerated as much as possible so that the industrial disputes procedure is completed as far as possible before the end of the notice period.

6.

A union representative elected during a period with a larger number of electricians ceases to be a union representative if the number of electricians has been 4 or fewer for a period of 3 months and the employer notifies in writing that that union representative position is not wished retained.

7.

An electrician who ceases to be a union representative after having acted as such for at least one year and who is still employed at the company is entitled to six weeks' notice of termination within one year of resigning as union representative in case of a dismissal by the company. This rule applies to resigned

union representatives only. However, the longer notice period must not exceed the notice of termination for a union representative.

8. Professional updating of union representatives

An electrician who ceases to be a union representative after having acted as such for a continuous period of at least three years and who is still employed at the company is entitled to a discussion with the company about the electrician's need for professional updating. The discussion must be held no later than one month from the termination of the union representative's position and at the electrician's request. As part of the discussion, it is clarified whether there is a need for professional updating and how this updating should take place.

If no agreement can be reached, the electrician is entitled to 3 weeks of professional updating. After 6 years of consecutive union representative duties, the electrician is entitled to 6 weeks of professional updating.

The electrician receives regular time-based pay based on the normal weekly working hours during the professional updating. It is a condition that statutory loss of pay compensation can be granted for the training programme. Loss of pay compensation accrues to the company.

In case of professional updating, a grant may be awarded from the skills development fund of the electricity industry.

Section 4 Retraining

1. Planning of training

1.

The parties to the collective agreement agree that companies as well as employees have an obligation to ensure ongoing skills development. Companies should provide employees with the necessary training opportunities, and employees should participate in the necessary training. Companies and employees are therefore encouraged to discuss the need for training and skills development, including systematic training and skills planning. The focus should be on the employee's need for skills development as well as on the company's needs in light of technology, market development and strategic goals.

To promote opportunities to fulfil these obligations, a competence development fund of the electricity industry has been established.

2. Retraining

1. Company-planned training

The unions agree that electricians must be given the necessary freedom to attend technical retraining courses, taking into account the company's work-related conditions. When the employer has approved in advance that an electrician's attendance in a technical retraining course is expedient for the company, the usual time-based pay for course hours is paid based on the normal weekly working hours. In this case, any compensation for loss of pay will accrue to the company.

2. Self-chosen training

Each year, employees with at least 9 months of seniority are entitled to a maximum of 2 weeks of self-chosen training that is relevant to the industry in a broad sense.

For example, the time off can be used for training at both basic and higher levels, general as well as vocational retraining and further training and participation in skills assessment in public and relevant private programmes.

Employees are entitled to use unused time off for training under this subsection from the previous two calendar years. The oldest weeks must be used first.

If the employee is under notice, this only applies if the company and the employee have agreed on the training period before the termination.

It is agreed that the accumulated training must be organised taking into account the company's work-related conditions.

3. Agreed training

The company can apply for a grant for agreed training from the skills development fund of the electricity industry. On this basis, an employee can agree on a training plan with the company that includes unused training according to section 4.2.2. The plan must be agreed and submitted to the skills development fund of the electricity industry in accordance with the rules in Annex 11, which also contains detailed rules for agreed training with grants.

3. Retraining in connection with termination

1.

Upon request, employees who have been continuously employed at the company for at least 2 years and who are dismissed due to restructuring, downsizing, company closure or other circumstances due to the company are entitled to attend a course relevant to the employee with a duration of up to 2 weeks within, e.g., AMU (adult vocational training centre) or other educational programmes for which public pay compensation at the unemployment benefits level is paid unless the employee has completed 2 weeks of retraining and further training within the last 2 years.

The attendance allowance is paid to the company if wages are paid to the employee during the training.

The employer covers the cost of attendance fees up to a maximum of DKK 1,500.

Course attendance must take place during the notice period.

If it is not possible to complete the training before resigning, it can be completed for a period of up to 3 months after resignation with a grant from the skills development fund of the electricity industry.

It is a condition that this activity is completed with public aid and reimbursement (VEU reimbursement). This provision will not take effect until this condition has been met.

It is agreed that the skills development fund can provide grants within an annual framework of max. DKK 500,000. The grants may amount to a maximum of the difference between 85% of previous wages and the public reimbursement.

However, these rules do not apply to employees who are entitled to early retirement benefit or pension from the employer or from the public sector.

2.

Training in connection with dismissal

Employees who are dismissed with the notice period set out in the collective agreement period due to reorganisation, downsizing, company closure or other circumstances due to the company are entitled to time off with pay for up to two hours to seek guidance from the unemployment insurance fund/trade union. The time off must be placed as soon as possible after the dismissal with due consideration for the company's production conditions.

NB.

Reference is made to the Protocol on the skills development fund of the electricity industry – Annex 11

Section 5 Local agreements and customary arrangements

1.

Local agreements and customary arrangements must not contradict existing collective agreements.

2. Local agreements that deviate from the collective agreement

However, selected provisions in the Electricians' Collective Agreement can be adapted/deviated from by local agreement. It is a prerequisite that the local agreement has been concluded with a union representative elected in accordance with the applicable rules in the collective agreement.

Where there is local agreement and this results in a local agreement, the section on Co-operation and Clubs and sections 1, 2, 3, 7, 7a, 7b, 7c and 13 of the Electricians' collective agreement can be adapted to local conditions.

Local agreements concluded in accordance with the above must respect the current relevant legislation.

Section 20 on rules for handling industrial disputes in the Electricians' Collective Agreement applies to such local agreements.

Local agreements concluded according to the above rules must be sent to the parties to the collective agreement for information.

3. Other local agreements

If no spokesperson has been elected, local agreements that do not deviate from the collective agreement may also be concluded with the support of more than half of the employees who are subject to the local agreement on the date of the agreement.

Where no spokesperson has been elected, see above, local agreements can also be concluded or terminated as has been the practice so far between the company and the employees.

4.

Unless otherwise agreed, local agreements and customary arrangements may be terminated by both parties by giving 2 months' notice to expire on the first day of any month.

5.

In the event of such termination, it is the duty of the terminating party to arrange for local negotiations to be held and, if no agreement is reached, to have the matter dealt with at a mediation meeting, possibly a ten-man delegate meeting, see the provisions of Section 20.2.4 .

6.

The parties are not released from the terminated local agreement or customary practice until these general rules have been observed, even if the expiry date has passed.

Working hours

Section 6 Hiring and termination

1. Employment form

1.

Upon employment, the **electrician** must be informed in writing of the terms of employment.

2.

A statement of employment terms is issued at the time of the employment and no later than within the time limits stipulated by law. (Until the law is adopted, however, no later than on the 5th day of employment).

Note:

As of the date on which the Danish legislation implementing the Working Conditions Directive enters into force, the reference in Annex 3 to the Act on the employer's obligation to inform employees of the conditions of employment (Act on statements of employment terms) will be amended so that, from that date, reference will be made to the future implementing act with regard to the employer's obligation to provide information.

3.

As a minimum, the employment form must contain the information marked with *).

4.

The unions have prepared an employment form that can be used.

5.

If the information marked with *) on the employment form is changed, the electrician must be notified in writing as stated in subsection (1.2) of this section.

NB.

Reference is made to the special rules in section 19 for terms similar to those applicable under the Salaried Employees Act and Annex 1 for salaried electricians.

6. Missing employment form

If the statement of employment terms has not been handed over to the electrician by the expiry of the time limits set out in subsection (1), paragraph (2), the matter may be dealt with in accordance with the rules of the collective agreement for handling industrial disputes. Similarly, issues concerning an erroneous or incomplete statement of employment terms can be dealt with under that provision.

7. Penalty

No penalties can be imposed on an employer who has been ordered to provide or correct erroneous or incomplete statements of employment terms at a meeting between the unions if the employer has complied with that order within five days of the meeting unless there are repeated complaints of breaches of the provision on employment or any omissions and errors have caused the employee to suffer consequences in the employment relationship.

Note:

The above deviations from the Act on statements of employment terms will continue to apply after the im-

plementation of the Working Conditions Directive in Danish legislation, and from the date on which Danish legislation implementing the Working Conditions Directive enters into force, the reference to section 1(3) of the Act on statements of employment terms will be amended to the corresponding provision in the future implementing act.

Note:

Reference is made to Annexes 3 and 4.1: Agreement on statements on employment terms

2. Employment and notice periods

1. Employment

Engagement of electricians must preferably be on Mondays at the beginning of working hours.

2. Duration

No electrician can be engaged for work of a duration of less than 1 normal day.

3.

If an electrician leaves work without having agreed to do so with the employer and before 1 normal day's work has been completed, the electrician forfeits the right to receive any pay for that day.

Remaining wages are paid in the usual manner at the company and in accordance with section 9, pay periods and payment of wages.

4. Dismissal

When dismissing electricians, resignation can take place on any day of the week.

5.

Dismissal must always be in writing. It is recommended to use the termination forms prepared by the unions.

6.

When an electrician is dismissed, wages are paid until the end of normal working hours. Wages are paid in the usual manner at the company and in accordance with section 9, pay periods and payment of wages.

Otherwise, the company must pay the electrician for the time and any transport expenses associated with the later collection of outstanding wages.

7. Notice periods

For electricians who have been employed at the same company for the periods listed below (including any apprenticeships), the following notice periods apply:

By the employer:

after 3 months of employment	5 working days
after 2 years of employment	15 working days
after 5 years of employment.....	20 working days
after 8 years of employment	25 working days

By the electrician:

after 6 months of employment	2 working days
after 2 years of employment.....	5 working days

after 5 years of employment10 working days

Seniority at the time of termination will determines the notice period.

Accrued seniority will lapse upon termination of employment.

Footnote: No notice period is required for the expiry of a training agreement.

8. Piecework

In case of piecework, the employer and the piecework holder have free hands with regard to the above notice periods. The condition is that it is stated on the piecework ticket.

NB: Reference is also made to the special rules for termination of employment during piecework in section 12.3.

9. Termination during illness or injury

An electrician who has been continuously employed at the company for one year cannot be dismissed within the first three months of a period of absence due to illness or injury.

For electricians with less than 1 year of seniority, the following applies:

If the unfitness for work is due to injury because of work for the company, including occupational illness caused by work for the company in question, the employee may not be terminated within the first five weeks of the period of absence.

It is a condition that the person is entitled to benefits under the Sickness Benefits Act during the period of absence.

In case of mass lay-off, termination may take place during illness. However, it is a condition that the lay-offs are subject to the Danish act on advance notice etc. in force from time to time in connection with mass lay-offs.

10. Compensation

If an electrician who is entitled to a notice period is dismissed for a reason for which the electrician is not accountable without due notice, the company will pay compensation.

The compensation corresponds to the electrician's normal hourly wage for the number of working days to which the failure amounts.

11.

If an electrician leaves the company without giving the required notice, compensation is paid to the company.

The compensation corresponds to the electrician's normal hourly wage for the number of working days to which the failure amounts.

12.

Regardless of the electrician's obligation to give notice, the employer should not refuse to agree with the electrician to resign immediately.

The condition is that the electrician can prove that he or she has been offered a permanent position or similar, the commencement of which does not allow the electrician to honour the notice period.

13. Re-engagement

If an electrician is re-engaged during the notice period and has received or paid compensation for the failure to give notice, the party that has paid compensation has the right to demand repayment.

The repayment must not exceed the amount that corresponds to the remaining part of the notice period.

Section 7 Normal working hours

1. General information

Every company must have a notice indicating when normal working hours begin and end.

2.

The set working hours are effective working hours. To the extent possible, meal and rest breaks should be combined into one break. It should normally total no more than one hour and no less than 30 minutes per day.

3. Normal daily and weekly working hours

The normal daily working hours must be organised between 6 am and 6 pm. On Saturdays between 6 am and 1 pm.

The normal weekly working hours are 37 hours.

At companies where the weekly working hours are distributed over 5 days, no working day may be shorter than 7 hours. For 6-day weeks, no working day may be shorter than 7 hours 5 days of the week.

Working hours can be organised to have the same length 5 days of the week.

4. Varying weekly working hours

Varying weekly working hours may be implemented if the employer and electricians agree on it.

The average weekly working hours must be 37 hours and must not exceed 46 hours per week.

It is also a condition that the distribution of working hours during a calendar year is agreed in writing in advance.

5.

Hours in excess of the above will be paid with an overtime supplement in accordance with Section 13.

6. Staggered working hours

Staggered working hours can be established wholly or partially outside the framework of the individual electrician's daily working hours.

The staggered working hours are considered the electrician's normal scheduled working hours.

Overtime in connection with this is paid with a supplement for staggered hours and the usual overtime supplement.

7. Notification of staggered working hours

The company must give a notice of at least 3 x 24 hours. Periods of 24 hours during the weekend (Saturday and Sunday) and on weekday holidays cannot be included in the notice period.

If no notice has been given, overtime pay must be paid until the expiry of the notice for the time that falls outside the relevant electrician's fixed working hours.

8. Duration of staggered working hours

Work with staggered hours must be of a duration of at least 1 week.

Working hours must be staggered in relation to normal working hours so that there are at least 5 consecutive staggered working days for each electrician. These 5 working days can be placed in more than one calendar week so that staggered time can be notified for commencement on any day during a calendar week.

If an electrician is ordered to work staggered hours but is prevented from working staggered hours for at least one week through no fault of his/her own but because of the employer, the hours that were outside the electrician's normal working hours must be paid with an overtime supplement.

9. Staggered hours supplement

No supplement is paid for the part of the staggered working hours that are placed between 6 am and 6 pm

If working hours are staggered so that they end after 6 pm. or start before 6 am., an hourly supplement is paid

As of 1 March 2023 DKK 52.90
As of 1 March 2024 DKK 54.75

NB: Effective date – see Annex 15.

10. Fewer daily hours or days

The provision on the length of normal working hours does not exclude that working hours at one or more work sites can be shortened to fewer daily hours or fewer days per week.

The condition is that there is agreement with the electricians at these work sites.

11.

If, in connection with the proportionate reduction relating to weekday holidays, days of holiday and days off under collective agreements, there are missing or excess hours as a result of the working hours on the day in question being shorter or longer than 1/5 of the average weekly working hours, they must be placed on other working days.

In this connection, the parties to the collective agreement recommend that a written local agreement determines how proportionate reductions relating to weekday holidays, days of holiday and days off under the collective agreement should be handled in practice, including that missing or excess hours should be handled in a time bank.

12.

At places where this collective agreement by the nature of things cannot determine normal working hours, working hours must continue to be determined in accordance with those hours that apply to other workers at the company in question.

13.

A different distribution of normal working hours each day of the week or – e.g. due to lack of daylight – in different seasons can only take place subject to the approval of the unions.

14.

If the Confederation of Danish Employers and the Danish Trade Union Confederation were to adopt different normal working hours, TEKNIQ Arbejdsgiverne and Dansk El-Forbund agree that this must also apply to this collective agreement.

Note: Implementation of the EU Working Time Directive is shown in Annex 7a.

15. Flexitime

Local agreements on flexitime may be made at the individual company.

In the absence of such an agreement, agreements on flexitime may be made at the request of one or more electricians or by agreement between the company and individual electricians or groups of electricians.

Agreements on flexitime must be concluded in writing. An example of such an agreement can be found in Annex 5.

If the agreed flexible scheme involves the accrual/taking of hours (flexitime account) beyond one pay period, the current flexitime balance must be stated in writing, for example on the payslip.

Flexitime must be scheduled between 6 am and 6 pm Monday to Friday and between 6 am and 1 pm Saturday, but flexitime can also be established where the electrician's working hours are organised according to one of the other working hours schemes in the Electricians' Collective Agreement.

Daily working hours should normally not be less than 6 hours at companies with a 5-day working week.

Unless otherwise agreed, agreements on flexible working hours between the individual electrician and the company may be terminated by giving 3 working days' notice after which the working hours follow the working hours set for the work site.

Requests for the introduction of flexitime must not be made subject to an industrial disputes procedure.

Section 7a	Flexible working hours
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1.

By local agreement, working hours can be organised with varying weekly working hours for a working period of minimum 2 weeks and maximum 52 weeks not including holiday

2.

The average weekly working hours during the period must be 37 hours and the maximum working hours per week is 46 hours.

3.

Daily working hours must be a minimum of 6 hours and a maximum of 10 hours.

4.

Notice of varying weekly working hours must be given at least 5 working days in advance.

5.

If working hours or parts thereof are placed outside the normal daily working hours stated in section 7(3) (6 am and 6 pm), a supplement is paid per hour

As of 1 March 2023 DKK 53.65

As of 1 March 2024 DKK 55.55

NB: Effective date – see Annex 15.

6.

If working hours or parts thereof are placed on Saturdays after 1 pm or within periods of 24 hours on Sundays or weekday holidays, a supplement is paid per hour

As of 1 March 2023 DKK 91.85

As of 1 March 2024 DKK 95.05

NB: Effective date – see Annex 15.

7.

For work beyond the notified, overtime supplements are paid in accordance with section 13.

Note: Implementation of the EU Working Time Directive is shown in Annex 7a.

Section 7b

Weekend work

1.

By local agreement, weekend work can be established.

2.

Work is performed up to 24 hours – usually 12 hours per day on Saturdays and Sundays. The placement of working hours is agreed locally, but the starting time can normally be no earlier than 6 am on Saturday morning.

3.

Payment corresponds to a normal working week, corresponding to 37 hours.

4.

Working hours are organised prior to the start of work so that it is clear which days (Saturdays/Sundays) are work-free. If work-free days have been scheduled, an amount is paid from the individual electrician's weekday holiday account corresponding to the individual electrician's average earnings for the number of hours that should have been worked on the relevant days. However, no more can be paid out than the amount in the individual electrician's weekday holiday account at any given time.

5.

For work on weekday holidays, only the normal pay is paid, and no weekday holiday advance payment is paid.

6.

Holidays and holiday allowance are paid in accordance with the Danish Holiday Act (ferieloven) and section 16 of the Electricians' Collective Agreement. At full employment in the qualifying year, the holiday will be 5 Saturdays and Sundays.

7.

ATP contributions are paid with full contribution.

8.

In the event of illness, the company pays the maximum number of hours stipulated by the Sickness Benefits Act (sygedagpengeloven) during the period that is paid by the employer so that 24 hours of weekend work performed corresponds to a full normal working week.

9.

Each company reserves the right to transfer employees to other working hours in the event of a shortage of manpower, lack of orders, capacity adjustment problems, etc.

10.

Electricians who perform weekend work under this agreement may not have other paid employment at the same time. Electricians employed for weekend work may only exceptionally work on the first five days of the week and only subject to approval by the unions.

11.

In cases where employees on weekend work are paid a fixed monthly pay, such employees are entitled to 2 free weekends with normal pay for a full year's employment on weekend work. For shorter periods, the time off is calculated proportionally.

Note: Implementation of the EU Working Time Directive is shown in Annex 7a.

Section 7c Working in shifts, shiftwork**1.**

By local agreement, work can be established in shiftwork at companies that provide service to companies that already use shiftwork.

2.

The agreement must follow the agreement for shiftwork in force between Danish Industry and CO-Industri.

3.

If, in connection with the proportionate reduction relating to weekday holidays, days of holiday and days off under collective agreements, there are missing or excess hours as a result of the working hours on the day in question being shorter or longer than 1/5 of the average weekly working hours, they must be placed on other working days.

In this connection, the parties to the collective agreement recommend that a written local agreement determines how proportionate reductions relating to weekday holidays, days of holiday and days off under the collective agreement should be handled in practice, including that missing or excess hours should be handled in a time bank.

Note: Implementation of the EU Working Time Directive is shown in Annex 7a. Provisions on health surveillance are set out in Annex 7b, item 2.4 and Annex 7a.

Section 8 Compliance with working hours

1.

Electricians must not miss time without a valid reason.

The stipulated regulated working hours, negotiated between the employers' organisations and labour organisations for the various work sites must be complied with.

2.

Electricians must comply with the measures taken by the company regarding control with the start, interruption and end of working hours.

Electricians have the right to complain about wasted time and nuisances.

Pay conditions

The parties agree that time-based pay or incentive pay schemes should be used in such a way that the productivity and competitiveness of each individual company, thus employment possibilities, are facilitated as much as possible.

Section 9 General hourly wage and pension provisions

1.

Minimum payment, i.e. the minimum payment for hourly paid work, is DKK 130.50 per hour as of 1 March 2023.

In addition, the minimum payment is increased as follows:

As of 1 March 2024 per hour DKK 135.00

NB: Effective date – see Annex 15.

2.

If work cannot be carried out as piecework according to the schedules of wages or according to a mixed piecework agreement or other type of piecework agreement, an incentive service supplement of DKK 12.70 per hour is paid.

Minimum hourly wage for time-based work is as follows:

As of 1 March 2023 per hour DKK 143.20

As of 1 March 2024 per hour DKK 147.70

NB: Effective date – see Annex 15.

The service supplement will be deducted from any personal supplement in accordance with subsections (3) and (5) of this section. The service allowance cannot be paid for hours paid according to an hourly wage in connection with piecework of any kind.

3.

Wages for skilled and trusted electricians are agreed on a case-by-case basis between the employer or his or her representative and the electrician without interference from the unions and their members. When determining wages, professional skills, the nature of the work and the extent of piecework for the electrician in question must be taken into account.

Where the local parties wish to negotiate wages collectively, this can be agreed in accordance with the rules in section 5.

In order to best support their colleagues in connection with the conclusion of agreements on wages according to section 9(3), the union representative may request information about the company's financial circumstances and future prospects, including, i.a., volume of orders, market situation and production conditions.

The parties to the collective agreement find it natural to include, for example, the wage increases resulting from any increases in the free-choice scheme in connection with the local pay negotiations.

Section 9

Negotiations on wage changes may occur no more than once in each collective agreement year.

4.

Any allowances agreed as supplementary benefits that are paid according to special deadlines are subject to holiday allowance and weekday holiday pay.

5.

When the payment for hourly paid work exceeds the minimum wage specified in subsection (1) of this section, the excess amount is to be regarded as a personal allowance in accordance with subsection (3) of this section.

Increases in the minimum wage as of 1 March 2023 and 1 March 2024 do not entail of the personal hourly wages for hourly paid work except in cases where an increase up to the new minimum wage rate is necessary.

Increases in the minimum wage are thus offset against personal allowances.

6.

The parties agree that in cases where disparity within this area as a whole are deemed to be present, both unions have a right of action against each other in accordance with the rules applicable at any time for handling industrial disputes.

7.

Stand-off and transfer time that fall within normal working hours are paid according to the hourly wage applicable to the individual electrician.

8.

When an electrician is re-engaged for the same work at a company where he or she was previously employed and one year has not elapsed since the dismissal, he or she is paid according to his or her last hourly wage, taking into account any general wage changes made in the meantime.

Pay periods and payment of wages

9. Two-week pay period

The pay period is 2 weeks and is counted from the beginning of a week.

The payment of wages takes place on the first Thursday after the end of the pay period.

The payment of wages may be on the second Thursday after the end of the pay period if the company and a majority of electricians agree.

10. Monthly wages

Wages may be rearranged to monthly payment of wages. The transition to monthly pay must be announced with at least 2 months' notice.

Wages are available to the employee no later than on the last banking day of the month.

Unless otherwise agreed in a local agreement, hours, supplementary benefits etc. are calculated up to and including the pay week in which the 20th of each month falls so that payment can be made as stated above.

The employee is informed about the accrual for the pay calculation.

However, piecework profits are always paid in accordance with section 12.1 or 12.2 of the collective agreement.

In connection with the transition to monthly payments of wages, the employee may request a payment on account corresponding to the net salary which the employee would have received in the next pay period, unless otherwise agreed.

The requested payment on account will be paid at the point in time when 14 days of wages are not paid in full for the first time. Unless otherwise agreed, the amount is repaid by a wage deduction over the following 12 months with 1/12 of the payment on account per month. The monthly wage deduction must be stated on the payslip. However, the remaining amount will be deducted from the final pay if the employee resigns.

11.

If the pay day falls on a weekday holiday, wages are paid on the preceding weekday. In such cases, companies are entitled to pay a reasonable advance payment on the day before the weekday holiday and the residual payment at the next usual payment of wages.

12.

Wages are paid in cash or by a deposit into the electrician's account at a financial institution. Cash payment takes place during working hours or immediately following the end of working hours. If the wages are deposited into the electrician's bank account, they must be available at the end of working hours on the payment date.

13.

The wage specification must contain information on how much of the payment concerns piecework, time-based pay, overtime pay, weekday holiday pay and holiday pay etc. and which deductions have been made for tax, ATP, AMB, AMP etc.

14.

Hourly timesheets must be received by the company no later than the beginning of working hours every Monday morning. If the hourly timesheets are not available on time on Monday morning, the company is entitled to pay an appropriate payment on account so that settlement does not take place until the following payment of wages.

Criticism of the calculation on the hourly timesheets must be presented by the company no later than at the same time as the payment of wages.

In case of electronic reporting of working hours, employees must receive a copy of their reports to the e-mail address provided by the employees to the employer or via e-Boks.

Electronic reporting must allow reporting of all salary components, including nuisance bonus, payment for travelling time etc. This can be done through checkboxes and free text fields.

Section 9

Notes: Both parties agree that section 9 of this collective agreement is not to be understood to mean that the individual wages at the individual workshop or in the trade in general must be at the same level, and union intervention aimed at increasing all wages with a uniform supplement or to the same level is therefore not in accordance with the collective agreement. The parties also agree that electricians are free to seek employment with individual companies without interference from the unions or their members.

15. Labour market pension (AMP)

Purpose

The purpose of the pension scheme is to protect the member and any surviving dependants in the event of the member's death, disability or retirement.

Pension

Employees employed under the Electricians' Collective Agreement are covered by the labour market pension scheme in PensionDanmark upon employment.

Age and seniority requirements

The employer pays pension to employees who have reached the age of 18 - and who have worked for 6 months under the Electricians' Collective Agreement or have been in gainful employment for a similar period.

If the employee has been admitted to this pension scheme or a similar labour market pension scheme agreed in a collective agreement in a previous employment relationship, the employee is entitled to pension contributions from the first day of employment.

Registration and documentation

The employer must register when the employee has the required seniority. With effect from the first pay period thereafter, the pension contribution stipulated in the collective agreement will be paid for the person concerned.

If necessary, the employee must document employment in the industry or previous employment. Documentation can take the form of payslips or statements from previous employers.

If the employee can provide such documentation, the employer must pay the pension contribution set out in the collective agreement for the employee in question with effect from the date of employment or when the necessary seniority has been earned at the latest.

Pension contributions

The pension contribution is set as a percentage of the PAYE-taxable wage income. The employer share and employee share are shown below.

The employer must withhold the employee's own contribution and pay the total pension contribution to PensionDanmark once a month, no later than on the 10th of the following month.

Each person has the option to increase his or her own pension contribution.

The contribution amounts to:

Employer contribution: 8.0%

Employee contribution: 4.0%

The total contribution amounts to:12.0%

As of 1 June 2023, the contribution amounts to:

Employer contribution:10.0%

Employee contribution:..... 2.0%

The total contribution amounts to:..... 12.0%

NB: Effective date – see Annex 15.

Pension of holiday allowance

The pension calculation of the holiday allowance subject to the holiday guarantee scheme takes place as the holiday allowance is earned. It is therefore irrelevant that taxes are not paid on the holiday allowance until paid to the employee.

Pension of sickness/holiday allowance

Pension is calculated from the sickness/holiday allowance for employees who are entitled to pension, see this provision. Both the employer's contribution and the employee's own contribution are calculated based on the sickness holiday allowance and paid to the pension company.

The employer's share is paid by the employer in addition to the sickness holiday pay. The employee's share is deducted from the sickness/holiday allowance before final settlement.

Section 10 Injury, illness and maternity leave

1.

In the event of injury at the workplace and in the event of illness where the electrician, in agreement with the employer, must leave work, the electrician is paid the usual hourly wage for time-based work for missing working hours on the day in question.

2.

In the event of absence due to illness that is reported and documented in due time, the employer must pay the electrician in question an amount corresponding to the usual hourly wage for time-based work for a period of up to 9 weeks during the employment relationship. It is a condition that the employee is entitled to a notice period of 5 working days or more in accordance with section 6(2.7).

In the event of absence due to injury caused by work for the company, including occupational illness caused by work for the company in question, the employer must pay the electrician in question an amount corresponding to the usual hourly wage for time-based work for a period of up to 9 weeks during the employment relationship.

In case of relapse due to the same illness within two weeks of the end of the period of absence, the employer's payment period runs from the first day of absence in the first period of absence.

The payment during absence due to injury or illness includes the applicable hourly rate according to the Sickness Benefits Act.

It is a condition that the person is entitled to benefits under the Sickness Benefits Act during the period of absence.

Where an agreement has been made under section 56 of the Sickness Benefits Act, the employer pays sickness benefits in accordance with the Sickness Benefits Act.

Sickness holiday pay is calculated in accordance with section 16 of the collective agreement.

3. Child's illness

Electricians may, when necessary, be given time off to care for sick children/a sick child at home under the age of 14.

This time off only covers one of the child's parents and only the child's first *full* day of sickness.

If the child falls ill during the electrician's working day and the electrician has to leave work as a result, the employee is also entitled to time off for the remaining working hours that day.

Section 10

Payment corresponding to the relevant electrician's usual hourly wage for time-based work, however, per hour on 1 March 2023 maximum DKK 140.90

As of 1 March 2024 maximum DKK 145.85

Payment is conditional on the availability of the documentation required by the company.

If the child is still sick after the first full day of sickness, the employee is entitled to 1 additional day off. This day off is taken without pay, but the employee may be paid an advance from his or her weekday holiday/special days of holiday and free-choice scheme.

Time off for children's medical appointments

Employees with at least 9 months of seniority are entitled to time off for medical appointments with the child.

Employees who wish to take time off for medical appointments must notify the company as early as possible.

Time off for medical appointments is taken without pay, but the employee may be paid an advance from his or her weekday holiday/special days of holiday and free-choice scheme.

NB: Effective date – see Annex 15.

4. Time off for hospitalisation of a child

Electricians are granted time off when it is necessary for the employee to be hospitalised together with the child, including when the hospitalisation takes place wholly or partially at home. The rule applies to children under the age of 14. It is a condition that such employees have at least 9 months of seniority at the company.

This time off only applies to the one custodial parent, and there is a maximum entitlement of one week off per child within a 12-month period.

Upon request, the electrician must provide documentation of the hospitalisation.

Payment corresponding to the usual hourly wage for time-based work, however, per hour:

As of 1 March 2023 maximum DKK 158.30

As of 1 March 2024 maximum DKK 163.85

If the company is not entitled to reimbursement from the employee's home municipality, TEKNIQ Arbejdsgiverne may decide to reimburse the company's expenses.

NB: Effective date – see Annex 15.

5. Maternity leave

The rules for children born or received up to and including 30 June 2023 can be found in Annex 26

For children born or received on or after 1 July 2023, the following applies:

5.1

The conditions for receiving payment under this provision are:

- 1) The employee has 9 months of seniority at the company at the expected time of birth or receipt, and
- 2) the employer is entitled to reimbursement corresponding to the maximum unemployment benefit rate. If the reimbursement is less, payment to the employee is reduced accordingly.

Payment under this provision corresponds to the usual hourly wage for time-based work, however, per hour:

As of 1 July 2023 maximum DKK 225.00

The amount includes the maximum benefit rate set by law.

The costs of maternity leave in the individual company are settled via the fund for parental leave established by TEKNIQ Arbejdsgiverne.

5.2

The employer provides employees with payment during absence due to maternity leave from 4 weeks before the expected date of birth (previously: pregnancy leave). Furthermore, the same employees are paid during absence for up to 10 weeks after the birth (previously: maternity leave).

Adoptive parents are paid during parental leave for up to 10 weeks from receiving the child.

5.3

In connection with the birth, the employer provides payment for up to 2 weeks to the other parent (previously: paternity leave).

5.4

The employer also provides payment during leave for up to 24 weeks (previously: parental leave).

Of these 24 weeks, the parent who takes leave under section 10.5.2 is entitled to take 9 weeks and the other parent is entitled to take 10 weeks.

The remaining 5 weeks of leave is granted to either parent or shared between them.

The 24 weeks must be taken within 52 weeks of giving birth.

If the leave reserved for each parent is not taken, the payment is cancelled.

Unless otherwise agreed, each parent's leave can be divided into a maximum of two periods.

5.5

Section 10

Unless otherwise agreed, leave with pay in accordance with section 10.15 must be notified 3 weeks in advance.

If the deadlines for giving notice of leave under the Danish Parental Leave Act (barselsloven) are not met, the requested leave may not commence until the expiry of the specified deadlines from the date of the notice, unless otherwise agreed.

5.6

Any existing arrangements concerning employer payment for parental leave can be cancelled in accordance with the rules in section 5.

5.7 Pension contributions during maternity leave

In order to increase the total pension contribution of employees giving birth, the pension contribution during maternity leave is increased. The same applies to adoptive parents during leave.

During the 10 weeks of leave under section 10.5.2, an extra pension contribution is paid to employees with 9 months of seniority at the expected date of birth.

The pension contribution for children born or received on or after 1 July 2023 is:

Employer contribution per hour:..... DKK 18.45

Employee contribution per ho..... DKK 3.70

The total contribution per hour is: DKK 22.15

6. Childcare days

Electricians with at least 9 months of seniority are entitled to 2 childcare days per calendar year. The electrician may take maximum of 2 childcare days per calendar year, regardless of how many children the employee has. The rule applies to children under the age of 14.

The days are scheduled as per agreement between the company and the employee and in consideration of the company's best interests.

Childcare days are taken without pay, but the employee may be paid an amount from his or her free-choice account, see section 15(3), to the extent that there are funds in the account.

Section 10a Senior policy and employment on special terms**1. Senior agreement****1.1**

The parties to the collective agreement agree that the individual electrician can choose to enter into a senior scheme. In an annual dialogue, it is discussed how the senior years are best carried out for the electrician.

The electrician is entitled to 32 senior days off per calendar year. To the extent that more days can be financed as a result of increased savings on the weekday holiday/free-choice scheme, this can be agreed with the company. Unless otherwise agreed, senior days off must be taken as full days.

Unless otherwise agreed, senior days off must be placed according to the same rules as the placement of remaining holiday.

This option applies from 5 years before the current state pension age for the individual electrician.

If a union representative has been elected at the company, he or she may act as a companion in the discussion.

1.2

The electrician and the company may, by mutual agreement, enter into a written individual agreement on the electrician's own paid reduced weekly or monthly working hours.

In connection with such a reduction in working hours, the electrician may choose to convert current pension savings, see section 9(15), into a supplement to his or her wages. The maximum amount of the pension contribution that can be converted is enough to continue to cover the insurance scheme and administrative costs.

Unless otherwise agreed between the electrician and the company, the following model is used for payment of reduced working hours:

The converted pension contribution is continuously saved in the weekday holiday/free-choice account to cover the agreed reduction in working hours.

When taking time off under the senior agreement, wages are reduced accordingly, and an amount is paid from the weekday holiday/free-choice account instead.

When taking a full senior day off, an amount corresponding to the daily wage is paid at 7.4 hours per day. However, the payment must never exceed the amount saved at any given time.

The weekday holiday/free-choice account is treated in accordance with section 15 of the Electricians' Collective Agreement and Annex 1, item 6, 6.

When an agreement on reduction of working hours has been concluded, the electrician must notify the company in writing no later than on 1 November of the extent to which the electrician wishes pension contributions and weekday holiday/free-choice savings to be converted to regular payments in the coming calendar year, including the number of senior days off. This choice is binding

on the employee and will continue in the following calendar years. However, the employee may notify the company by 1 November each year whether changes are requested for the coming calendar year.

The conversion does not change the existing collective agreement calculation basis and is therefore cost-neutral to the company.

1.3

In the annual dialogue, the electrician and the company can also discuss and conclude a written individual agreement on how the electrician's work tasks can be organised in order to retain the electrician in the labour market.

1.4 Employees on old-age pension or early retirement

To enable employees who are on old-age pension or early retirement to remain connected to the labour market by working on a limited or occasional basis, a written individual agreement may be concluded between the company and the electrician on the electrician's employment conditions, including

- Working hours
- Omission to save pension contributions so that they are instead paid out as wages on an ongoing basis
- Omission to save up for weekday holiday/free-choice pay so that it is instead paid out as wages on an ongoing basis
- Termination of the agreement

The conversion does not change the existing collective agreement calculation basis and is therefore cost-neutral to the company.

2. Employment on special terms

In the event of impaired working capacity due to illness or disability, the unions may, on the recommendation of the electrician and company concerned, grant exemption from the provisions of the collective agreement.

Note: The unions set up a committee to revise the guidelines on "Senior Policy" during the collective agreement period.

Section 11 Incentive payment systems**1.**

The unions agree that all work that is suitable for piecework should be performed and settled as piecework according to EBA - El Branchens Akkordsystem (piece-rate system of the electricity industry) - or another form of piecework agreement according to sections 12.1, 12.2 and 12.3 or incentive payment systems according to this section. If this is not possible, reference is made to the provisions in section 9(2) and (3).

2.

EBA - El Branchens Akkordsystem applies to installation work carried out for members of TEKNIQ Arbejdsgiverne, and both parties undertake to comply with it. It runs concurrently with the collective agreement and is terminated at the same time.

The adopted overhead line schedule of wages also runs parallel to the collective agreement and is terminated at the same time.

3.

If there is local agreement to develop and apply an incentive payment system for the company or for groups at the company, piecework must not be used for the area in question at the same time according to EBA - El Branchens Akkordsystem after a new payment system has been implemented or where it has been agreed to test such a system for a specific period. Sections 12.1, 12.2 and 12.3 of the Electricians' Collective Agreement and EBA - El Branchens Akkordsystem - do not apply to such payment systems unless otherwise agreed.

4.

It is recommended that such payment systems are based on transparent and open principles. A payment system should be easy to implement, simple to administer and easy to adapt to changing conditions - including rules for termination, see Section 5 of the Electricians' Collective Agreement.

5.

Job evaluation, personal qualifications, training, performance-related pay, bonuses, project-related pay etc. can all be elements included in a payment system.

6.

Payment of such payment systems can only be changed once per collective agreement year. Existing local wage agreements for a specific project which, according to their content, cannot be terminated or end before the work is completed are not covered by this provision.

**Section 12.1 EBA – Elbranchens akkordsystem
(piece-rate system of the electricity industry)**

In general

The provisions in sections 12.1 and 12.3 apply to work performed and settled by piecework according to the Elbranchens akkordsystem, EBA.

At the commencement of all piecework carried out in accordance with EBA, piecework tickets must be issued stating the nature and extent of the work etc. in the form prepared by TEKNIQ Arbejdsgiverne and Dansk EI-Forbund. The piecework ticket is issued in two copies, both signed by the employer – or the employer's representative – and the piecework holder. The company provides these piecework tickets. See Annex 9.

When concluding the piecework agreement, it must be agreed on what basis the total agreed time will be calculated.

Time is measured either by:

- a. The company's measurements according to EBA are added to the piecework agreement. In the event of changes to the project measured by the company during the performance of the work, adjustment of the company's measurement are agreed.
- b. The piecework holder measures the project according to EBA during the performance of the work or upon completion.
- c. The piecework holder and the company each measure their agreed part of the project according to EBA during the performance of the work or upon completion.

NB: For the parties' overview of the completion of project, the unions recommend that measuring takes place during the performance of the work.

The piecework ticket must also include *supplements for indirect work operations* and *work site-specific additional time* adapted to the type of the specific construction project. If different supplements are used in the construction, they must be documented as appendices to the piecework ticket .

In addition, the supplement for personal time agreed between the unions is added.

2.

For materials or work operations not included in the EBA, operation times or working hours are agreed locally, and agreements on the use of combined services and/or modules are concluded.

This can be done, for example, by the piecework holder accepting the company's measurement after reviewing it or by determining the operating time in agreed co-operation or in another agreed manner. For any measurement of direct operation times, reference is made to the guidance prepared by the unions.

3.

For all piecework contracts, the piecework holder (the person signing the piecework ticket) is responsible for ensuring that the work is carried out in accordance with the drawings and descriptions and other instructions – which should, to the extent possible, be given in writing – for the work in question.

4.

For piecework, all electricians will receive their usual hourly wage in advance (overtime, see section 13.4).

5.

For large piecework contracts, the electrician may, after a period of 6 weeks, request an additional advance piece-rate payment when the employer and electrician agree that the piecework performed seems to be able to support such an additional advance piece-rate payment. Apprentices can participate in piecework profits individually agreed with the piecework holder.

6.

If the conditions for the piecework agreement are significantly changed or fail, negotiations may be entered into between the piecework holder and the company to change the basic conditions for the piecework contract. This can be done by a temporary or permanent change of the above percentage supplements or in another way agreed between the parties.

7.

The time inevitably wasted through no fault of the electrician due to the absence of materials ordered by the electrician in writing and in due time – at least 24 hours in advance – must be compensated to the electrician with the hourly wage applicable to the electrician if the absence has demonstrably delayed the performance of the work and if the electrician is not assigned to other work.

The time wasted because the electrician had to wait for materials ordered in due time or for a message from the chief fitter or another representative of the employer must be compensated with the hourly wage applicable to the electrician – provided that there has been no other work at the same work site that could be performed during the stand-off in question.

8.

If an electrician is transferred during normal working hours to other work not related to the agreed project, the time spent is paid at the hourly wage applicable to the electrician unless other payment has been agreed.

9.

If, in connection with piecework, the company requires the piecework holder and any piecework participants to participate in site meetings, qualifying courses for access to construction sites and special requirements for courses in connection with the work covered by the piecework contract, time spent in those regards is paid according to the hourly rate for daily pay unless the parties have agreed, in connection with the piecework, that time spent in those regards is included in the supplements for indirect and work site-specific time agreed for the piecework agreement.

10. Completion of piecework

When the work is completed, the piecework must be calculated.

The unions have prepared a form to be used for the conclusion and calculation of piecework.

If agreement cannot be reached on the time for the completion of the piecework contract, both parties have the option of presenting a claim for industrial action at a mediation meeting held no later than on the third working day after receipt of the request for mediation in the respective unions.

When measuring piecework covered by EBA, employers as well as electricians who find that they do not have sufficient knowledge of EBA can demand that the measurement be carried out with experienced assistance.

The other party or a representative of the other party has the right to be present when measuring piecework for which one party has requested assistance.

Payment for assistance called in by one party is of no concern to the other party.

Negotiations on the measurement take place directly between the company and the piecework holder, and neither party is obliged to negotiate with the other party's advisor, who is only allowed to be present to assist the party that has called in the advisor.

11. Calculation of piecework

The piecework agreement must state how the piecework is to be measured.

Calculation of piecework agreements concluded in accordance with section 12(1a):

For piecework where the company's measurement according to EBA is used as the basis for the piecework agreement, the company makes a draft calculation of the work performed. Changes, additions and cancelled work agreed between the parties during the performance of the work must be included in this calculation. The calculation must include the statement and specification of metres and pieces of materials and work performed, and the measurement must be divided into appropriate sections, e.g. by building section, floors, type of installation, schedules of rates etc. so that a good overview of the measured project is obtained. In addition, accounts of hours, distribution list, piecework apprentice assistance etc. must be included in the prepared measurement/calculation.

The calculation must be handed over to the piecework holder as soon as possible after completion of the work so that discussions with the piecework holder about the final calculation can take place within the below time limit.

Based on the company's draft calculation, this is discussed between the company and the piecework holder in order to reach agreement on a final calculation that concludes the piecework. These discussions must be finalised no later than 15 working days after the conclusion of the piecework*) unless otherwise agreed in writing in each individual case.

*) Reference is made to the form for conclusion and calculation of piecework, see page 124.

If the above time limits – or the 15 working days or other time line agreed in writing – are not met, the piecework holder may submit a claim for an industrial disputes procedure with a mediation meeting held no later than on the third working day after TEKNIQ Arbejdsgiverne's receipt of the mediation request.

If the industrial disputes procedure determines that the company is responsible for exceeding the above time limit, the company may be ordered to cover all or part of the piecework holder's wages for calculating the work.

If there is agreement on the calculation, any difference must, to the extent possible, be settled at the time of the next payment of wages but no later than on the 15th working day after agreement has been reached unless otherwise agreed in writing in the individual case.

If no agreement can be reached on the calculation of the piecework, including the work performed, adjustments, extra work, accounts of hours and distribution lists etc., the company must settle any difference for the part of the work agreed in accordance with the above time limit. The piecework holder then has the option of bringing the dispute before an industrial disputes procedure in accordance with the rules in section 20 of the Electricians' Collective Agreement.

Calculation of piecework agreements concluded in accordance with section 12(1b):

For piecework where the piecework holder measures the project according to EBA, the measurement/calculation must be submitted to the company no later than 15 working days after the conclusion of the work*) unless otherwise agreed in writing in the individual case. The measurement must include the statement and specification of metres and pieces of materials and work performed, and the measurement must be divided into appropriate sections, e.g. by building section, floors, type of installation, schedules of rates etc. so that a good overview of the measured project is obtained. In addition, accounts of hours, distribution list, piecework apprentice assistance etc. must be included in the submitted measurement/calculation.

*) Reference is made to the form for conclusion and calculation of piecework, see page 122.

If the time limits – or the 15 working days or other time line agreed in writing – are not met, the company may submit a claim for an industrial disputes procedure with a mediation meeting held no later than on the third working day after Dansk El-Forbund's receipt of the mediation request.

If the industrial disputes procedure determines that the piecework holder is responsible for exceeding the set time limit, the electrician may be ordered to cover all or part of the company's costs for the measuring.

Once the company has received the piecework measurement/calculation, any difference must, to the extent possible, be settled at the time of the next payment of wages but no later than on the 15th working day after the electrician has submitted the measurement unless otherwise agreed in writing in the individual case.

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However, if there is doubt about the correctness of parts of the content of the measurement, settlement must be made in accordance with the above for the part of the work on which there is agreement.

The employer must define its criticism of the content of the parts of the measurement that cannot be accepted.

When there are several participants in the piecework contract, they must have the opportunity to familiarise themselves with the measurement and any corrections made.

If the above rules for payment and criticism are not complied with, the company's right of action will lapse, and payment must be made in accordance with the measurements submitted by the piecework holder.

Calculation of piecework agreements concluded in accordance with section 12(1c):

For piecework where the piecework holder and the company each measure their own part of the project according to EBA, the piecework holder's measurement/calculation must be submitted to the company as soon as possible and no later than 15 working days after the conclusion of the work*) unless otherwise agreed in writing in the individual case. The company's measurement/calculation must be handed over to the piecework holder in a similar manner.

Common to the parties' calculations is that they must include the statement and specification of metres and pieces of materials and work performed, and the measurement must be divided into appropriate sections, e.g. by building section, floors, type of installation, schedules of rates etc. so that a good overview of the measured project is obtained. Furthermore, accounts of hours and distribution lists must also be prepared, and any piecework apprentice assistance etc. must be taken into account.

Based on the company's and the piecework holder's draft calculation, they are discussed between the company and the piecework holder in order to reach agreement on a final calculation that concludes the piecework. These discussions must be finalised no later than 15 working days after the conclusion of the piecework*) unless otherwise agreed in writing in each individual case.

*) Reference is made to the form for conclusion and calculation of piecework, see Annex 9.

If one of the parties fails to comply with the above time limits – the 15 working days or a different time limit agreed in writing – the other party may submit a claim for an industrial disputes procedure with a mediation meeting held no later than on the third working day after Dansk El-Forbund's/TEKNIQ Arbejdsgiverne's receipt of the mediation request.

If the industrial disputes procedure determines that the piecework holder is responsible for exceeding the above time limit, the piecework holder may be ordered to pay all or part of the company's costs for the measuring.

If the industrial disputes procedure determines that the company is responsible for exceeding the above time limit, the company may be ordered to cover all or part of the piecework holder's wages for calculating the work.

If there is agreement on the calculation, any difference must, to the extent possible, be settled at the time of the next payment of wages but no later than on the 15th working day after agreement has been reached unless otherwise agreed in the individual case.

If no agreement can be reached on the calculation of the piecework, including the work performed, adjustments, extra work, accounts of hours and distribution lists etc., the company must settle any difference for the part of the work agreed in accordance with the above time limit. The piecework holder then has the option of bringing the dispute before an industrial disputes procedure in accordance with the rules in section 20 of the Electricians' Collective Agreement.

In general

Agreements on time limits must be in writing and signed by the company and the piecework holder.

In the event of difficulties in meeting time limits due to unforeseen events such as illness or the like, it is possible to obtain an exemption for an additional time limit with the assistance of the unions. This exemption option applies to all types of piecework according to section 12.1.

12. Guaranteed wages and sharing of piecework profits

Piecework profits per hour means the total piecework sum (including payment for company and customer hours) which – after deduction of payment for piecework apprentice assistance – is divided by the total number of journey-men hours worked (including company and customer hours) in the piecework.

As a basis for earnings in piecework projects, each electrician must be guaranteed a payment that at least corresponds to his or her personal hourly wage – however, a maximum of 1.5 x the minimum wage rate.

For hourly earnings that are within 2.0 x the minimum payment, the entire earnings go to the piecework participants.

If the piecework earnings exceed 2.0 x the minimum hourly payment, the company receives a share of 12.5% of these additional earnings, and the rest is paid to the piecework participants.

For piecework earnings above 2.25 x the minimum payment, the company's share is 25% of the additional earnings, and the rest is paid to the piecework participants.

For earnings above 2.5 x the minimum payment, the company's share is 37.5% of the additional earnings while the rest is paid to the piecework participants.

In the period from 1 March 2022

	TDKK			
Guaranteed wages, personal hourly wage, however, max.	189.00			
For piecework profits over	252.00	company share	12.5%	of the additional earnings
For piecework profits over	283.50	company share	25.0%	of the additional earnings

Section 12.1

For piecework profits over	315.00	company share	37.5%	of the additional earnings
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In the period from 1 July 2023

	TDKK			
Guaranteed wages, personal hourly wage, however, max.	197.75			
For piecework profits over	261.00	company share	12.5%	of the additional earnings
For piecework profits over	293.35	company share	25.0%	of the additional earnings
For piecework profits over	326.25	company share	37.5%	of the additional earnings

In the period from 1 March 2024

	TDKK			
Guaranteed wages, personal hourly wage, however, max.	202.50			
For piecework profits over	270.00	company share	12.5%	of the additional earnings
For piecework profits over	303.75	company share	25.0%	of the additional earnings
For piecework profits over	337.50	company share	37.5%	of the additional earnings

13. Piecework apprentice assistance

Payment rates for piecework apprenticeship assistance.

If apprentices, electrical fitter apprentices or adult apprentices are used for assistance, they are included in the piecework at the following payment rates in DKK per hour from the training date stated in the training agreement. Apprentices may participate in piecework profits, see section 5.

The rates are set at the minimum wage applicable to the apprentice in question from time to time under the collective agreement with a supplement of 33 1/3%.

For electrical fitter apprentices (adult training) and adult apprentices, the supplement may, however, amount to a maximum of 33 1/3% of the apprentice rate for the 4th year of apprenticeship, see Section 17 of the Electricians' Collective Agreement.

The payment rates for piecework apprentice assistance are as follows:

Rate	Pay periods	1 March 2023	1 March 2024
1	0 - 1 year	93.45	97.20
2	1 - 2 years	107.25	111.05
3	2 - 3 years	127.40	131.85
4	3 - 4 years	152.20	157.55

5	More than 4 years	176.20	182.35
Adult apprentices		169.70	175.55

14. Disagreements

1. Disagreements are handled in accordance with the provisions of section 20 "Rules on handling industrial disputes" of the Electricians' Collective Agreement. However, cases concerning work study issues may, by agreement, be dealt with by the work study committee established between the unions.
2. An agreement has been made between the unions concerning guidelines for the use of work studies. These set out the basic rules for the use of work studies.

Section 12.2	Other type of piecework agreement
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IN GENERAL

The provisions in sections 12.2 and 12.3 apply to work performed and settled as piecework as another form of piecework agreement.

1. Upon commencement of piecework performed under another form of piecework agreement, piecework tickets must be issued stating the nature and extent of the work etc. in the form prepared by TEKNIQ Arbejdsgiverne and Dansk El-Forbund.

The piecework ticket is issued in two copies, both signed by the employer – or the employer's representative – and the piecework holder. The company provides these piecework tickets. See Annex 9.

2. For all piecework contracts, the piecework holder (the person signing the piecework ticket) is responsible for ensuring that the work is carried out in accordance with the drawings and descriptions and other instructions – which should, to the extent possible, be given in writing – for the work in question.
3. For piecework, all electricians will receive their usual hourly wage in advance (overtime, see section 13.4).
4. For large piecework contracts, the electrician may, after a period of 6 weeks, request an additional advance piece-rate payment when the employer and electrician agree that the piecework performed seems to be able to support such an additional advance piece-rate payment. Apprentices can participate in piecework profits individually agreed with the piecework holder.
5. Negotiations on the measurement take place directly between the company and the electrician(s) who performed the piecework, and neither party is obliged to negotiate with the other party's advisor, who is only allowed to be present to assist the party that has called in the advisor. Payment for assistance called in by one party is of no concern to the other party.
6. The time inevitably wasted through no fault of the electrician due to the absence of materials ordered by the electrician in writing and in due time – at least 24 hours in advance – must be compensated to the electrician with the hourly wage applicable to the electrician if the absence has demonstrably delayed the performance of the work and if the electrician is not assigned to other work.

The time wasted because the electrician had to wait for materials ordered in due time or for a message from the chief fitter or another representative of the employer must be compensated with the hourly wage applicable to the electrician – provided that there has been no other work at the same work site that could be performed during the stand-off in question.
7. If an electrician is transferred during normal working hours to other work off-site and not related to the agreed project, the time spent is paid at the hourly wage applicable to the electrician unless other payment has been agreed.

TERMINATION OF THE PIECEWORK CONTRACT AND PAYMENT OF PROFITS

8. When the work is completed, the piecework must be calculated. The unions have prepared a form to be used for the conclusion*) and calculation of piecework.

*) Reference is made to the form for conclusion and calculation of piecework, see Annex 9.

If agreement cannot be reached on the time for the completion of the piecework contract, both parties have the option of presenting a claim for industrial action at a mediation meeting held no later than on the third working day after receipt of the request for mediation in the respective unions.

Unless otherwise agreed, the accounts must be submitted to the company no later than 15 working days after the conclusion of the piecework in question.

The accounts must include accounts of hours, a distribution list, a statement of any piecework apprentice assistance etc.

9. Once the company has received the piecework measurement/calculation, any difference must be settled no later than on the 15th working day after the electrician has submitted the measurement where the deadline for criticism expires unless otherwise agreed in the individual case.

Agreements on time limits must be in writing and signed by the company and the piecework holder.

In the event of difficulties in meeting time limits due to unforeseen events, it is possible to obtain an exemption for an additional time limit with the assistance of the unions.

However, if there is doubt about the correctness of one or more items in the accounts, settlement must be made in accordance with the above for the part of the work on which there is agreement.

The piecework holder then has the option of bringing the dispute before an industrial disputes procedure in accordance with the rules in section 20 of the Electricians' Collective Agreement.

When there are several participants in the piecework contract, they must have the opportunity to familiarise themselves with the accounts and any corrections made.

If the above rules for payment and any complaint of individual items are not complied with, the company's right of action will lapse, and payment must be made in accordance with the accounts submitted by the piecework holder.

PIECEWORK APPRENTICE ASSISTANCE

Payment rates for piecework apprenticeship assistance.

10. If apprentices, electrical fitter apprentices or adult apprentices are used for assistance, they are included in the piecework at the following payment rates in DKK per hour from the training date stated in the training agree-

ment but do not participate in the piecework profits. Apprentices can participate in piecework profits individually agreed with the piecework holder.

The rates are set at the minimum wage applicable to the apprentice in question from time to time under the collective agreement with a supplement of 33 1/3%.

For electrical fitter apprentices (adult training) and adult apprentices, the supplement may, however, amount to a maximum of 33 1/3% of the apprentice rate for the 4th year of apprenticeship, see Section 17 of the Electricians' Collective Agreement.

The payment rates for piecework apprentice assistance are as follows:

Rate	Pay periods	1 March 2023	1 March 2024
1	0 - 1 year	93.45	97.20
2	1 - 2 years	107.25	111.05
3	2 - 3 years	127.40	131.85
4	3 - 4 years	152.20	157.55
5	More than 4 years	176.20	182.35
Adult apprentices		169.70	175.55

Section 12.3 Termination of employment during piecework**1. General information**

Staffing of the piecework contract is agreed as far as possible between the company and the piecework holder in order to achieve appropriate and efficient staffing. In the event of disagreement, the employer may increase or reduce the number of participants in the piecework contract if there are objective reasons for doing so. If the piecework holder finds this staffing to be unreasonable, the issue may be dealt with in an industrial disputes procedure at a mediation meeting held no later than on the third working day after TEKNIQ Arbejdsgiverne's receipt of the request for mediation.

2. Piecework holder

The piecework holder cannot be dismissed during piecework unless compelling circumstances cause this. Compelling circumstances include, for example, the cancellation or prolonged postponement of work or stoppage of work approved by the unions.

When work is cancelled, the work performed is measured and any profit is paid according to the hours recorded in the piecework contract.

If the work is postponed, it is agreed in each case whether work performed will be measured and any profit will be paid.

The postponement must not exceed 14 days unless otherwise agreed in writing. The parties can renew the agreement if the postponement of work lasts longer than agreed.

Approved work stoppages are generally not measured as it is assumed that work will continue once the conflict has ended.

3.

In the event of unjustified dismissal of the piecework holder, the piecework holder is entitled to the part of the piecework sum due to the piecework holder according to the hours worked by the piecework holder. Furthermore, the piecework holder is entitled to payment of an amount corresponding to the entire outstanding part of the piecework sum at the time of dismissal – however, not exceeding an amount corresponding to one month's earnings on the piecework in question.

4.

The piecework holder may not – without prior agreement with the employer or the employer's representative – leave work before the piecework in question is completed unless compelling circumstances so require. Examples of compelling circumstances include illness, military service or a work stoppage approved by the unions.

5.

If the piecework holder leaves the piecework without authorisation, the piecework holder forfeits the right to the remaining wages, however for a maximum of 9 working days, and a share in the profit on the piecework not yet concluded.

ed*), but in total not exceeding an amount corresponding to one month's earnings on the piecework in question.

6.

If the piecework holder – in agreement with the employer or the employer's representative – leaves the piecework, the piecework holder retains the right to the profit according to the hours worked by the piecework holder. However, profits are not paid out until the piecework has been concluded and settled. This also applies to any other piecework in which the piecework holder has participated.

The piecework holder is entitled to advance payment in the same way as the other piecework participants in relation to the number of hours worked by the piecework holder.

7. Other piecework participants

When a piecework participant is transferred to other work by the employer or the employer's representative or is dismissed due to shortage of work or other compelling reasons, the piecework participant retains the right to profits paid according to the hours worked by the piecework participant, but not before the individual piecework has been completed and calculated.

8.

When a piecework participant unjustified leaves piecework without prior agreement or without at least 14 days' written notice, the pieceworker participant forfeits the right to the remaining wages, however, for a maximum of 9 working days, as well as a share in the profit on the piecework not yet concluded*), but in total not exceeding an amount corresponding to 1 month's earnings on the piecework in question. The share in the profit accrues to the other piecework participants.

*) Concluded piecework is piecework for which measurements have been submitted to the company on time.

Note: With regard to the provisions of section 12.3, note that if an electrician wishes to leave his or her piecework and proves that it is because he or she is taking up a permanent position or the like, the employer should not refuse to make an agreement with the electrician on retaining the right to profits.

Section 13	Overtime work
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1.

When an electrician is assigned to work overtime, overtime is paid with the following supplement per hour of overtime:

As of 1 March 2023, supplements are paid per hour of overtime:

First and second clock hour after normal working hours..... DKK 94.40

All overtime hours beyond that..... DKK 141.35

As of 1 March 2024, supplements are paid per hour of overtime:

First and second clock hour after normal working hours..... DKK 97.25

All overtime hours beyond that..... DKK 145.60

NB: Effective date – see Annex 15.

2.

At companies where the electrician goes home during the lunch break, notice of overtime for the day in question must be given to the electrician before the lunch break at the latest.

3.

For work on weekday holidays, 1 May, 5 June (Constitution Day) and 24 December (Christmas Eve), the normal hourly wage and the overtime supplement are paid in accordance with subsection (1) of this section.

(Weekday holiday advance according to section 15 is paid even if work is performed in full or in part).

4.

Overtime supplements paid for piecework are excluded from the piecework rate fixing.

5.

Time spent eating and resting is not included in the calculation of overtime.

Absence from the normal weekly working hours must be deducted from overtime hours unless the absence cannot be attributed to the electrician. However, the absence must be reported to and approved by the employer in due time.

Pre-agreed time off and time off in lieu are not considered missed time.

6.

TEKNIQ Arbejdsgiverne and Dansk El-Forbund agree that within TEKNIQ Arbejdsgiverne's area, it is inevitable that circumstances arise that necessitate overtime for the good of the companies' normal operations or timely completion of orders, obligations etc.

7. Time off in lieu (applicable to time off in lieu that does not result from systematic overtime, see section 13)

The parties agree to minimise overtime as much as possible. As long as the overtime for the individual electrician does not exceed 8 hours in total within 2 consecutive pay periods, time off in lieu of overtime worked does not have to be taken unless the electrician in question and his or her employer agree on this.

The existing possibilities to initiate overtime according to the other rules of the Electricians' Collective Agreement are not affected by the possibility to give notice of systematic overtime.

However, reference is made to section 50 of the Danish Working Environment Act.

8.

Time must be taken off in lieu of overtime in excess of the above-mentioned limit within three months after the overtime has been worked but always before the electrician leaves the company.

The overtime supplement for all overtime hours is paid on the next pay day.

The actual hourly payment for hours of overtime subject to time off in lieu remains until time is taken off for overtime worked and is paid at the hourly wage applicable to the relevant employee at the time of taking time off for overtime worked.

Illness is considered a hindrance for taking time off for overtime worked provided that the electrician reports sick before the start of normal working hours on the day on which the time off in lieu should have taken place. If several days of time off in lieu are planned, the time off in lieu restriction also applies to illness on any subsequent days off in lieu.

9.

At companies where a union representative has been elected, the local parties may decide whether time should be taken off for overtime worked beyond overtime mentioned in item 7.

10.

Applications for an exemption must be submitted no later than 8 days after the start of the extended overtime.

11.

When the unemployment rate for electricians is 2 or less, any obligation to take time off in lieu of overtime worked will no longer apply

12.

When the unemployment rate mentioned reaches 3 or more, the provisions of subsections (8), (9) and (10) of this section will take effect again.

13. Systematic overtime

At companies with varying production needs and where local parties have unsuccessfully sought to reach a local agreement on varying weekly working hours, see section 7a, the company may give notice of systematic overtime.

Systematic overtime may amount to a maximum of 5 hours per calendar week and 1 hour per day and must be placed in connection with the individual employee's normal working hours.

Notice of systematic overtime must be given no later than before the end of normal working hours 4 calendar days before the week in which the systematic overtime is performed.

Unless otherwise agreed with the company's management and the union representative, systematic overtime must be taken as full days off for overtime worked within a 12-month period after it has been performed. Excess hours that do not qualify for a full work-free day are carried over.

The time for time taken off for overtime worked is determined by the employer following local negotiations between the parties, however, the employee must be given at least 6 x 24 hours' notice.

Time off in lieu of overtime worked resulting from systematic overtime may not be placed in a notice period unless the company and the employee agree.

Note: See also the protocol on the right to additional overtime without time off in lieu in special circumstances – Annex 10.

Note: Implementation of the EU Working Time Directive is shown in Annex 7a.

Note: Protocol on unemployment rate – see Annex 12.

14. Call-out

In the event of a call-out from home outside normal working hours, a call-out supplement is paid in addition to the normal hourly pay and overtime supplement for the hours worked and transportation time to and from the workplace. The call-out supplement amounts to:

As of 1 March 2023 DKK 142.70

As of 1 March 2024 DKK 147.70

However, the call-out supplement is not paid for on-call time, see subsection (14) of this section.

Note: See Annex 7a on 'Protocol on the EU Working Time Directive' on the possibility of locally agreeing postponement of the rest period in connection with on-call time.

NB: Effective date – see Annex 15.

15. On-call time

When an electrician is obliged by agreement to stay at home or in the vicinity of the home where the electrician can be called during on-call time, on-call time is paid for.

In on-call periods that only include weekday holidays and/or the period from the end of normal working hours on Saturday – or Friday in case an arrangement for having Saturdays off has been introduced – to the beginning of normal working hours on Monday, payment is made with effect from

1 March 2023per hour DKK 22.55

Payment for on-call time beyond the above periods is per hour DKK 17.25

When called in during on-call time, payment for on-call time is cancelled, and the normal hourly wage plus supplements are paid in accordance with subsection (1) of this section.

Note: See Annex 7a on 'Protocol on the EU Working Time Directive' on the possibility of locally agreeing postponement of the rest period in connection with on-call time.

NB: Effective date – see Annex 15.

Section 14	Off-site work and external work
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Work**1. Work**

Work in the home country is paid according to sections 9, 11, 12 and 13.

2. Board and lodging

If an overnight stay is necessary, the employer must provide:

- accommodation at a recognised hotel, guesthouse or similar, or pay as per approved bill
- pay for subsistence as per approved bill.

An amount paid on account is made to cover the cost of board and lodging.

3. Local schemes

Off-site work and external work (excluding board and lodging) are paid according to the local agreement.

In the absence of such an agreement, off-site work and external work are paid in accordance with subsections (4)-(14) of this section.

4. Km distances - up to and including 14 km

Using the company's registered office (permanent address) as the starting point, the following applies:

At a distance of up to and including 14 kilometres from the work site in a straight line, travelling time and transport costs are not paid when the electrician is required by agreement to be at the work site at the start of the working hours set by the company.

5.

Where geographical conditions mean that the closest route is more than 16 kilometres, payment is made in accordance with subsection (6) of this section.

6. More than 14 km up to and including 40 km

When the distance from the company's registered office is more than 14 km in a straight line, the company pays the electrician for travelling time and transport costs.

The distance is always calculated from the company's address to the work site and using the cheapest route for the company regardless of the electrician's home.

Travelling time

Travelling time is paid within the electrician's normal working hours at the hourly wage applicable to the electrician.

Outside of normal working hours, payment paid per hour is DKK 46.40

Transport costs

The company will reimburse the electrician for expenses for rail and ship 2nd class or other means of public transport if no prior agreement has been made between the company and the electrician on other means of transport.

Company vehicle

If electricians use a company vehicle, no reimbursement (transport costs) will be paid. Companies are obliged to provide electricians with the necessary motorised equipment for this transport.

Travelling time is paid according to the above. However, outside normal working hours, the driver will be paid the hourly wage and the overtime supplement applicable to the electrician in accordance with section 13.

7. More than 40 km

When the distance from the company to the work site is more than 40 km in a straight line, the assigned electricians are paid a board allowance in accordance with subsection (2) of this section and travelling time and related transport expenses in accordance with subsection (6) of this section.

If the travelling time outside normal working hours does not exceed 3 hours per day, payment can only be made in accordance with subsection (6) of this section.

8. Own means of transport

The parties agree that the employer must not require the electrician to make their own means of transport available.

9. Bicycles and mopeds

If the employer makes bicycles or mopeds available for use during working hours, the electrician may not claim reimbursement for using them.

If electricians make bicycles or mopeds available, reimbursement must be paid.

10. Calling in

If the electrician is called in from the work site to either the company's registered office (permanent address) or to a different work site, the company pays the electrician's travelling time and transport costs.

11. Employment at the work site

Employing new electricians directly at the work site - without payment of a board allowance - can take place when the distance from the company to the work site is more than 40 km in a straight line.

If directly employed electricians are transferred to other work sites outside the same area or back to the company, payment is made in accordance with subsection (12) of this section.

12. Transfer of electricians

For the first month after transfer, electricians who, by agreement, are transferred to work from another department or branch within the same company receive travel allowance, travelling time allowance or board allowance as electricians assigned from the original department.

In case of a new transfer, the same rules apply.

13. Disagreement

If there is doubt between the company and one or more electricians regarding payment according to this section at a work site and a case is brought before the other union, the union decision will only apply to electricians who are employed at a later point in time than the time when the case was brought before the union or who have been employed for no more than two months at the work site in question at that time.

14. Working on ships

For work on ships between Danish ports, during trials runs and during return trips between Danish and foreign ports, time outside normal working hours is paid at DKK 46.40 per hour. To this must be added board and lodging.

However, for sailing on Sundays and public holidays and full days off on weekdays that have already been guaranteed, a minimum of 8 hours' work with a holiday supplement is always paid, regardless of the length of the working hours.

Section 14a	Off-site work abroad
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1.

Dansk EI-Forbund and TEKNIQ Arbejdsgiverne agree that the Electricians' Collective Agreement and associated piece-rate systems applicable between the parties do not cover work abroad, including Greenland and the Faroe Islands.

When electricians are sent out to work abroad, including Greenland and the Faroe Islands, special individual agreements must be made between electricians and employers before the travel begins.

Dansk EI-Forbund and TEKNIQ Arbejdsgiverne agree that these special agreements must include:

- a) The country/countries in which the work is carried out.
- b) Working hours.
- c) Duration of the work to be performed abroad.
- d) Working conditions and wages, including the currency in which the wages are paid (can be given with reference to laws or collective agreements).
- e) Any benefits in cash and kind, including board and lodging.
- f) Transport conditions (outbound, return and local transport).
- g) Information about costs in connection with the return to the home country are reimbursed as well as conditions for the employee's subsequent continuation of employment in Denmark (if any).
- h) Any insurance policies taken out for the employee.
- i) Link to the central, official and national website established in the country of posting, see Directive 2014/67/EU of the European Parliament and of the Council.
- j) Provisions for handling disputes.

and, as a minimum, the same information that follows from "Agreement on statements of employment terms", Annex 3 of the Electricians' Collective Agreement.

TEKNIQ Arbejdsgiverne and Dansk EI-Forbund have prepared a sample employment contract that can be used in connection with off-site work.

The contract is available at teknik.dk. See link in Annex 4.5.

Note. Implementation of the EU Working Time Directive is shown in Annex 7a.

Section 15 Payment for weekday holidays, special days of holiday and free-choice scheme

1.

Electricians are paid for weekday holidays, 1 May, 5 June (Constitution Day) and 24 December (Christmas Eve) if they fall on a weekday.

Special days of holiday are also paid via the weekday holiday account, and a total of 5 special days of holiday are paid for.

To finance weekday holidays, special days of holiday and free-choice scheme etc., the employer allocates part of the wages used as a basis for calculating holiday payment:

	1 March 2022	1 March 2024
Weekday holidays, days off according to the collective agreement and special days of holiday	6.20%	6.20%
Free-choice scheme:	7.00%	9.00%
Combined savings in total:	13.20%	15.20%

The amount includes holiday allowance for payment of weekday holidays/special days of holiday pay and the free-choice scheme.

It can be agreed with the individual employee that the contribution can be paid out on an ongoing basis together with the wages, but max. 3%. However, it is a condition that the company can document that there has been a dialogue about the ongoing payment.

Employees are entitled to take 5 special days of holiday off in each calendar year. The special days of holiday are placed by agreement or can be notified in accordance with the rules of the Holiday Act on remaining holiday. The electrician is entitled to payment for weekday holidays/special days of holiday from the start of employment.

Regardless of any change of jobs, no more than 5 special days of holiday can be taken in each calendar year.

2.

At the same time as the pay for the week in which the weekday holiday/special day of holiday falls, an advance payment of the individual electrician's allocated amount is paid. However, the advance payment must never exceed the amount saved at any given time.

3.

The advance payments referred to in subsection (2) amount to DKK 1,300.00 per day.

1 May, 5 June (Constitution Day) and 24 December (Christmas Eve) are considered full holidays.

In the same way, payment can be made by agreement for childcare days, absence in connection with children's medical appointments and children's second day of sickness as well as senior days off, if the employee so wishes.

4.

Unless otherwise agreed locally, the balance in the account is paid out twice a year; the last pay period in June and the last pay period in the calendar year, respectively.

The individual electrician's account for weekday holidays/special days of holiday and the free-choice scheme is calculated prior to the 2 annual payments. Before 31 May or 30 November, respectively, the individual electrician can request that the amount in the account – or part thereof – be paid as an extraordinary pension contribution. The residual payment at the end of the year includes payment for weekday holidays at Christmas and the following New Year's Day.

In the event of resignation, settlement and payment of the residual amount will be at the next payment of wages.

TEKNIQ Arbejdsgiverne guarantees the residual payment in the same way as for holiday pay amounts in accordance with section 16(7).

NB: See Annex 14 for payment of any surplus on the weekday holiday account.

5.

In any case, it is a condition for payment of the advance payment mentioned in subsection (3) of this section that the electrician in question is at work on the last working day before and – if the employer is willing to employ him/her – the first working day after the public holiday(s) and any adjacent holiday and/or closing days.

Documented illness or absence due to a reason for which the electrician is not accountable and absence approved by the employer are not considered non-attendance if the electrician contacts the employer on the first working day after the non-attendance and obtains such approval.

6.

If the employer cannot approve the reason given by the electrician for the non-attendance, the employer must immediately notify the electrician so that the electrician, in consultation with Dansk El-Forbund, can be given the opportunity to decide whether the employer's refusal to approve the negligence is reasonable. Disagreements on such issues may be subject to industrial disputes procedures.

7.

If work is performed on a weekday holiday, the electrician is entitled to the advance payment determined in accordance with the above-mentioned scheme in addition to the payment agreed in the collective agreement for work on such a day.

8.

In the event of death, the accrued payment for weekday holidays/special days of holiday descends to the estate of the deceased.

Section 16	Holiday
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The Holiday Act in force from to time applies to the employment relationship.

1. Holiday year and accrual of holiday

Employees earn the right to 5 weeks of paid holiday during the holiday year. The holiday year runs from 1 September to 31 August.

The right to paid holiday is accrued with 2.08 days for each month of employment in the holiday year.

An employee is entitled to take 5 weeks of holiday in each period of taking holiday regardless of whether the right to paid holiday has been accrued.

2. Taking of holiday and the period of taking holiday

Accrued and paid holiday is held during the period of taking holiday, which includes the holiday year plus 4 months whereby holiday can be taken in the period 1 September to 31 December the following year.

The employee is entitled to take at least 3 weeks of accrued paid holiday (main holiday) in the period from 1 May to 30 September (main holiday period). Other days of holiday must also be given in a continuous period of at least 5 days. However, where operational considerations make it desirable, the remaining days of holiday may be granted in the form of individual days of holiday.

The holiday can be initiated by individual companies either by closing down the company or by giving employees successive holidays. If the latter approach is chosen, the company will provide a listList, holiday by 1 February at the latest on which the individual employee can indicate the time at which they wish to take their summer holiday.

After negotiation with the employee, the company will determine when the holiday is to be taken during the period of taking holiday. Taking into account the company's operations, the company must, to the extent possible, accommodate the employee's request for when the holiday should be taken, including the employee's request that the main holiday be taken during the school summer holidays of the employee's child.

The company must inform the employee as early as possible when the holiday is to be taken. The company must give notice no later than 3 months before the main holiday begins and no later than 1 month before the holiday begins for other days of holiday unless special circumstances so prevent.

If the holiday is half a day or more, a full day off is granted, but only with the earned holiday pay. If the holiday entitlement is less than half a day, the time off lapses while the money is paid out.

At companies where holidays are initiated successively, an employee who has not been fully employed during the holiday year can claim reduced days of holiday in proportion to the lower holiday payment.

3. Taking holiday in hours

A written local agreement can be made for taking holiday in hours.

In those regards, it must be ensured that the holiday is not taken for fewer hours than the planned number of working hours on the day in question and that the total holiday is not less than 5 weeks calculated in 25 full days where non-working days, which are not replacement days off, and working days are included proportionately. As far as possible, holiday should be taken in full weeks.

The holiday must reflect the working week and may not be scheduled exclusively on short or long working days.

4. Holiday allowance, holiday supplement and payment

The holiday allowance is 12.5% of the total wages. When calculating the holiday allowance, weekday holiday payments and such supplements to the wages or wage shares that are not subject to income tax are disregarded.

Holiday allowance corresponding to the length of the holiday is paid with the next payment of wages after the company has received the employees' requests for payment from Feriepengeinfo, but no earlier than one month before the holiday is taken.

Holiday supplement paid to employees with holiday pay can be paid before the holiday is taken. In that case, it can be offset upon resignation to the extent that holiday allowance has been paid for holiday not taken.

5. Calculation of holiday allowance in case of illness and injury

In the event of illness, the holiday allowance is paid during absence from the second day of absence, regardless of whether the absence is due to regular illness or absence due to injury, however, see the exception stated below.

The sickness/holiday allowance is 12.5% of wages calculated on the basis of the employee's usual wages in the last quarter before the absence. For an employee who is entitled to partial pay during illness, the sickness/holiday allowance is the difference between the sickness/holiday allowance in accordance with the first sentence and the holiday allowance of the partial pay. "Usual wages" is understood in accordance with the concept of the Holiday Act.

If the employee has been employed at the same company for the entire qualifying year, the employee is entitled to a sickness/holiday allowance from the first day of absence due to illness regardless of the main rule stated above if the employee has had more than 52 periods of absence due to illness in the qualifying year. If the employee has not been employed at the same company for the entire qualifying year, the employee earns the right to holiday with a sickness/holiday allowance from the first day of absence due to illness after a proportionally fewer number of periods of absence due to illness.

6. Carry-over of holiday

In addition to those cases where days of holiday are automatically carried over or the employee is entitled to carry over days of holiday to the next holiday year according to the Holiday Act, the employee and the employer can agree that accrued and unused days of holiday days in excess of 20 days are carried over to the following period of taking holiday.

A maximum of 10 days of holiday in total may be carried over.

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The employee and the employer must reach an agreement in writing by 31 December (until 1 January 2021: by 30 September after the end of the holiday year).

The parties recommend that the agreement which can be found as Annex 18 is used.

If an employee is prevented from taking holiday due to his or her own illness, maternity/paternity leave, leave for adoption or other absence due to leave, the employee and the employer may also agree that the holiday is carried over to the following holiday period. Carry-over of such holiday can be agreed regardless of the number of other days of holiday carried over. The agreement is concluded according to the same rules as above.

Holiday to an extent corresponding to holiday carried over cannot be ordered taken during a notice period unless the holiday is scheduled to be taken within the notice period pursuant to an agreement, see above.

7. Holiday guarantee scheme

The employer reports the employee's holiday allowance and accrued days of holiday to Feriepengeinfo in accordance with the Holiday Act.

The parties to the collective agreement agree that the holiday guarantee scheme is used by the members of Dansk El-Forbund who are employed at companies under TEKNIQ Arbejdsgiverne, and TEKNIQ Arbejdsgiverne guarantees payment of the holiday allowance under this scheme.

8. FerieKonto (holiday account)

If individual companies wish to use FerieKonto, the unions agree that this can take place. Under this scheme, TEKNIQ Arbejdsgiverne guarantees the company's payment to FerieKonto.

If the company chooses to pay into FerieKonto, the company must inform the employees in writing prior to the transition to FerieKonto. In the event of a return to the holiday guarantee scheme, employees must be informed in the same way.

9. General provisions

The holiday payment is part of the employee's wages, and in the absence of payment, it can be recovered by legal proceedings against the employer in question in the same way as wages

Disputes that may arise as a result of holiday rules laid down solely in accordance with this collective agreement may be handled in accordance with the applicable rules for handling industrial disputes. Interpretation of the provisions of the Holiday Act is made in accordance with this.

10. Local arrangements

Previously existing holiday arrangements must not be impaired by the above provisions. Changes to local holiday arrangements must be made in accordance with the rules in section 5 of this collective agreement.

The local agreement allows deviation from Section 7 of the Holiday Act on advance holiday and the principle in Section 15 of the Holiday Act on giving no-

tice of holiday that has not been earned at the time it is taken. Such a local agreement must be in writing and may only be concluded with a union representative elected in accordance with the rules of the collective agreement.

Thus, it can be agreed that:

Employees are granted up to 5 weeks of holiday at the start of the holiday year on 1 September. Employees who join the company during the holiday year are allocated a proportionate number of days of holiday.

The company may give notice of holiday to be taken at a time when the holiday has not yet been earned (give notice of "advance holiday"). The company may not give notice of more holiday than the employee has time to earn before the end of the holiday year.

The company must settle and pay the holiday allowance to the employee if the employee has received less holiday allowance than the employee would have received if the employee had not taken "advance holiday".

For employees who have holiday with pay, a holiday difference calculation is made, see Section 17(2) of the Holiday Act, if a change in working hours means that the individual employee has received too little pay during the advance holiday.

Termination in the holiday year

If an employee resigns during the holiday year and the employee has used more holiday than earned at the time of resignation, the company may set off against the employee's claim for wages and holiday allowance.

If the company dismisses the employee, the company must not set off for more holiday than the employee has time to earn before resigning.

If the employee materially breaches his or her employment relationship, the company will be able to set off the value of the holiday taken against the employee's claim for outstanding wages and holiday allowance corresponding to the holiday that can be earned before the end of the holiday year.

If the employee cancels or terminates his or her employment relationship due to the company's material breach of contract, no set-off may be made.

Training conditions

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Section 17 **Apprentice electricians**

1. Training conditions

1.1 The company's obligations

The company must ensure that apprentices receive comprehensive training in accordance with applicable training regulations within the areas of work in which the company is engaged.

The company can also have an interview with the apprentice after each school training programme to discuss the progress of the training. The interview may also include optional specialised subjects as well as vocational and study-oriented extensions. The interview can be based on the training statement.

1.2 Electricians' involvement

It is the electricians' responsibility to contribute to the apprentices' professional training.

1.3 Time off for professional work

It is recommended that the company gives apprentices time off to participate in local training committees within the framework of the vocational training.

Time off must be agreed in advance, and no wages are paid for absence for this work.

1.4 Grant for leisure-time training

After 6 months of employment at the same company (including any school attendance), apprentices are entitled to apply for grants from the Skills Development Fund of the electricity industry. The grant is provided for attending in training during leisure time to the same extent and on the same terms as other employees under the Electricians' Collective Agreement.

Eligible leisure-time training programmes are determined by the board of the Skills Development Fund of the electricity industry.

Apprentices can apply for and participate in leisure-time training subject to grants as long as the training agreement is valid at the company.

2. Vocational school

2.1 Rules for school attendance

During the time they are attending a vocational school, apprentices are in principle assigned to the school during the school period.

Apprentices are therefore not obliged to work at the company before or after the end of daily school hours, nor on any individual days off, which must be made up through extra tuition during the rest of the school term.

During any school holidays in the school period such as Christmas, Easter and Whitsun, apprentices who are working at the company are obliged to turn up there on weekdays included in the holiday as these days are added to the tuition time.

2.2 Home preparation

Apprentices should prepare for training at home during those periods when they attend training at the vocational school, if this is required.

2.3 Stays at boarding houses

When an apprentice stays at a boarding house during the apprenticeship period when the apprentice is eligible for admission to a school boarding house in accordance with the applicable rules on more than 75 minutes of travelling time each way between home and the nearest school, AUB (Employers' Training Contribution) pays the expenses directly to the school boarding house.

If a stay at a boarding house has been agreed between the company and the apprentice, AUB will pay the expenses directly to the boarding house, even if it would otherwise be possible to use another school located with a shorter distance according to the applicable rules.

If the company requires an apprentice to stay at a boarding house during school attendance according to the rules on free choice of school where it would otherwise be possible to use another school located with a shorter distance according to the applicable rules, AUB will pay the costs. The company must reimburse the apprentice's increased expenses.

The company will pay any necessary advance payment prior to the start of the school attendance.

If an apprentice, at his or her own request, stays at a boarding house where it would otherwise be possible to use another school closer to home in accordance with the applicable rules, the apprentice pays the costs of accommodation etc. and transport. Expenses incurred by the company can be deducted from the apprentice's wages.

Reimbursement of boarding house expenses is paid by AUB (Arbejdsgivernes Uddannelsesbidrag - Employers' Training Contribution) directly to the school boarding house.

The rules for stays in the boarding house are set out in Executive Order no. 1125 of 1 June 2021.

Note: If legislation on payment for school boarding houses is changed, see the last paragraph of the Union Agreement from April 2014: "The main union's text for the decentralised collective agreements on school boarding houses".

3. Transportation allowance for apprentices during school stays

3.1 Distance - school route

The company reimburses the apprentices' expenses for transport when the total distance to school is 20 kilometres or more. The total school route is the closest route from the home address/accommodation to school and back to the home address/accommodation.

3.2 Condition for transportation allowance

It is a condition for reimbursement that the apprentice could not attend classes at a school closer to the apprentice's home address than the school he/she attends.

3.3 Condition for means of transport

Public transportation must be used wherever possible. If the use of such means of transport would cause unreasonable inconvenience to the apprentice in question, own means of transport may be used in agreement with the company.

3.4 Public transport

Public transport is reimbursed for actual expenses incurred. Transport must be the cheapest and most appropriate manner according to local conditions, and travel cards, season tickets and the like must be used when possible.

3.5 Own means of transport

If the apprentice uses his/her own means of transport, a transport allowance is granted in accordance with the current rate* applicable from time to time, currently DKK 1.10 per kilometre travelled, when the total distance to school is 20 km or more.

* The rate follows the rate set by the Ministry of Education for employed participants in vocational training programmes.

3.6 Accommodated apprentices

Accommodated apprentices are entitled to reimbursement of transportation expenses for the trip to and from the place of accommodation and for the trip between the place of accommodation and the usual home address during weekends, Easter and Christmas holidays provided that the distance condition in subsection (3.1) of this section is met.

The provisions of subsections (3.2) and (3.3) of this section apply correspondingly to transport allowance under this item.

3.7 Multiple teaching departments

If transportation between several teaching departments of a school is necessary within the same day, reimbursement is granted regardless of the conditions for distance in subsection (3.1) of this section.

3.8 Condition for payment

Payment of transport allowance during school stays is on the condition that reimbursement of all or part of the expenses incurred by the companies in accordance with the Act on Employers' Training Contributions can be granted.

3.9 Handling of disagreements

Disagreements regarding transport allowance during school stays for apprentices can be dealt with in industrial disputes procedures in accordance with section 20 of the Electricians' Collective Agreement.

4. Working hours

4.1 Normal working hours

Apprentices' normal working hours are the same as those set for electricians.

4.2 Staggered working hours

Apprentices who have reached the age of 18 may be assigned to work staggered working hours according to the same guidelines and to the same extent as fully qualified electricians.

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As of 1 March 2023, supplements are paid per hour..... DKK 36.00

As of 1 March 2024, supplements are paid per hour DKK 37.25

It is understood that an apprentice's work on staggered hours takes place together with a fully qualified electrician, possibly the employer.

NB: Effective date – see Annex 15.

4.3 Flexible working hours

Apprentices can be assigned to work flexible working hours according to the same guidelines and to the same extent as fully qualified electricians.

If working hours or parts thereof are placed outside the normal daily working hours (6 am and 6 pm), an hourly supplement is paid for these hours.

As of 1 March 2023, supplements are paid per hour..... DKK 36.00

As of 1 March 2024, supplements are paid per hour DKK 37.25

If working hours or parts thereof are placed on Saturdays after 1 pm or within periods of 24 hours on Sundays or weekday holidays, a supplement is paid per hour for these hours.

As of 1 March 2023, supplements are paid per hour..... DKK 61.30

As of 1 March 2024, supplements are paid per hour DKK 63.45

For apprentices under the age of 18, normal daily working hours organised as flexible working hours must not exceed 8 hours per day and 40 hours per week.

NB: Effective date – see Annex 15.

4.4 Overtime

Apprentices who have reached the age of 18 may be authorised to work overtime according to the same guidelines and to the same extent as fully qualified electricians.

For work performed outside the normal daily working hours set for each week, the following supplements are paid per hour of overtime:

As of 1 March 2023, supplements are paid per hour of overtime:

First and second clock hour after normal working hours DKK 59.10

All overtime hours beyond that DKK 94.40

As of 1 March 2024, supplements are paid per hour of overtime:

First and second clock hour after normal working hours DKK 60.85

All overtime hours beyond that DKK 97.25

When calculating payment of overtime, time spent eating and resting is deducted, and time missed from normal weekly working hours is deducted from the overtime unless the missed time is due to a reason for which the apprentice is not accountable and which has been reported to and approved by the company in due time.

NB: Effective date – see Annex 15.

4.5 Call-outs

If an apprentice – within the last 2 years of his/her training period – at the company is called out from his or her home outside normal working hours, a call-out supplement is paid.

As of 1 March 2023, supplements are paid per call-out DKK 95.30

As of 1 March 2024, supplements are paid per call-out DKK 98.65

Call-outs prior to the last 2 years is not possible. In addition, time spent is paid as overtime.

Apprentices may not be included in on-call time.

NB: Effective date – see Annex 15.

5. Pay conditions

5.1 Length of training programme and placement in pay periods

Electrician 1: 4-year training programme with 4 modules. If the apprentice has previously completed the basic programme (GF2) prior to the start of the apprenticeship, the programme is shortened to 3½ years, and the apprentice is placed at rate 1 for the first 6 months. After that, you are placed for a full year at rates 2, 3 and 4. If the basic programme has not been completed prior to the start of the apprenticeship, the apprentice is placed at rate 1 for a full year and then upgraded for the other rates (2-4) for 1 year.

Electrician 2: 4½ year programme with 5 modules. If the apprentice has previously completed the basic programme (GF2) prior to the start of the apprenticeship, the programme is shortened to 4 years, and the apprentice is placed at rate 1 for the first 6 months. After that, the apprentice is placed at rates 2, 3, 4 for one year and at rate 5 for 6 months. If the basic programme has not been completed prior to the start of the apprenticeship, the apprentice is placed at rate 1 for a full year and then upgraded for the other rates (2-4) for 1 year and rate 5 for the last 6 months.

EUX electrician: 5-year programme. If the apprentice has previously completed the EUX basic programme prior to the start of the apprenticeship, the programme is shortened to 4 years, and the apprentice is placed at rate 1 for the first 6 months. After that, the apprentice is placed at rates 2, 3, 4 for one year and at rate 5 for 6 months. If the EUX basic programme has not been completed prior to the start of the apprenticeship, the apprentice is placed at rate 1 for 1½ year and then upgraded for rates 2-4 for 1 year and rate 5 for the last 6 months.

Electrician training programme for students who are credited according to the Executive Order for Electricians, Annex 1 no. 3: The duration of the basic programme for students (GF2) varies depending on which secondary school leaving certificate the apprentice has. The duration of the main programme is 3 years with 4 modules (Electrician 1) or 3.5 years with 5 modules (Electrician 2).

If the apprentice has previously completed the student basic programme (GF2) prior to the start of the apprenticeship, the apprentice is placed at rate 2 for the first year. After that, the apprentice will be placed at rates 3 and 4

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for a full year. The same applies to apprentices with 5 modules (Electrician 2), however, the apprentice is placed at rate 5 for the last 6 months.

If the basic programme has not been completed prior to the start of the apprenticeship, the apprentice is placed at rate 1 for the part of the apprenticeship that is outside the specified time for the main programme.

Electrician programme for other students

Students who do not meet the conditions for the above-mentioned crediting are placed on the pay rates that apply to the ordinary programmes, Electrician 1 or Electrician 2, respectively, unless the programme is shortened for other reasons. For shortened programmes, see section 5.4.

Minimum payment per hour is:

Rate	Pay periods	1 March 2023	1 March 2024
1	0 - 1 year*)	DKK 70.45	DKK 72.90
2	1 - 2 years	DKK 80.45	DKK 83.25
3	2 - 3 years	DKK 95.55	DKK 98.90
4	3 - 4 years	DKK 114.15	DKK 118.15
5	More than 4 years	DKK 132.15	DKK 136.80

*) See above for placement on rate 1.

NB: Effective date – see Annex 15.

If the apprentice's previous training/employment allows the apprenticeship period to be shortened (credit), reference is made to 5.3 and 5.4.

5.2 Pay conditions for adult apprentices, EUV (vocational training for adults) apprentices

Adult apprentices are apprentices who have reached the age of 25 at the conclusion of the training agreement. During the training programme, adult apprentices are subject to section 17 of the Electricians' Collective Agreement, including other wage components.

The hourly wage for adult apprentices during the entire training period is the minimum payment for non-skilled employees in the electrical profession.

As of 1 March 2023DKK 131.65

As of 1 March 2024DKK 136.15

The above hourly wage is conditional on the company receiving full or partial subsidies in accordance with the Ministry of Employment's executive order on subsidies for companies that enter into training agreements with adults and increased wage reimbursement during school stays from AUB, Employers' Training Contributions.

NB: Effective date – see Annex 15.

5.3 Residual apprenticeships/short training agreements/partial agreements

If the apprentice has previously completed part of the training programme, the apprentice is placed at the wage rate appropriate to the remaining apprenticeship period.

Method: In case of doubt about placement, this can be calculated based on the end date of the apprenticeship. In addition, it must be clarified how far the apprentice has progressed in the programme and whether it is a 4 or 4½-year programme, for example. This is done by contacting the apprentice's school.

Example 1: If the apprentice has previously completed a basic programme, e.g. GF2, and a short training agreement of 1 year, the apprentice will be placed at rate 2 for the first 6 months and then be paid according to the following rates. If the apprentice has also had a partial agreement of, for example, 3 months in addition to the short training agreement of 1 year, the apprentice will be placed at rate 2 for 3 months and then be paid according to the subsequent rates.

Example 2: An apprentice who still needs to complete 2 years, 9 months and 20 days of his or her electrician 2 training programme will be placed at rate 5 for the last 6 months and at rate 4 for the previous 12 months and at rate 3 for another 12 months and at rate 2 for the first 3 months and 20 days.

5.4 Shortening the apprenticeship period

If a previously signed training agreement is shortened, payment is reduced by the last pay rates for the current programme corresponding to the shortened apprenticeship period.

If a training agreement is concluded with a shorter apprenticeship period due to the apprentice's previous training or employment, payment is reduced by the first pay rates for the current programme, corresponding to the shorter apprenticeship period.

5.5 Extending the apprenticeship period

If the apprenticeship is extended due to illness in accordance with section 58 of the Vocational Training Act or for other reasons, the apprentice will be paid during the extended apprenticeship period with the pay applicable to the last pay period of the current programme.

5.6 Changes to the training agreement

In the event of changes to the dates mentioned in the training agreement for the course of the training period in connection with subsection (12.1) of this section, the start date of the apprenticeship may be adjusted backwards.

5.7 Pre-internship agreement

The parties have entered into an agreement on pre-internships for young people under the age of 18 on the same terms as apprentices with the exception of subsection (5) (wages), subsection (9) (holiday) and subsection (12) (disputes) of this section.

The pay rate during pre-internship is agreed at:

As of 1 March 2023 per hour DKK 75.80

As of 1 March 2024 per hour DKK 78.40

In addition, see Annex 19 – Agreement on pre-internship in the electrical industry, which must be used and submitted to EVU for registration.

5.8 Other training-like employment relationships

5.8.1 Preparatory basic training – FGU

Trainees in internships in the basic vocational training programme, EGU, are paid at the minimum rates for 1st and 2nd year apprentices. Furthermore, the section on wages etc. in the apprentice provisions applies, except for subsection (9) (holiday) and subsection (12) (disputes).

Holiday pay is accrued according to the rules in section 16 of the Electricians' Collective Agreement, and disputes are handled according to section 20.

5.9. Pension

5.9.1 Pension

Pension for apprentices over the age of 18

Apprentices are covered by the pension scheme of the Electricians' Collective Agreement when they reach the age of 18 and have at least 6 months of seniority under the Electricians' Collective Agreement or have been in gainful employment for a similar period.

In the apprentice's 18th and 19th years, the contribution rates are 4% from the company and 2% from the apprentice respectively, totalling 6%. In addition, the company bears the costs of the insurance scheme in section 17(5.9.2) of the Electricians' Collective Agreement.

Pension for apprentices over the age of 20

With effect from the pay period in which the apprentice reaches the age of 20 and has obtained six months of seniority under the Electricians' Collective Agreement or has been in gainful employment for a similar period, the pension rates in section 9(15) of the Electricians' Collective Agreement apply.

The contribution amounts to:

Employer contribution: 8.0%

Employee contribution: 4.0%

The total contribution is:12.0%.

As of 1 June 2023, the contribution amounts to:

Employer contribution: 10.0%

Employee contribution: 2.0%

The total contribution is: 12,0 %

Section 17

NB: Effective date – see Annex 15.

If the apprentice commences his/her training agreement after the age of 20 and has previously been included in the pension scheme of the Electricians' Collective Agreement or in a similar labour market pension scheme agreed in a collective agreement or a company pension scheme in a previous employment relationship, the apprentice is entitled to pension contributions from the first day of employment.

Registration and documentation

The employer must register when the employed apprentice has the required seniority. With effect from the first pay period thereafter, the pension contribution stipulated in the collective agreement will be paid for the person concerned.

If necessary, the apprentice must document employment in the industry or previous employment. Documentation can take the form of payslips or statements from previous employers.

If the apprentice can provide such documentation, the employer must pay the pension contribution set out in the collective agreement for the employee in question with effect from the date of employment or when the necessary seniority has been earned at the latest.

Pension contribution

The pension contribution is set as a percentage of the PAYE-taxable wage income.

The employer must withhold the apprentice's own contribution and pay the total pension contribution to PensionDanmark once a month, no later than on the 10th of the following month.

Each person has the option to increase his or her own pension contribution.

5.9.2 Insurance benefits for apprentices

Apprentices who are not already covered by an employer-paid pension or insurance scheme are entitled to insurance cover with PensionDanmark containing the following insurance benefits:

Healthcare scheme

Disability sum of DKK 100,000.

Critical illness insurance of DKK 100,000.

Death sum of DKK 100,000.

TEKNIQ Arbejdsgiverne guarantees the financing of the scheme, and the benefits follow PensionDanmark's terms, see Annex 20.

5.9.3 ATP

Apprentices are subject to the ATP Act.

6. Illness and maternity leave

6.1 Payment in case of illness

Payment for sick days that can be required to be documented by a medical certificate – at no cost to the apprentice – or in another way as agreed with the company is laid down in subsection (5) (Pay conditions of this section).

6.2 Children's illness

Apprentices may, when necessary, be given time off to care for sick children/a sick child at home under the age of 14.

This time off only covers one of the child's parents and only the child's first full day of sickness.

If the child falls ill during the apprentice's working day and the apprentice has to leave work as a result, the apprentice is also entitled to time off for the remaining working hours that day.

Payment corresponding to the apprentice's sick pay per hour is granted provided that the documentation required by the company is available.

If the child is still sick after the first full day of sickness, the apprentice is entitled to 1 additional day off. This day off is taken without pay, but the apprentice can be paid an amount on account equivalent to one day's pay from the special days of holiday/free-choice scheme.

Time off for children's medical appointments

Apprentices with at least 9 months of seniority are entitled to time off for medical appointments with the child.

Apprentices who wish to take time off for medical appointments must notify the company as early as possible.

Time off for medical appointments is taken without pay, but apprentices can be paid an amount on account from the special days of holiday/free-choice scheme.

Absence due to a child's illness is counted as the apprentice's own absence due to illness when extending the training period in accordance with section 58 of the Vocational Training Act.

Time off for hospitalisation of a child

Apprentices are granted time off when it is necessary for the apprentice to be hospitalised together with the child, including when the hospitalisation takes place wholly or partially at home. The rule applies to children under the age of 14. It is a condition that such employees have at least 9 months of seniority at the company.

This time off only applies to the one custodial parent, and there is a maximum entitlement of one week off per child within a 12-month period.

Upon request, the apprentice must provide documentation of the hospitalisation.

Payment corresponding to the apprentice's personal hourly wage, see subsection (5).

If the company is not entitled to reimbursement from the apprentice's home municipality, TEKNIQ Arbejdsgiverne may decide to reimburse the company's expenses.

6.3 Maternity leave

During pregnancy, maternity leave, paternity and parental leave, apprentices are subject to the current Act on the Right to Leave and Maternity Benefits.

6.4 Childcare days

Apprentices with at least 9 months of seniority are entitled to 2 childcare days per calendar year. Apprentices may take maximum of 2 childcare days per calendar year, regardless of how many children the apprentice has. The rule applies to children under the age of 14.

The days are scheduled as per agreement between the company and the apprentice and in consideration of the company's best interests.

Childcare days are taken without pay, but the apprentice may be paid an amount from the free-choice/special days of holiday account, see section 17.10.2, to the extent that there are funds in the account.

7. External work

7.1 Working outside the company

Using the company's registered office (permanent address) as the starting point for calculating external work, the following applies:

At a distance of up to and including 14 kilometres from the workplace in a straight line from the company, travelling time and transport costs are not paid when the apprentices are required by agreement to be at the workplace at the start of the working hours set by the company.

Where geographical conditions mean that the closest route from the company to the work site is increased by more than 2 km compared to the straight line, the distance is measured by the nearest passable road between the company and the work site.

In case of a call-out from the work site to the company's registered office or a different work site, time spent and transport must be paid by the company. When the distance from the company to the work site is more than 14 km in a straight line, travelling time and transport costs (regardless of the apprentice's home) must be paid by the company - in any case calculated from the company's address to the work site and by the route cheapest for the company with an allowance for public transport and with a payment for travelling time.

In the last 3 semesters of the training period per hour DKK 28.80

In the previous part of the training period per hour DKK 17.80

8. Bicycles, motor vehicle

8.1 Use of own vehicle

The provisions mentioned in section 14(6) (company vehicle), (8) and (9) also apply to apprentices.

If apprentices use their own bicycles as per agreement with the company and an agreement has been made with the electricians regarding a bicycle allow-

ance, this agreement also applies to apprentices unless the company undertakes the maintenance of the bicycles.

9. Holiday

The Holiday Act in force from to time applies to the apprenticeship.

9.1 Holiday with pay and holiday supplement

The apprentice takes holiday with pay in accordance with section 17(5) plus a holiday supplement of 1% of the wages earned during the holiday year.

9.1.1 Holiday allowance upon resignation

Holiday supplements paid to the apprentice before the holiday is taken can be required set off upon resignation to the extent that holiday supplements have been paid for unused holiday.

Upon resignation, the holiday allowance is 12.5% of the total wages. The calculation disregards special days of holiday and free-choice savings and such supplements to wages or wage shares that are not subject to income tax or that are not remuneration for work performed.

The basis for calculating the holiday allowance and holiday supplement follows the provisions of the Holiday Act.

The holiday allowance is reported to Feriepengeinfo according to the Holiday Act or is paid into Feriekonto in accordance with section 16(7) and (8).

TEKNIQ Arbejdsgivernes guarantees the payment of the holiday allowance in accordance with holiday guarantee scheme.

9.2 Holiday year and accrual of holiday

Apprentices earn the right to 5 weeks of paid holiday during the holiday year. The right to paid holiday is accrued with 2.08 days for each month of employment in the holiday year.

The holiday year runs from 1 September to 31 August.

Holidays can be taken during the period of taking holiday, which is the holiday year plus 4 months, whereby the period of taking holiday runs from 1 September to 31 December the following year, see section 16(2).

9.2.1 Special holiday entitlements for apprentices

Apprentices are entitled to paid holiday for 5 weeks corresponding to 25 days of holiday in the first and second full period of taking holiday after the apprenticeship has begun. The company pays wages during the holiday to the extent that the apprentice has not earned the right to holiday with pay or holiday allowance.

If the apprenticeship began in the period 2 September to 31 October, the apprentice has a corresponding right to paid holiday for 5 weeks in the holiday period associated with the holiday year.

If the apprenticeship began in the period from 1 November to 30 June, the apprentice is similarly entitled to 3 weeks of paid main holiday during the main holiday period and 5 days of paid holiday during the company closure before the main holiday period.

The main holiday period is from 1 May to 30 September.

9.3 Taking holiday

Apprentices are entitled to take at least 3 consecutive weeks of accrued paid holiday during the main holiday period.

Other days of holiday must also be given in a continuous period of at least 5 days. However, where operational considerations make it desirable, the remaining days of holiday may be granted in the form of individual days of holiday.

The holiday can be initiated by individual companies either by closing down the company or by giving apprentices successive holidays. If the latter approach is chosen, the company will provide a list by 1 February at the latest on which the individual apprentice can indicate the time at which they wish to take their summer holiday.

After negotiation with the apprentice, the company will determine when the holiday is to be taken during the period of taking holiday. Taking into account the company's operations, the company must, to the extent possible, accommodate the apprentice's request for when the holiday should be taken, including the apprentice's request that the main holiday be taken during the school summer holidays of the apprentice's child.

The company must inform the apprentice as early as possible when the holiday is to be taken. The company must give notice no later than 3 months before the main holiday begins and no later than 1 month before the holiday begins for other days of holiday unless special circumstances so prevent.

At companies where holidays are initiated successively, an apprentice who has not been fully employed during the holiday year can claim reduced days of holiday in proportion to the lower holiday payment.

9.4 Carry-over of holiday

The apprentice and the company may agree that accrued holiday can be carried over to the following holiday year in accordance with section 16(6).

10. Other days off

10.1 Weekday holidays, 5 June and 24 December

1 May, 5 June (Constitution Day) and 24 December (Christmas Eve) are full days off for apprentices.

Payment for weekday holidays, 1 May, 5 June (Constitution Day) and 24 December (Christmas Eve) is - if they fall on a weekday - as stated in subsection (5) (pay conditions) of the section.

No payment is made for weekday holidays that fall on days when work is not normally performed at the company and which therefore do not give rise to a reduction in the usual wages for the week in question.

10.2 Special days of holiday and free-choice scheme for apprentices **Free-choice scheme**

Apprentices save the following percentages of their pay used as basis for calculating holiday payment in a free-choice and special days of holiday account.

The purpose of the savings scheme is to allow apprentices to choose between higher payments on pension or wages as well as funding special days of holiday.

Special days of holiday

In each calendar year, each apprentice is entitled to take up to 5 special days of holiday with payment corresponding to the usual pay from the savings account to the extent that there are sufficient funds in the account. The account is accrued on an ongoing basis during the calendar year

The special days of holiday are placed by agreement or notified in accordance with the rules of the Holiday Act on remaining holiday. Regardless of any change of jobs, no more than 5 special days of holiday per calendar year may be taken.

If the employed apprentice is not employed at the company for the entire calendar year, either due to joining or resigning from the company, the special days of holiday are calculated proportionately in relation to the employment in the calendar year.

A savings account is set up for all apprentices to which the employer allocates the following in connection with the payment of each pay used as basis for calculating holiday payment:

	1 March 2022	1 March 2024
Special days of holiday:	2,25%	2,25%
Free-choice scheme:	7,25%	9,25%
Combined savings in total:	9,50%	11,50%

No holiday allowance needs to be deducted from the savings as the holiday allowance is included

When a special day of holiday is taken, an amount on account corresponding to the daily wage is paid per day.

A payment on account can be paid from the free-choice/special days of holiday account for childcare days, children's medical appointments and children's second day of illness if the apprentice so wishes. However, the payment must never exceed the amount saved.

Unless otherwise agreed locally, the balance in the account is paid out twice a year; the last pay period in June and the last pay period in the calendar year, respectively.

The individual apprentice's account for special days of holiday savings and the free-choice savings is calculated prior to the 2 annual payments. Before 31 May or 30 November, respectively, the individual apprentice can request that the amount in the account – or part thereof – be paid as an extraordinary pension contribution.

If the apprentice resigns or transfers to other employment within the same company, the residual amount will be calculated and paid out at the next payment of wages.

10.3 Conscription examination

The company gives the apprentice the necessary time off to participate in conscription examinations. The apprentice is obliged to inform the company of the date of the conscription examination immediately when the conscription examination is called. Payment for the time spent on this, which must be kept to a minimum, is the one set out in subsection (5) (pay conditions) of this section.

11. Tools, protective footwear

11.1 Tools and protective equipment

The provisions mentioned in section 18 also apply to apprentices.

12. Disputes – Rules for negotiation

12.1 Rules for handling disagreements

TEKNIQ Arbejdsgiverne and Dansk EI-Forbund agree that disputes between an apprentice and the company on training conditions or provisions for apprentices in general, which are brought by the apprentice or the company or submitted by the trade committee for the electrician profession, should be sought to be resolved by the unions before the case is brought before the Disputes Board (Tvistighedsnævnet), see the Vocational Training Act and the Executive Order on the Disputes Board.

The matter is discussed between the unions, possibly at a meeting between the parties to the apprenticeship and representatives of the unions.

Other provisions

Section 18	Tools, protective footwear
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1.

The company is obliged to provide the necessary tools, and the tools must be in good condition. Electricians must take care of the tools provided and ensure their maintenance, including ensuring that damaged tools are returned for repair if necessary. Companies will provide electricians with tool bags for hand tools used for repair work.

2.

The company provides protective footwear – safety shoes or safety clogs – to electricians and apprentices and pays the associated costs. Electricians and apprentices must take care of footwear and ensure normal cleaning and maintenance. Repairs are paid by the company by prior arrangement.

If there is a risk of foot injury, see the Executive Order on the use of personal protective equipment of 15 December 2010, employees are obliged to wear the protective footwear provided.

Replacement of worn or damaged protective footwear that no longer fulfils its purpose must be agreed with the company. Worn or damaged footwear must be returned to the company and destroyed.

Protective footwear under this agreement should not be handed in when leaving the company but is assumed to be taken along for use in a new employment relationship.

Unless it follows from the above Executive Order on the use of protective footwear, the company is not obliged to provide protective footwear during the first 3 months of employment if there is a risk of foot injury.

Section 18a	Newly admitted companies
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1.

Companies which, when joining TEKNIQ Arbejdsgiverne, have a collective agreement with Dansk El-Forbund, whether the collective agreement is a special collective agreement, an accession collective agreement or a local agreement, are subject to the Electricians' Collective Agreement from the time of the conclusion of the transitional negotiations without separate termination of any such pre-existing collective agreement, see subsection (2).

2.

Transitional negotiations can be opened as soon as possible after the company's admission into TEKNIQ Arbejdsgiverne for the purpose of drawing up any local agreements in such a way as to avoid interfering with the general conditions of existing collective agreements. The transitional negotiations must be concluded no later than two months after the point in time on which TEKNIQ Arbejdsgiverne has notified Dansk El-Forbund of the admission of members.

Local agreements – concluded in connection with transitional negotiations – will be subject to section 5 of the Electricians' Collective Agreement after the expiry of the previous collective agreement.

Other local agreements will be subject to section 5 of the Electricians' Collective Agreement from the beginning.

If the parties to the collective agreement do not initiate transitional negotiations, the Electricians' Collective Agreement will apply in its entirety from the expiry of the time limit.

3.

Companies that do not have a collective agreement or local agreement with Dansk El-Forbund at the time of their admission into TEKNIQ Arbejdsgiverne are subject to the Electricians' Collective Agreement from the time of admission, but see the special rules on pension provisions.

4. Pension escalation

Newly admitted members of TEKNIQ Arbejdsgiverne which, prior to joining TEKNIQ Arbejdsgiverne, have not established a pension scheme for employees covered by the scope of the Electrician's Collective Agreement or which have a pension scheme with a lower pension contribution for these employees may demand that the contribution to PensionDanmark be determined as follows:

No later than on the date of TEKNIQ Arbejdsgiverne's notification to Dansk El-Forbund of the company's admission to TEKNIQ Arbejdsgiverne, the employer contribution and the employee contribution, respectively, must constitute at least 25 per cent of the collective agreement contributions, see section 9.

No later than 1 year later, the contributions must constitute at least 50 per cent of the collective agreement contributions.

No later than 2 years later, the contributions must constitute at least 75 per cent of the collective agreement contributions.

Section 18a

No later than 3 years later, the contributions must constitute no less than the full collective agreement contribution.

If the collective agreement contributions are increased during the period, the company's contributions must be increased proportionally so that the above-mentioned share of the collective agreement contributions is paid into the pension scheme at any time.

As soon as possible after registration, the scheme must be recorded between TEKNIQ Arbejdsgiverne and Dansk EI-Forbund at the request of TEKNIQ Arbejdsgiverne, possibly in connection with transitional negotiations.

If the company already has a company pension scheme, this will be de-escalated at the same rate as the PensionDanmark pension is introduced.

The employment form must state that the pension payment is subject to an escalation scheme.

5. Contributions to the free-choice scheme, escalation

1.

The contribution to the weekday holiday/free-choice account stipulated in section 15(1) is composed as follows:

	Weekday holidays and special days of holiday	Free-choice scheme	Total weekday holiday/free-choice savings
1 March 2022	6.2%	4.0 + 3 %	13.2%
1 March 2024	6.2%	4.0 + 5 %	15.2%

2.

Newly admitted members of TEKNIQ Arbejdsgiverne which, prior to joining, have not established a free-choice scheme or similar scheme or which have a free-choice scheme or similar scheme with lower contributions may join the free-choice scheme of the collective agreement in accordance with the rules below. Companies which, prior to joining, have a free-choice scheme or similar scheme with the same contribution as section 15(1) are not covered by items 2-4 below.

3.

The companies may deduct the contribution to section 15(1) of the free-choice scheme applicable at the time of joining from the wages, see section 9, less 4.0 percentage points (from 1 March 2024 6.0 percentage points).

4.

From the time of joining, companies are obliged to pay contributions to the weekday holiday account/free-choice scheme in accordance with section 15(1), less 4.0 percentage points (from 1 March 2024 6.0 percentage points) and any ongoing payment of up to 3 percentage points. In addition, contributions are paid according to the below escalation scheme. If the company does not wish to escalate, the full contribution is paid in accordance with section 15(1).

5.

With regard to the 4.0 per cent (from 1 March 2024: 6 percentage points), newly admitted members of TEKNIQ Arbejdsgiverne may demand escalation as follows:

No later than from the date of notification from TEKNIQ Arbejdsgiverne to Dansk El-Forbund of the company's admission into TEKNIQ Arbejdsgiverne, the company must pay 1.0 per cent (from 1 March 2024 1.5 per cent) in contributions to the free-choice scheme.

No later than 1 year later, the company must pay 2.0% (from 1 March 2024 3.0 per cent) in contributions to the free-choice scheme.

No later than 2 years later, the company must pay 3.0 per cent (from 1 March 2024 4.5 per cent) in contributions to the free-choice scheme.

No later than 3 years later, the company must pay 4.0 per cent (from 1 March 2024 6.0 per cent) in contributions to the free-choice scheme.

Within 2 months after registration, the escalation scheme must be recorded between TEKNIQ Arbejdsgiverne and Dansk El-Forbund at the request of TEKNIQ Arbejdsgiverne, possibly in connection with transitional negotiations.

6.

Any free-choice scheme or similar scheme that existed at the time of registration is terminated and replaced by the free-choice scheme in the collective agreement.

7.

If an escalation scheme is agreed upon, an addendum to the employee's employment agreement must be issued, describing the impact of the escalation scheme on wages. This also applies to pension escalation schemes.

6. Contributions to the Electrical Installation Industry's Training and Co-operation Fund, escalation

Newly admitted members of TEKNIQ Arbejdsgiverne may demand that the contribution to the Electrical Installation Industry's Training and Co-operation Fund, see Annex 21, is determined as follows:

No later than from the time of notification from TEKNIQ Arbejdsgiverne to Dansk El-Forbund of the company's admission into TEKNIQ Arbejdsgiverne, the company must pay 25 per cent of the collective agreement contribution.

No later than 1 year later, the company must pay 50 per cent of the collective agreement contribution.

No later than 2 years later, the company must pay 75 per cent of the collective agreement contribution.

No later than 3 years later, the contribution must be no less than the full collective agreement contribution.

Within 2 months after registration, the escalation scheme must be recorded between TEKNIQ Arbejdsgiverne and Dansk El-Forbund at the request of TEKNIQ Arbejdsgiverne, possibly in connection with transitional negotiations.

Section 19	Table of contents for employment conditions similar to those applicable under the Salaried Employees Act
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Section 19	Local agreement employment conditions similar to those applicable under the Salaried Employees Act
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The agreement is concluded as an independent, implying local agreement that replaces the "normal" hourly wage agreement between TEKNIQ Arbejdsgiverne and Dansk EI-Forbund.

The agreement follows certain provisions of the Salaried Employees Act and selected provisions from the Electricians' Collective Agreement. The agreement does not make electricians salaried employees.

The agreement must be concluded for the entire company or for geographically separate departments, see previous industrial law practice.

Similarly, following discussions with the union representative, an agreement may be concluded for independent departments within the company where at least five electricians are employed. If the agreement is desired for departments with less than 5 electricians, an exemption can be sought from the unions.

The agreement covers everyone who has been employed by the company/department for 12 months. Electricians with less than 12 months of seniority are also covered by this local agreement but with a notice period in accordance with section 6(2.7) and (8) of the Electricians' Collective Agreement.

At companies with fewer than 5 electricians and without a union representative, work must be done to ensure that everyone is covered by a current local agreement on employment conditions similar to those applicable under the Salaried Employees Act. Upon employment, an individual agreement is made on whether the new employee is subject to the local agreement or the general provisions of the Electricians' Collective Agreement.

The agreement may be terminated by either party by giving 6 months' notice to expire at the end of any month. After the end of the notice period, the general rules of the Electricians' Collective Agreement apply to the employment relationship.

Questions concerning introducing or disposing of agreements on employment conditions similar to those of the Salaried Employees Act can be heard as industrial disputes procedures, but only at a negotiation meeting.

The unions jointly prepare a form to be used for agreements on employment on terms similar to those applicable under the Salaried Employees Act (Annex 4.4).

Co-operation

Co-operation and clubs

Identical to the section on Co-operation and Clubs

Election of union representative

Identical to section 1 of the Electricians' Collective Agreement.

The activities of the union representative

Identical to section 2 of the Electricians' Collective Agreement.

Termination of the union representative

Identical to section 3 of the Electricians' Collective Agreement.

The extended notice period deviates from section 2 of the Salaried Employees Act, which states that the salaried employee resigns at the end of a month and that this is in favour of the electrician.

Local customary agreements

Other local customary agreements that do not follow from this local agreement may be terminated in accordance with section 5(4), (5) and (6) of the Electricians' Collective Agreement.

Employment and length of employment

Employment form – content as in section 6(1) of the Electricians' Collective Agreement. Length of employment – notice periods in section 2 of the Salaried Employees Act, with the exception of subsections (4) and (5). Seniority is not calculated until after 12 months of employment and then applies from the 1st of any calendar month.

Upon transition to such a local agreement on employment on terms similar to those applicable under the Salaried Employees Act, the individual electrician's notice period cannot be shorter than it was for the electrician in question under section 6(2) of the Electricians' Collective Agreement or under an individual monthly salary agreement.

Section 2 of the Salaried Employees Act (reprinted here)

2. In the event of termination, the employment agreement between the employer and the salaried employee may only be terminated by giving prior notice in accordance with the rules below. The same applies if a fixed-term employment agreement is terminated before the expiry of the employment agreement.

Subsection (2). *Termination by the employer must be done by giving at least*

- 1) 1 month's notice to expire on the last day of any month in the first 6 months after employment,*
- 2) 3 months' notice to expire on the last day of any month after 6 months of employment.*

Subsection (3). *The notice period in subsection (2), paragraph (2) is increased by one month for every three years of employment, but to a maximum of 6 months.*

Subsection (4). *If the employer proves that it has been agreed that the work is of a purely temporary nature and the employment relationship does not last longer than one month, the rule in subsection (2), paragraph (1) does not apply.*

Subsection (5). *If the employer proves that the employment is probationary and the employment relationship does not last longer than 3 months, the employer may terminate the employment by giving at least 14 days' notice.*

Subsection (6). *The employee may resign by giving one month's notice to expire at the end of a month unless it has been agreed that the employment is of a purely temporary nature and will not last longer than 1 month or the employment is on probation and will not last longer than 3 months. However, a written contract may provide for a longer notice period on the part of the salaried employee provided that the notice period on the part of the employer is extended accordingly.*

Subsection (7). *Notice of termination must be given in time so that resignation with the notice given for a period of employment can take place before the end of the period. Notice of termination in accordance with subsections (2), (3) and (6) must be given in writing no later than on the last day of the month after which the notice period begins to run. At the request of the salaried employee, the employer must provide written information about the reason for the dismissal.*

Subsection (8). *If a salaried employee remains at a company after it has changed ownership, the time the salaried employee has been employed at the company as a salaried employee before the change of ownership must be included in the calculation of the length of employment.*

Subsection (9). *If staff accommodation is made available to the salaried employee and his or her family as part of the employment agreement, the employer must give at least three months' notice of termination. The salaried employee and his/her family are entitled to occupy the staff accommodation against the agreed payment - or free of charge - for up to one month after the date of his/her resignation. The same right accrues to the family in the event of the salaried employee's death. However, if the employer deems it necessary in the interests of the company, he is entitled to demand the family's immediate vacation of the accommodation against payment of the costs associated with the move.*

Subsection (10). *The above rules are superseded by the unions' notice provisions in the event of a work stoppage duly notified.*

Minimum compensation

Section 2 of the Salaried Employees Act (reprinted here)

If the employer unjustifiably refuses to accept the salaried employee into his service or unjustifiably dismisses him from his service and, at the time of the termination, the salaried employee is entitled to a maximum of three months' notice in accordance with section 2, the employer is obliged to pay compensation corresponding to the salary until the date on which the employee could lawfully have been dismissed on the day in question (provided that the general rules on compensation do not result in greater liability) or - if he had already been dismissed - until the expiry of the notice period. The same applies if the salaried employee is employed for a fixed term and there are 3 months or less left of his or her employment.

Subsection (2). *If the salaried employee is entitled to more than three months' notice in the event of the employer's unjustified termination of the employment relationship, the compensation will be determined according to the general rules on compensation. The same applies if the salaried employee*

is employed for a fixed term and there are more than 3 months left of his or her employment. However, the salaried employee is entitled to compensation corresponding to at least the salary until resignation with three months' notice in accordance with section 2.

Subsection (3). *The provisions of this section also apply when the salaried employee terminates the employment relationship due to gross misconduct on the part of the employer.*

The employee's liability to pay compensation in the event of his or her resignation without notice

Section 4 of the Salaried Employees Act (reprinted here)

If the salaried employee unjustifiably fails to commence or leaves the service or the employer terminates the employment relationship due to gross breach of contract by the salaried employee, the employer is entitled to compensation for the loss incurred. In the event of unauthorised absence or abandonment of duty, the employer is, unless special circumstances exist, entitled to compensation of at least half a month's salary.

Pay provisions

The pay for the individual electrician is agreed on a case-by-case basis between the employer and the electrician in accordance with section 9(1), (2) and (3) of the Electricians' Collective Agreement.

Wages should reflect the individual person's effort, qualifications and skill. Furthermore, it must be considered whether the pay includes payment for overtime, off-site work and external work as well as on-call time and thus in fact constitutes a function-based pay agreement.

Negotiations and any regulation are made individually once a year.

The conversion factor from monthly pay to hourly wage is 160.33 hours for a full-time electrician.

No deductions are made from the pay for public holidays that fall on the electrician's normal working days. The same applies to 1 May, 5 June (Constitution Day) and 24 December (Christmas Eve).

Special days of holiday/Free-choice scheme

The purpose of the savings scheme is to allow employees to choose between higher payments on pension or wages as well as funding special days of holiday.

In each calendar year, each employee is entitled to take up to 5 special days of holiday with payment corresponding to the usual pay from the savings account to the extent that there are sufficient funds in the account. Savings for the account is on an ongoing basis during the calendar year

The special days of holiday are placed by agreement or notified in accordance with the rules of the Holiday Act on remaining holiday. The special days of holiday are converted to and taken off as hours within the calendar year. Regardless of any change of jobs, no more than 5 special days of holiday per calendar year may be taken.

If the employee is not employed at the company for the entire calendar year, either due to joining or resigning from the company, the special days of holiday are calculated proportionately in relation to the employment in the calendar year.

For all employees employed on terms similar to those applicable under the Salaried Employees Act who are covered by the collective agreement, a savings account will be established to which the employer will allocate the holiday pay in connection with each payment of wages:

	1 March 2022	1 March 2024
Special days of holiday	2.50%	2.50%
Free-choice scheme	7.00%	9.00%
Combined savings in total	9.50%	11.50%

No holiday allowance needs to be deducted from the savings as the holiday allowance is included.

When a special day of holiday is taken, an amount on account corresponding to the daily wage is paid per day.

It can be agreed with the individual employee that the contribution can be paid out on an ongoing basis together with the wages, but max. 3%. However, it is a condition that the company can document that there has been a dialogue about the ongoing payment.

The parties to the collective agreement encourage the company to initiate a dialogue with the employees about the options of the free-choice scheme. If contributions from the free-choice scheme are paid on an ongoing basis, no holiday allowance/holiday supplement is to be calculated on these contributions.

Unless otherwise agreed locally, the balance in the account is paid out twice a year; the last pay period in June and the last pay period in the calendar year, respectively.

The individual electrician's account for special days of holiday and the free-choice scheme is calculated prior to the 2 annual payments. Before 31 May or 30 November, respectively, the individual electrician can request that the amount in the account – or part thereof – be paid as an extraordinary pension contribution.

In the event of resignation, settlement and payment of the residual amount will be at the next payment of wages.

TEKNIQ Arbejdsgiverne guarantees the residual payment in the same way as for holiday pay amounts in accordance with section 16(7).

Pension

Provision in accordance with the pension rules of the Electricians' Collective Agreement.

Working hours

The normal weekly effective working hours are 37 hours. If working hours are requested placed outside the normal framework of the Electricians' Collective Agreement for the organisation of daily working hours, a local agreement must be made.

Weekend work can be established according to the Electricians' Collective Agreement.

Overtime work

The parties agree that overtime should be kept at a minimum. Remuneration/time taken off for overtime worked is agreed locally.

Off-site work and external work

Off-site work and external work are organised and remunerated according to local agreement. For off-site work abroad, reference is made to section 14a of the Electricians' Collective Agreement.

On-call time

Establishment/remuneration of on-call time is agreed locally.

Note: Implementation of the EU Working Time Directive is shown in Annex 7a

Illness

Identical to Section 5 of the Salaried Employees Act with the addition of a provision on child's illness in accordance with Section 10(3) of the Electricians' Collective Agreement.

Section 5 of the Salaried Employees Act (reprinted here)

If the salaried employee becomes unable to perform his/her work due to illness, the resulting neglect of duty is considered a legal excuse for the salaried employee unless the illness was contracted intentionally or through gross negligence during the employment relationship or he/she fraudulently concealed that he/she was suffering from the illness in question when taking up the position.

Subsection (2). *However, a written contract in the individual employment relationship may stipulate that the salaried employee may be terminated with one month's notice to resign at the end of a month when, within a period of 12 consecutive months, the salaried employee has received pay during illness for a total of 120 days. The validity of the termination is conditional on the termination taking place immediately after the expiry of the 120 sick days and while the salaried employee is still sick whereas the validity is not affected by the fact that the salaried employee has returned to work after termination has occurred.*

Subsection (3). *If the employer provides the salaried employee with board and lodging as part of the salary, the employer is obliged to provide the salaried employee with the necessary care during illness as long as he stays in the employer's house.*

Subsection (4). *During illness lasting more than 14 days, the employer is entitled - at no cost to the salaried employee - to demand further information*

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about the duration of the salaried employee's illness from the salaried employee's doctor or a specialist chosen by the salaried employee. If the salaried employee does not fulfil this obligation without adequate justification, the employer is entitled to terminate the employment relationship without notice.

Maternity leave

Identical to section 10(5) of the Electricians' Collective Agreement.

Holiday

Employees are subject to the Holiday Act in force from time to time and the derogations set out in section 16 of the Electricians' Collective Agreement (according to this, electricians generally have holiday with pay).

When employees who receive holiday pay but who have not earned wages/holiday pay are absent due to holiday, wages are calculated by deducting from the employee's monthly pay an amount corresponding to 1/160.33 of the monthly pay for full-time work (corresponding to 37 hours per week) per actual hour of absence. If the average weekly working hours are different than 37 hours, e.g., on shifts, the ratio is changed accordingly.

TEKNIQ Arbejdsgiverne's holiday guarantee scheme is used in accordance with section 16(7) of the collective agreement.

Project employment

Electricians may be employed for specific defined projects with notice periods in accordance with section 6(2.7) and (8) of the Electricians' Collective Agreement but are otherwise subject to this local agreement. Special terms may be agreed for project employment.

Piecework

Piecework agreements and piecework is subject to sections 12 and 12a of the Electricians' Collective Agreement and the local agreements applicable to the company. Notice periods during piecework are the individual notice periods applicable to each employee.

Tools, protective footwear

Identical to section 18(1) and (2) of the Electricians' Collective Agreement.

Bicycles, motor vehicle

Identical to section 14(8) and (9) of the Electricians' Collective Agreement.

Retraining and further training

Identical to the provisions in the section on Co-operation and Clubs and section 4 of the Electricians' Collective Agreement.

Rules on disputes

Identical to section 20 of the Electricians' Collective Agreement.

Apprenticeship provisions

Identical to the apprentice provisions in section 17 of the Electricians' Collective Agreement.

Rules for negotiation

Section 20 Rules for handling industrial disputes

1. Local negotiations

1.

If a disagreement of a professional nature arises at a company within the scope of TEKNIQ Arbejdsgiverne's and Dansk El-Forbund's collective agreement, the disagreement must be settled as soon as possible through local negotiations between the parties at the company.

2.

If the electricians' representatives so request, the employer must inform them of the persons authorised to enter into binding agreements with the electricians on behalf of the company.

3.

As a prerequisite for a dispute to be brought before an industrial disputes procedure with the participation of the unions, the result of the local negotiation must be recorded in writing and signed by both parties before the local negotiation is concluded. The forms prepared by TEKNIQ Arbejdsgiverne and Dansk El-Forbund and made available to companies by TEKNIQ Arbejdsgiverne should be used.

2. Mediation meeting

1.

If local negotiations fail to achieve agreement, the respective unions may request mediation in the case with the assistance of a mediator from TEKNIQ Arbejdsgiverne and Dansk El-Forbund, respectively. The demand for mediation must be made to the other union no later than 6 weeks after local negotiations have ended without agreement having been reached.

2.

The written minutes required in subsection (1.3) of this section must accompany the complainant's report to his or her union..

3.

The union requesting mediation with the opposing union must, at the same time as the request, state the matters on which there is disagreement, to the extent possible by submitting the minutes mentioned in subsection (2.2) of this section, and, where possible, state who will participate in the mediation on behalf of the union. The opposing union will then similarly notify the complainant union of the name of its representative at the mediation meeting.

The time and place of the mediation meeting are agreed between the unions' offices.

4.

Insofar as a mediation meeting has been requested pursuant to the provisions of section 5 of the collective agreement concerning termination of local agreements, customary practices or arrangements, the request for a mediation meeting must be received by the opposing union within the periods of notice of termination specified in section 5.

5.

As far as possible, the mediation meeting is held at the workplace where the disagreement has arisen.

6.

The mediation meeting must be held without undue delay and no later than 15 working days after the opposing union's receipt of the request for mediation.

Note: In cases concerning summary dismissal, reference is made to section 20(6).

7.

At the mediation meeting, negotiations are resumed with the assistance of the unions' mediators, who will seek to resolve the disagreement by direct negotiation between themselves.

Each of the unions may invite to the plenary meeting any persons they consider may be of importance to the clarification of the case. These persons have the right to speak.

8.

The mediators draw up minutes of the outcome of the negotiations, sign it with binding effect for the parties at the company and provide each of them and the unions involved with a copy.

3. Ten-person delegate meeting

1.

If the disagreement is not resolved through mediation, each of the unions is entitled to demand that the matter be referred to a committee of ten consisting of three to five representatives from TEKNIQ Arbejdsgiverne and three to five representatives from Dansk El-Forbund.

2.

Unless otherwise agreed at the mediation meeting, a request for a ten-person delegate meeting must be received by the opposing union no later than on the 20th working day after the mediation meeting.

3.

The ten-person delegate meetings are held in Copenhagen as soon as possible and no later than on the 10th working day after receipt of the request. The ten-person delegate meetings can – if TEKNIQ Arbejdsgiverne and Dansk El-Forbund agree that it may be important for the case – be held at the workplace.

4.

At the ten-person delegate meetings, the case is normally presented to the committee of ten by the mediators supplemented by representatives of the employer and the company's electricians, who are obliged to be represented at the meeting.

After the matter has been adequately explained at the plenary meeting, the ten-person delegate meeting must endeavour to resolve the disagreement.

To the extent that the committee of ten agrees on a resolution of the disagreement, this resolution is binding on the parties.

5.

The outcome of the meeting is recorded in minutes signed by the unions' heads of negotiation.

Disagreements of general importance between TEKNIQ Arbejdsgiverne and Dansk El-Forbund regarding agreements under the collective agreement

4. Union meeting**1.**

Disagreements between TEKNIQ Arbejdsgiverne on the one hand and Dansk El-Forbund on the other regarding the understanding of the collective agreement and equivalent agreements of general importance between TEKNIQ Arbejdsgiverne and Dansk El-Forbund may be negotiated directly at union meetings between representatives from the managements of TEKNIQ Arbejdsgiverne and Dansk El-Forbund.

2.

If TEKNIQ Arbejdsgiverne or Dansk El-Forbund considers that a local disagreement of the nature referred to in subsection (4.1) of this section is of such general importance that the decision made in the case should be directly applicable to the entire collective agreement area to which the case relates, the unions may propose that, instead of being dealt with by mediation and a ten-person delegate meeting, the case be dealt with according to the rules in this section. If the request cannot be accepted by the other party, it will be considered and treated as a request for mediation.

3.

Minutes are taken of the outcome of the union meeting.

4.

Agreements made at union meetings may, unless otherwise agreed, be terminated no earlier than on expiry together with the relevant collective agreement.

5.

A union that intends to claim liability as a collective bargaining party against the opposing union after 1 July 2007 must request that the matter be considered at a union meeting. The case must then be heard before the case is tried by the Labour Court.

If the complainant does not request a union meeting held, the claim for liability as a collective bargaining party lapses and cannot be raised later on the basis of the matter in question.

The parties may agree on an ad hoc basis that cases claiming liability as a collective bargaining party may be dealt with in another forum. It is crucial that both parties are represented at a level that can bind the two unions.

5. Industrial arbitration**1.**

If no agreement on a resolution has been reached in the above industrial disputes procedure and the case concerns the interpretation of a collective

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agreement or an agreement existing between the parties, it may be referred to an industrial arbitration tribunal provided that TEKNIQ Arbejdsgiverne and Dansk El-Forbund agree on such a procedure.

2.

The union that wishes to refer an existing, unresolved dispute to arbitration is obliged to submit the notification to the opposing union so that the notification is received by the union no later than on the 15th working day after unsuccessful negotiations at the final instance in the industrial disputes procedure referred to in sections 1 - 4 of this section.

The opposing union is then obliged to inform the requesting union of its position so that the requesting union receives notification no later than on the 15th working day after receipt of the notification.

3.

The arbitration tribunal consists of 5 members: 1 presiding judge and 2 representatives for each of the parties to the dispute.

4.

When agreement is reached to refer a case to arbitration, the unions appoint their representatives and immediately exchange their names.

5.

In addition, the unions jointly appoint a presiding judge from outside the unions. If the unions cannot agree on a presiding judge, they must request the Labour Court to appoint one as soon as possible. The request must state which persons have been proposed in the negotiations between the unions.

6.

The presiding judge elected or appointed, who must declare his or her willingness to accept the task, acts as the presiding judge of the court and preside over its proceedings.

7.

If a member of the arbitration tribunal is or becomes a party to the proceedings, that member must vacate his or her seat, and an alternate must take his or her place.

8.

The court hearing must be held as soon as possible, but no earlier than on the 10th working day after the members of the arbitration tribunal have been appointed. The time of the hearing is set by negotiation between the presiding judge and the unions.

9.

During the court hearing, the case will be argued orally by a union representative who cannot also be a member of the court.

10.

The arbitration tribunal itself must decide all questions concerning procedures and rules of procedure that are not set out in these rules. The chairperson takes part in the vote, and all questions are decided by a simple majority.

11.

If the deliberations fail to produce a majority in favour of a decision in the case, the presiding judge, acting as an arbitrator, settles the issue in a reasoned award in which, if necessary, the issue of jurisdiction will also be decided.

In his or her ruling, the arbitrator is limited to making a decision that is within the scope of the deliberations of the other members of the court and claims submitted.

12.

The arbitrator's order should generally be available one week after the case has been set down for ruling and must in any case be available no later than 14 days after that date.

13.

Each union has the right to have a secretary attend any industrial meeting initiated by the unions.

6. Cases of summary dismissal

In cases concerning summary dismissal, a mediation meeting must be held no later than 5 working days after the request for mediation has been received by the opposing union, unless otherwise agreed.

If no agreement is reached at the mediation meeting in cases concerning summary dismissal, the respective parties may request that the case be settled by industrial arbitration.

In situations where the case has been requested to be settled by industrial arbitration, the respective parties may also request a union meeting, if this is possible without rescheduling the industrial arbitration.

The union wishing to continue a case of summary dismissal must submit a written request for industrial arbitration within 10 working days of the mediation meeting. This deadline may be derogated from by agreement.

7. Stoppage of work**1.**

No work stoppage of any kind (picketing, lockout or strike) may be initiated by either side before the handling of a dispute arising between the unions or their members as set out in these rules has taken place.

2.

These rules do not restrict the right of the two unions or their members to participate in a lawfully established sympathy strike or sympathy lockout without prior mediation or arbitration. The same applies to the right to such a work stoppage, which is dealt with in the Rules for handling industrial disputes (Norm), section 17.

8. Other provisions**1. Circumvention of the collective agreement**

The parties agree that it can be considered circumvention of the collective agreement if independent business enterprises perform a certain specified

work in an employee-like employment relationship (so-called "arms and legs companies").

However, it is not considered a circumvention of the collective agreement when two or more companies in a real business relationship enter into an agreement for specifically specified work, or where a subcontractor or a specialised company hires employees to perform the work.

Disagreements about whether there is a circumvention of the collective agreement can be dealt with according to the rules of industrial disputes procedures.

It is agreed between the unions that these provisions do not change legal practice within this area.

When assessing whether there is a circumvention of the provisions of the collective agreement, indicative elements are included as to whether the self-employed person exercises managerial authority in the performance of the work, whether the self-employed person is responsible for the quality of the work and whether the self-employed person is financially liable and bears the financial risk of the work, and whether the self-employed person is part of the statutory health and safety organisation at the workplace/site.

If it is unclear whether it is a contractual relationship or an employee-like relationship, Dansk EI-Forbund can obtain the name and CVR no. of the individual subcontractor(s) and, if possible, the collective agreement that may apply to the subcontractor.

Subsection (2). Subcontracts

Companies should always include provisions in construction contracts laying down that the subcontractor must be covered by the relevant trade unions' collective agreements in relation to those the employees who perform the work.

It is agreed that the above-mentioned contractual provision means that work stoppages for the purpose of reaching a collective agreement are avoided as the subcontractor is thus covered by the collective agreement.

At the request of Dansk EI-Forbund, it must be stated whether the above condition has been included in the subcontract. In addition, the Dansk EI-Forbund can obtain the name and CVR no. of the individual subcontractor(s) and, if possible, the collective agreement that may apply to the subcontractor.

If Dansk EI-Forbund finds that an attempt is being made to circumvent the provision, this will be discussed in the committee mentioned in 8.4.

Subsection (3). Employment code

The parties to the collective agreement agree that it must be voluntary for employees to enter into an agreement with the company on the purchase of services in connection with the employment relationship and that, according to the parties' understanding, it would be contrary to the collective agreement to make an employment relationship conditional on employees entering into such an agreement.

Subsection (4). Social dumping

The parties have established a committee to continuously monitor and discuss the use of foreign labour in the electricity industry. Terms of reference have been drawn up for the committee to ensure follow-up on the above provisions (see Annex 23).

The committee must monitor the cases dealt with under this agreement in order to assess whether the rules fulfil their purpose, and the committee may also initiate meetings, information campaigns or other activities concerning foreign labour.

The parties to the collective agreement recognise the need for foreign companies to receive a good introduction to the Danish labour market and "the Danish model". It has therefore been agreed to offer a joint information meeting for foreign companies and their employees – preferably before they start working in Denmark.

Where possible, the meeting can be held on site. Otherwise, one of the parties will provide suitable premises.

However, this agreement does not preclude the parties to the collective agreement from having meetings with each other.

Note: The parties agree to revise Annex 23 based on the renewal of the collective agreement.

Section 21 Duration of the collective agreement**1.**

This agreement, which enters into force on 1 March 2023, is binding on the signatory unions whether or not their members are members of any other union until it is terminated by one of the parties in accordance with the rules in force from time to time to expire on 1 March, but no earlier than on 1 March 2025.

2.

As long as this collective agreement remains in force, none of the undersigned unions or their members, either individually or collectively, should attempt by any means whatsoever, overt or covert, to frustrate its provisions or to force any change in them.

For TEKNIQ Arbejdsgiverne

For Dansk El-Forbund

Henrik Fugmann

Benny Yssing

Annexes

Annex 1 Framework agreement

The salaried electrician

Employment as a salaried electrician aims to increase the electrician's job security and at the same time attach them more closely to the company.

Employment as a salaried electrician can be agreed with electricians who have shown a special interest in the company's operations and have contributed to strengthening the company through their professional qualifications and skills.

1. Contractual relationship

1.

This agreement is a supplement to the collective agreement applicable from time to time between TEKNIQ Arbejdsgiverne and Dansk EI-Forbund.

In all matters not mentioned in the agreement, the provisions of the Electricians' Collective Agreement apply.

2. Individual employment on terms similar to those applicable under the Salaried Employees Act

In addition to employment as a salaried electrician according to this Annex, individual employment on terms similar to those applicable under the Salaried Employees Act may be agreed according to Annex 1a.

2. Employment contract

1.

Employment as a salaried electrician is agreed between the individual electrician and his or her employer without interference from the unions.

The electrician in question must have been continuously employed as an electrician under the Electricians' Collective Agreement for at least one year before an agreement can be made on employment as a salaried electrician.

2.

The employment relationship as a salaried electrician must be concluded in writing in an employment contract drawn up by the unions for this purpose (Annex 4.2). If no such employment contract exists, the general provisions of the Electricians' Collective Agreement apply to the employment relationship.

Note: The parties agree that the seniority requirement applies in relation to work under the Electricians' Collective Agreement, and all previous gainful employment under the Electricians' Collective Agreement is therefore included in the seniority calculation, not just the current company employment.

Note: For off-site work abroad, a special agreement must be drawn up, see Section 14a of the Electricians' collective agreement.

Note: Implementation of the EU Working Time Directive is shown in Annex 7a.

3. Terms and conditions of employment

1.

The salaried electrician takes up the position with effect from the first day of any month.

2. Termination

Seniority is calculated from the time of the conclusion of the agreement as a salaried electrician. Any apprenticeship and employment as an electrician paid by the hour are not included.

3.

The length of the notice period cannot be shorter than they were for the electrician in question in accordance with section 6 of the collective agreement upon transition to a salaried electrician.

4.

If the salaried electrician's contract is cancelled but the person concerned remains at the company as an electrician paid by the hour, seniority is then calculated from the start of employment at the company in accordance with section 6 of the collective agreement.

5.

The provisions of Sections 2, 2b and 4 of the Salaried Employees Act apply to employment for salaried electricians and are printed here:

2.

In the event of termination, the employment agreement between the employer and the salaried employee may only be terminated by giving prior notice in accordance with the rules below. The same applies if a fixed-term employment agreement is terminated before the expiry of the employment agreement.

Subsection (2). *Termination by the employer must be done by giving at least*

- 1) 1 month's notice to expire on the last day of any month in the first 6 months after employment,*
- 2) 3 months' notice to expire on the last day of any month after 6 months of employment.*

Subsection (3). *The notice period in subsection (2), paragraph (2) is increased by one month for every three years of employment, but to a maximum of 6 months.*

Subsection (4). *If the employer proves that it has been agreed that the work is of a purely temporary nature and the employment relationship does not last longer than one month, the rule in subsection (2), paragraph (1) does not apply.*

Subsection (5). *If the employer proves that the employment is probationary and the employment relationship does not last longer than 3 months, the employer may terminate the employment by giving at least 14 days' notice.*

Subsection (6). *The employee may resign by giving one month's notice to expire at the end of a month unless it has been agreed that the employment is of a purely temporary nature and will not last longer than 1 month or the employment is on probation and will not last longer than 3 months. However, a written contract may provide for a longer notice period on the part of the salaried employee provided that the notice period on the part of the employer is extended accordingly.*

Subsection (7). Notice of termination must be given in time so that resignation with the notice given for a period of employment can take place before the end of the period. Notice of termination in accordance with subsections (2), (3) and (6) must be given in writing no later than on the last day of the month after which the notice period begins to run. At the request of the salaried employee, the employer must provide written information about the reason for the dismissal.

Subsection (8). If a salaried employee remains at a company after it has changed ownership, the time the salaried employee has been employed at the company as a salaried employee before the change of ownership must be included in the calculation of the length of employment.

Subsection (9). If staff accommodation is made available to the salaried employee and his or her family as part of the employment agreement, the employer must give at least three months' notice of termination. The salaried employee and his/her family are entitled to occupy the staff accommodation against the agreed payment - or free of charge - for up to one month after the date of his/her resignation. The same right accrues to the family in the event of the salaried employee's death. However, if the employer deems it necessary in the interests of the company, he is entitled to demand the family's immediate vacation of the accommodation against payment of the costs associated with the move.

Subsection (10). The above rules are superseded by the unions' notice provisions in the event of a work stoppage duly notified.

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If the termination of a salaried employee who has been continuously employed at the relevant company for at least one year prior to the termination cannot be considered reasonably justified by the circumstances of the salaried employee or the company, the employer must pay compensation. The compensation is determined taking into account the salaried employee's length of employment and the other circumstances of the case but must not exceed the salary of the salaried employee for a period corresponding to half of the notice period to which he/she is entitled pursuant to section 2(2) and (3). However, if the salaried employee is 30 years of age or older at the time of termination, the compensation can amount to up to 3 months' salary.

Subsection (2). If a salaried employee has been continuously employed at the relevant company for at least 10 years at the time of termination, the compensation referred to in subsection (1) may amount to up to four months' salary. After 15 years of continuous employment at the company, the compensation can amount to up to 6 months' salary.

Subsection (3). The provisions of subsections (1) and (2) similarly apply to cases of unjustified summary dismissal.

4.

If the salaried employee unjustifiably fails to commence or leaves the service or the employer terminates the employment relationship due to gross breach of contract by the salaried employee, the employer is entitled to compensation for the loss incurred. In the event of unauthorised absence or abandonment of

duty, the employer is, unless special circumstances exist, entitled to compensation of at least half a month's salary.

Extended notice period for terminated union representatives

In the event of the end of the position as a union representative, reference is made to section 3(7) of the Electricians' Collective Agreement, however, so that the extended notice period derogates from section 2 of the Danish Salaried Employees Act, which states that the salaried employee resigns at the end of one month and that this is in favour of the electrician.

4. Wages

1. Wage setting

The salary for salaried electricians are agreed on a case-by-case basis between the employer or his or her representative and the electrician without interference from the unions and their members. When setting wages, professional skills, the nature of the work and the extent of piecework for the person in question must be taken into account.

2. Payment of salary

The salary is paid monthly in arrears and must be available no later than on the last weekday of each month. Saturday is not considered a weekday for this purpose. The salary is paid by a deposit into the electrician's account at a financial institution.

3. Pay specification

The pay specification must contain information on how much of the payment concerns piecework, time-based pay, overtime pay etc. and which deductions have been made for tax, ATP, AMB, AMP etc.

4. Hourly timesheets

Hourly timesheets must be received by the company no later than the beginning of working hours every Monday morning. If the hourly timesheets are not submitted on time, the company is entitled to pay an appropriate amount on account. The final settlement then takes place at the next payment of salary/wages.

5. Supplementary payments

Supplementary payments, e.g. overtime supplement earned in the week of the payment of wages/salary and the week before are available for the next payment of wages/salary. However, piecework profits are always paid in accordance with sections 12.1 and 12.2 of the collective agreement.

6. Criticism

The company must present any criticism of the calculation on the hourly timesheets no later than on the pay day.

7. Conversion factor from monthly salary to hourly wage

The conversion factor from monthly salary to hourly wage is 160.33.

The pay for broken months, e.g. absence because holiday or time off, is calculated as a deduction from the monthly salary with the stated conversion factor for each hour of absence.

8. Regulation of salary

Salaries for salaried electricians are regulated according to the provisions of the collective agreement.

9. Re-engagement

Salaried electricians' contracts expire when they leave the company. Accrued seniority will lapse upon termination of employment. Upon re-engagement, the employee is employed as an electrician paid by the hour.

5. Piecework

1.

The calculated hourly wage is used when calculating advance piece-rate payments. The conversion factor from monthly salary to hourly wage is 160.33.

6. Holiday, weekday holidays and special days of holiday/free-choice scheme

1.

Salaried electricians receive salary on weekday holidays, calculated on the basis of the usual monthly salary.

2.

Salaried electricians receive salary during their holidays calculated on the basis of the usual monthly salary. In addition, a holiday supplement of 1% of the salary earned during the holiday year is paid in accordance with the Holiday Act and section 16(3) of the collective agreement.

Reference is made to section 16(10) on local rights to deviate from Section 7 of the Holiday Act on advance holiday and the principle in Section 15 of the Holiday Act on giving notice of holiday that has not been earned at the time it is taken.

3.

When employees who receive holiday pay but who have not earned wages/holiday pay are absent due to holiday, wages are calculated by deducting from the employee's monthly pay an amount corresponding to 1/160.33 of the monthly pay for full-time work (corresponding to 37 hours per week) per actual hour of absence. If the average weekly working hours are different than 37 hours, e.g., on shifts, the ratio is changed accordingly.

4.

Prior to the beginning of a qualifying year, salaried electricians can claim a holiday allowance from the salary in that qualifying year, but only 12%.

5.

Upon resignation, the holiday allowance is calculated according to the current rules. TEKNIQ Arbejdsgiverne's holiday guarantee scheme is used in accordance with section 16(6) of the collective agreement.

6.

The purpose of the savings scheme is to allow employees to choose between higher payments on pension or wages as well as funding special days of holiday.

In each calendar year, each employee is entitled to take up to 5 special days of holiday with payment corresponding to the usual pay from the savings account to the extent that there are sufficient funds in the account. Savings for the account is on an ongoing basis during the calendar year

The special days of holiday are placed by agreement or notified in accordance with the rules of the Holiday Act on remaining holiday. The special days of holiday are converted to and taken off as hours within the calendar year. Regardless of any change of jobs, no more than 5 special days of holiday per calendar year may be taken.

If the employee is not employed at the company for the entire calendar year, either due to joining or resigning from the company, the special days of holiday are calculated proportionately in relation to the employment in the calendar year.

For all employees employed on terms similar to those applicable under the Salaried Employees Act who are covered by the collective agreement, a savings account will be established to which the employer will allocate the holiday pay in connection with each payment of wages:

	1 March 2022	1 March 2024
Special days of holiday	2.50%	2.50%
Free-choice scheme	7.00%	9.00%
Combined savings in total	9.50%	11.50%

No holiday allowance needs to be deducted from the savings as the holiday allowance is included.

When a special day of holiday is taken, an amount on account corresponding to the daily wage is paid per day.

It can be agreed with the individual employee that the contribution can be paid out on an ongoing basis together with the wages, but max. 3%. However, it is a condition that the company can document that there has been a dialogue about the ongoing payment.

The parties to the collective agreement encourage the company to initiate a dialogue with the employees about the options of the free-choice scheme. If contributions from the free-choice scheme are paid on an ongoing basis, no holiday allowance/holiday supplement is to be calculated on these contributions.

Unless otherwise agreed locally, the balance in the account is paid out twice a year; the last pay period in June and the last pay period in the calendar year, respectively.

The individual electrician's account for special days of holiday and the free-choice scheme is calculated prior to the 2 annual payments. Before 31 May or 30 November, respectively, the individual electrician can request that the amount in the account – or part thereof – be paid as an extraordinary pension contribution.

In the event of resignation, settlement and payment of the residual amount will be at the next payment of wages.

TEKNIQ Arbejdsgiverne guarantees the residual payment in the same way as for holiday pay amounts in accordance with section 16(7).

If the electrician resigns or transfers to employment as an hourly worker within the same company, the residual amount will be calculated and paid out at the next payment of wages.

TEKNIQ Arbejdsgiverne guarantees payment of the amount under the holiday guarantee scheme.

7. Illness

1.

Salaried electricians entitled to pay during absence due to illness calculated on the basis of the usual monthly salary.

2.

Salaried electricians may be dismissed by giving 1 month's notice to resign at the end of a month when the person concerned has received pay during illness for a total of 120 days within 12 consecutive months.

Dismissal must take place immediately after the 120 sick days and while the salaried electrician is still sick. The dismissal is valid even if the employee has returned to work before the end of the notice period.

3.

Termination may occur during illness. Section 6(2.9) of the collective agreement does not apply to agreements on salaried electricians.

8 Rules for handling industrial disputes

1.

The conclusion of an employment contract as a salaried electrician requires that the parties are in agreement. Requirements for the conclusion of an employment contract as a salaried electrician are therefore not subject to industrial disputes procedures.

2.

Once the employment contract has been concluded, disagreements must be dealt with in accordance with the provisions of the collective agreement on the handling of industrial disputes procedures if either party so requests

Annex 1a Individual employment on terms similar to those applicable under the Salaried Employees Act

Employment can be agreed between the individual electrician and the company without interference from the unions. In order to be employed as an individual employee employed on terms similar to those applicable under the Salaried Employees Act according to Annex 1a, the electrician must have at least one year's seniority at the company and must have been employed under the Electricians' Collective Agreement for at least 4 years within the last 5 years.

New appointments at a different company

If the electrician has been employed at a company for at least one year on individual terms similar to those applicable under the Salaried Employees Act Annex 1a, the electrician may be employed on individual terms similar to those applicable under the Salaried Employees Act according to Annex 1a at a different company.

The Salaried Employees Act applies to the employment.

Note: Sections 7(1) and (2) and (20) of the Salaried Employees Act do not apply.

Employment as an electrician employed on terms similar to those applicable under the Salaried Employees Act in accordance with Annex 1a must be concluded in writing on an employment contract drawn up by the unions for this purpose (Annex 4.3).

With employment as an individual electrician on terms similar to those applicable under the Salaried Employees Act, the following can be agreed:

Wage determination

An agreement on function-based pay/job-based pay can be made. Wages should reflect the individual person's effort, qualifications and skill. It must also be stated whether the pay includes payment for overtime and on-call time and if an agreement on function-based pay/job-based pay has thus been made.

The agreement must be proportionate to the previous pay, the content of the position and the extent of the overtime, and it can be dealt with in an industrial disputes procedure in accordance with section 20 of the collective agreement.

Off-site work and external work

The parties agree that payment for travelling time can be agreed between the company and the employee.

Cancellation/termination of individual employment on terms similar to those applicable under the Salaried Employees Act while staying at the company

If the contract of the individual employee employed on terms similar to those applicable under the Salaried Employees Act is cancelled/terminated but the person concerned stays at the company as an electrician paid by the hour, seniority is calculated from the start of employment at the company in accordance with section 6 of the collective agreement.

If the contract of the individual employee employed on terms similar to those applicable under the Salaried Employees Act is cancelled/terminated but the employee stays at the company as a salaried electrician or with an employment on terms similar to those applicable under the Salaried Employees Act according to section 19 of the Electricians' Collective Agreement, seniority is calculated for the continuous employment period during which the employment has been subject to an employment on terms similar to those applicable under the Salaried Employees Act under section 19 of the Electricians' Collective Agreement or as a salaried electrician.

Note: Any apprenticeship and employment as an electrician paid by the hour are therefore not included.

Termination

Notice of resignation follows from section 2 of the Salaried Employees Act and must be in writing from both parties.

Compensation according to section 2a of the Salaried Employees Act

The right to severance pay under section 2a of the Salaried Employees Act is only obtained on the basis of seniority acquired after employment subject to Annex 1a. If the conditions for payment of severance pay under section 2a of the Salaried Employees Act are present in the transition from employment on terms similar to those applicable under the Salaried Employees Act to other employment or resignation, payment must be made.

Annex 2 Protocol on the implementation of the Equal Pay Act

Implementation of the Equal Pay Act

The parties to the collective agreement have agreed to implement the Equal Pay Act in the collective agreements.

On this basis, the parties have agreed on the following protocol text:

Section 1. No discrimination on grounds of gender as regards pay may take place contrary to the rules of this agreement. This applies to both direct and indirect discrimination.

(2). All employers must pay men and women equally in terms of all pay components and pay conditions for the same work or work given the same value. Especially when a professional classification system is used to determine pay, this system must be based on the same criteria for male and female employees and be structured so that discrimination on grounds of gender is ruled out.

(3). The assessment of the value of the work must be based on an overall assessment of relevant qualifications and other relevant factors.

Section 1 a. Direct discrimination occurs when a person on grounds of gender is treated differently than another person is, has or would be treated in a corresponding situation. Any kind of lesser treatment of a woman in connection with pregnancy and during women's 14 weeks of leave after birth is considered direct discrimination.

(2). Indirect discrimination occurs when an apparently neutral provision, criteria or practice places people of one gender at a disadvantage compared to members of the other gender, unless that provision, condition or practice is justified by objective factors and the means to achieve it are expedient and necessary.

(3). Wages are the general basic or minimum wages and all other payments which the employee receives directly or indirectly from the employer because of the employment relationship, be it payment in cash or in kind.

Section 2. An employee whose pay is lower than that of others in contravention of section 1 of this Act is entitled to the difference.

(2). An employee whose rights have been violated as a result of gender-based wage differentiation may be awarded compensation. When determining the size of the compensation, the length of employment and the individual circumstances of the case will be taken into consideration.

Section 2 a. An employee has the right to pass on information relating to his or her own pay conditions. This information may be disclosed to anyone.

Section 3. An employer may not dismiss or treat an employee, including an employee representative, in an unfavourable manner as the reaction to a complaint or because the employee or the employee representative has put forward a claim for equal pay or because he or she has disclosed information regarding pay. An employer may not dismiss an employee or an employee representative because he or she has put forward a claim under section 4(1).

(2). It is incumbent upon the employer to prove that a dismissal was not made in violation of the rules laid down in (1). If the dismissal happens more than one year after the employee has made a demand for equal pay, (1) only applies if the employee can demonstrate actual circumstances that give reason to assume that the dismissal occurred in violation of (1).

(3). A dismissed employee may claim compensation or re-engagement. Any re-engagement will be in accordance with the principles of the Basic Agreement. The size of the compensation is determined in consideration of the length of the employment relationship as well as the matters of the case in general.

Section 4. Each year, an employer with a minimum of 35 employees must prepare gender-segregated wage statistics for groups of a minimum of 10 persons of each gender, calculated on the basis of the 6-digit DISCO code for the purpose of consulting and informing the employees of wage gaps between men and women in the company. However, this does not apply to companies in the fields of farming, gardening, forestry and fisheries. If the gender-segregated wage statistics are submitted in confidentiality for the good of the company's legitimate interests, the information may not be disclosed.

(2). The gender-segregated wage statistics under (1) are calculated for employee groups with a degree of detail corresponding to the 6-digit DISCO code. The employer also has a duty to give an account of the design of the statistics and for the wage concept applied.

(3). Companies that report to the annual wage statistics of Statistics Denmark may obtain, without charge, gender-segregated wage statistics under subsection (1) from Statistics Denmark.

(4). The employer's obligation to prepare gender-segregated wage statistics under subsection (1) will lapse if the employer enters into an agreement with the employees in the company to prepare a report. The report must contain a description of the terms which are of significance to the payment of men and women in the enterprise as well as specific, action-oriented initiatives which may run for a course of 3 years, and the more specific follow-up on this in the period of the report. The report must comprise all the employees of the company and must be considered in accordance with the rules laid down in the cooperation agreement. The report must be prepared no later than within the end of the calendar year in which the duty to prepare gender-segregated wage statistics existed.

Section 5. An employee who finds that the employer does not comply with the duty to offer equal pay, including equal pay conditions according to this agreement, may initiate an industrial disputes procedure to establish the claim.

(2). Where a person who finds that he or she has been discriminated against under section 1 establishes facts which give cause for presuming that direct or indirect discrimination has taken place, it is incumbent on the other party to prove that the principle of equal treatment has not been violated.

Section 6. Where the unions find grounds for initiating industrial disputes proceedings in accordance with the above rules, an inspection may be held at

the company with the participation of the unions before the industrial disputes procedure is initiated.

subsection (2). In industrial cases regarding equal pay, it is agreed at the mediation meeting, or prior to it, which information will be handed over to the union for the purpose of assessing the case."

The parties agree that the Equal Pay Act does not apply to employment relationships covered by the collective agreements between them and that disputes concerning equal pay must be resolved in the industrial law system.

The parties also agree to incorporate in this agreement changes to the Equal Pay Act as a result of any changes to EU law obligations.

Glostrup, 10 March 2010

Dansk El-Forbund

TEKNIQ

Annex 2a

Protocol on the establishment of an equal pay board

The parties to the collective agreement agree to recommend to DA and LO that the central unions establish an Equal Pay Board.

The parties to the collective agreement recommend that the Board be established within the following:

Overall framework

The Equal Pay Board is established based on the model known from the Dismissal Board (Afskedigelsesnævnet).

The Board must be able to decide on cases concerning the interpretation and understanding of as well as breaches of the Equal Pay Act or the implementation of the provisions of the Act in the implementation of the collective agreement. Cases concerning implementation agreements must be brought before the Board unless they are subject to the rule in section 11(2) and section 22(1) of the Danish Labour Law Act.

Preliminarily, the board must be able to decide on disputes concerning the central provisions of the Act, i.e., section 1(1)-(3) and section 3.

Questions regarding section 5a(4) of the Act and similar contractual provisions must primarily be resolved in accordance with the rules of the Co-operation Agreement. Only legal disputes in the form of disagreements regarding breach or interpretation of the provision may be brought before the Board.

The parties agree to endeavour to establish a unified system of sanctions.

If a case contains elements that concern both breach and interpretation of the equal pay rules and other collective agreement elements at the same time, the Board may also consider these other collective agreement elements. If such other elements of the collective agreement require very specific knowledge of the collective agreement, they may be referred for independent processing in the labour law system as claimed.

Cases may only be brought before the Board when the usual negotiation options in the industrial law system have been exhausted. This means that local negotiations, a mediation meeting and union meeting have taken place. In addition, a preparatory meeting should be held under the auspices of the Board, similar to the meeting known from the Dismissal Board.

The parties to the collective agreement agree that the deadlines that apply to the case processing in the Dismissal Board are not appropriate in equal pay cases that are most often fact-heavy. It is therefore agreed that it is appropriate to have other deadlines that better balance the need for a quick decision and the need for proper statement of facts.

The parties agree to seek clarification as to whether DA and LO will undertake to establish an equal pay board based on the same model as the Dismissal Board, and if so, whether the main unions will agree on the necessary details of the board's function, rules of procedure etc.

If it has not been possible to make a decision to establish an equal pay board under the auspices of DA and LO by 1 October 2010, the parties agree to establish a board themselves.

Such a board will be established in accordance with the above guidelines with the necessary adaptations.

Glostrup, 10 March 2010

Protocol on agreement on the implementation of the Act on statements of employment terms and Directive (EU) 2019/1152 of the European Parliament and of the Council of 20 June 2019 on transparent and predictable working conditions in the European Union (the working conditions directive) etc.

TEKNIQ Arbejdsgiverne and Dansk EI-Forbund have agreed to implement the Act on the employer's obligation to inform employees of the conditions applicable to the employment relationship in force from time to time (Act on statements of employment terms).

Pursuant to section 1(3) of the Act on statements of employment terms, the parties have agreed on certain derogations from the Act, see section 6 of the collective agreement.

It is clarified that this agreement on statements of employment terms does not change the content of the collective agreement, however, the agreed consequential amendments are made.

TEKNIQ Arbejdsgiverne and Dansk EI-Forbund also agree that the Electricians' Collective Agreement ensures the overall protection of employees and complies with the objective of Directive (EU) 2019/1152 of 20 June 2019 on transparent and predictable working conditions in the European Union (the Working Conditions Directive), see Article 1(1). Thus, Chapter 3 of the Working Conditions Directive is hereby deemed implemented, see article 14 of the Directive.

The parties further agree that when the implementation of Directive (EU) 2019/1152 of 20 June 2019 on transparent and predictable working conditions in the European Union (the Working Conditions Directive) is implemented into Danish law, the Act will replace the Act on the employer's obligation to inform employees of the conditions of employment (Act on statements of employment terms).

Annex 4 Employment contract

4.1. Electricians paid by the hour

[ansaettelsesbevis-for-timeloennet-elektriker.pdf \(teknig.dk\)](#)

Ansættelsesblanket

Ansættelsen sker iht. Elektrikeroverenskomsten mellem TEKNIO Arbejdsgiverne og Dansk El-Forbund*)

Virksomhedens navn *)		CVR-nr.)*
Adresse*)		
Postnr. og by*)	Tlf.nr.	E-mail
Den ansattes navn)*	CPR-nr.)*	
Adresse*)		
Postnr. og by *)	Tlf.nr.	E-mail
Bopælskommune	Udlært den	Fag
Titel eller kortfattet beskrivelse af arbejdet *)		
Fagforbund	Reg.nr. og kt.nr. i pengeinstituttet	
Ansæt fra den *)	Hvis ansættelsen er tidsbegrænset, angives fratrædelsesdato	
Hvis ansættelsen er opgavebegrænset, angives projekt og forventet varighed		

Ansættelsessted

<input type="checkbox"/> Ved ansættelse på ovennævnte adresse
Ved ansættelse i afdeling/filial – angiv adresse
Ved ansættelse på arbejdsplads – angiv adresse
Lønnen er ved tiltrædelsen aftalt til kr. _____ pr. time])*
Lønnen udbetales
<input type="checkbox"/> Hver 14. dag bagud, jf. Elektrikeroverenskomstens § 9, stk. 9. <input type="checkbox"/> Månedsvist bagud, jf. Elektrikeroverenskomstens § 9, stk. 10.
Med hensyn til betaling for overarbejde, rejse- og vejtid m.v. henvises til Elektrikeroverenskomsten*). På virksomheden kan forekomme akkordarbejde iht. Elektrikeroverenskomsten *).
Anmeldelse af sygdom/fravær skal ske iht. gældende regler, evt. virksomhedsregler. Helbredsforhold oplyst ved ansættelsens start
Arbejdsmarkedspension AMP oprettes i PensionDanmark, jf. Elektrikeroverenskomstens regler herom
Evt. specielle aftaler
Kun for nyoptagne medlemmer af TEKNIO Arbejdsgiverne vedr. optrappingsordning iht. Elektrikeroverenskomstens § 18a. (OBS: Kræver henvendelse til TEKNIO Arbejdsgiverne)
<input type="checkbox"/> Ansættelsen er omfattet af optrappingsordning iht. Elektrikeroverenskomstens § 18a. Kopi af aftalen udleveres til medarbejderen.

Virksomhedens underskrift	Den
Ansættelsesblanket modtaget	Den

Punkter markeret med *) i denne ansættelsesblanket er minimumsbestemmelserne iht. EF-Direktiv nr. 91/533/EEF om arbejdsgivers pligt til at underrette arbejdstageren om vilkårene for arbejdskontrakten. TEKNIO-blanket nr. 211015

4.2. Salaried electricians (Annex 1)

[ansættelseskontrakt-for-maanedsloennet-elektriker.pdf \(tekniq.dk\)](#)

Ansættelseskontrakt for månedslønnet elektriker

Ansættelsen sker i h.t. rammeaftale indgået mellem TEKNIQ Arbejdsgiverne og Dansk El-Forbund for månedslønnede elektrikere. Rammeaftalen er et bilag til den til enhver tid gældende overenskomst mellem TEKNIQ Arbejdsgiverne og Dansk El-Forbund.

Undertegnede virksomhed		CVR-nr.
Adresse		
Postnr. By	Tlf.nr.	E-mail
Ansætter herved (navn)	Cpr.nr.	
Adresse		
Bopælskommune	E-mail	Fag
Fagforbund	Reg.nr. og kt.nr. i pengeinstitut	
Ansættes som månedslønnet elektriker fra den	Hvis ansættelsen er tidsbegrænset angives fratrædelsesdato	
Hvis ansættelsen er opgavebegrænset angives projekt og forventet varighed		

Ansættelsessted

<input type="checkbox"/> Ved ansættelse på ovennævnte adresse
Ved ansættelse i afdeling/filial - angiv adresse
Ved ansættelse på arbejdsplads - angiv adresse
Lønnen er ved tiltrædelsen aftalt til kr. _____ pr. måned
Lønnen skal være til disposition senest den sidste hverdag i hver måned. Lørdag regnes i denne forbindelse ikke som hverdag.
Med hensyn til betaling for overarbejde, rejse- og vejtid mv. henvises til Elektrikeroverenskomsten. På virksomheden kan forekomme akkordarbejde i h.t. Elektrikeroverenskomsten.
Anmeldelse af sygdom/fravær skal ske i h.t. gældende regler evt. virksomhedsregler.
Helbredsforhold oplyst ved ansættelsens start:
Opsigelsesvarsler følger Funktionærloven, jf. Rammeaftalens bestemmelser.
120-dages reglen Den månedslønnede elektriker kan opsiges med 1 måneds varsel til fratreden ved en måneds udgang, når den pågældende har fået løn under sygdom i alt i 120 dage inden for 12 på hinanden følgende måneder. Opsigelse skal ske i umiddelbar tilknytning til udløbet af de 120 sygedage, og mens den månedslønnede elektriker endnu er syg. Opsigelsen er gyldig, selv om den pågældende er vendt tilbage til arbejdet inden opsigelsesvarslets udløb.
Arbejdsmarkeds pension AMP oprettes i PensionDanmark, jf. Elektrikeroverenskomstens regler herom.
Evt. specielle aftaler

Kun for nyoptagne medlemmer af TEKNIQ Arbejdsgiverne vedr. optrappingsordning iht. Elektrikeroverenskomstens § 18a. (Obs: Kræver henvendelse til TEKNIQ Arbejdsgiverne)	
<input type="checkbox"/> Ansættelsen er omfattet af optrappingsordning iht. Elektrikeroverenskomstens § 18a. Kopi af aftalen udleveres til medarbejderen.	

Virksomhedens underskrift	Den
---------------------------	-----

Medarbejderen har modtaget en genpart af nærværende kontrakt, og foranstående ansættelsesvilkår anerkendes

Medarbejderens underskrift	Den
----------------------------	-----

Denne ansættelsesblanket opfylder minimumsbestemmelserne i h.t. EF direktiv nr. 91/533/EØF om arbejdsgiverens pligt til at underrette arbejdstageren om vilkårene for arbejdskontrakten.



TEKNIQ ARBEJDSGIVERNE

TEKNIQ-blanket nr. 211020

4.3. Individual electricians employed on terms similar to those applicable under the Salaried Employees Act (Annex 1a)

[ansaettelseskontrakt-for-individuel-funktionaerlignende-ansatte.pdf \(tekniq.dk\)](#)

Ansættelseskontrakt for individuel funktionærlignende ansatte elektrikere iht. Elektrikeroverenskomstens bilag 1 og 1a

1. Undertegnede virksomhed	CVR-nr.
Adresse	
Postnr. By	Tlf.nr.
E-mail	
Ansætter herved (navn)	Cpr.nr.
Adresse	
Postnr. By	Tlf.nr.
E-mail	

2. Som (titel/stilling)

3. Ansættelsessted
<input type="checkbox"/> Ovennævnte adresse:
Ved ansættelse i afdeling/filial - angiv adresse
Ved ansættelse på arbejdsplads - angiv adresse
Andet:

4. Ansat fra:	Evt. til (hvis tidsbestemt):
----------------------	------------------------------

5. Der tilkommer medarbejderen ferie med løn/feriegodtgørelse i overensstemmelse med ferieloven.

6. Under ansættelsesforholdet gælder følgende opsigelsesvarsler: De første 3 måneder af ansættelsesforholdet kan aftales som prøvetid, og i denne kan opsigelse finde sted med 14 dages varsel til en hvilken som helst dag. Aftalt prøvetid: <input type="checkbox"/> Ja <input type="checkbox"/> Nej Ansættelsesforholdet kan derefter opsiges af medarbejderen med 1 måneds varsel til ophør ved udløbet af en kalendermåned. Af virksomheden kan ansættelsesforholdet efter prøvetiden opsiges til ophør ved udløbet af en kalendermåned således: » med et varsel på 1 måned, hvis opsigelse afgives inden udløbet af 5 måneder » med et varsel på 3 måneder, hvis opsigelse afgives inden udløbet af 2 år og 9 måneder » med et varsel på 4 måneder, hvis opsigelse afgives inden udløbet af 5 år og 8 måneder » med et varsel på 5 måneder, hvis opsigelse afgives inden udløbet af 8 år og 7 måneder » med et varsel på 6 måneder, hvis opsigelse afgives herefter. Opsigelse efter prøvetidens udløb skal ske skriftligt fra begge sider og være modtageren i hænde sidste dag i måneden. 120-dagesreglen Uanset ovennævnte opsigelsesvarsel er det en aftale, at ansættelsesforholdet kan opsiges med 1 måneds varsel til ophør ved udløbet af en kalendermåned, når følgende 3 betingelser alle er opfyldt: Medarbejderen skal inden for de senest forløbne 12 måneder have oppebåret løn under sygdom i 120 dage i alt » Opsigelse skal ske i umiddelbar tilknytning til udløbet af de 120 sygedage » Opsigelse skal ske, mens medarbejderen endnu er syg

Ansættelseskontrakt for individuel funktionærlignende ansatte elektrikere iht. Elektrikeroverenskomstens bilag 1 og 1a

7. Funktionsløn/jobløn

Lønnen er ved tiltrædelsen aftalt til kr. _____ pr. måned eller kr. _____ pr. time

og vil blive udbetalt hver måned 14. dag

Der kan indgås aftale om funktionsløn/jobløn. Ved en sådan aftale kan det bestemmes, at lønnen omfatter betaling for overarbejde med den virkning, at der ikke ydes overarbejdsbetaling. Aftalen skal stå i rimeligt forhold til lønnen, stillingens indhold og overarbejdets omfang og kan fagretligt behandles efter overenskomstens § 20.

Ovenstående løn betragtes som funktionsløn/jobløn Ja Nej

Arbejdsmarkedspension AMP oprettes i PensionDanmark, jf. Elektrikeroverenskomstens regler.

7A. Rejse- og udearbejde:

Betaling for rejse- og udearbejde kan afregnes iht. individuel aftale.

Individuel aftale: Ja Nej

Det er individuelt aftalt, at:

8. Sygefravær

Ved sygefravær anmeldes dette iht. gældende regler eller virksomhedens retningslinier.

9. Specielle aftaler:

10. For nyoptagne medlemmer af TEKNIQ Arbejdsgiverne vedr. optrappingsordning iht. Elektrikeroverenskomstens § 18a

Ansættelsen er omfattet af optrappingsordning iht. Elektrikeroverenskomsten § 18a. Kopi af aftalen udleveres til medarbejderen.

Dato

Virksomhedens underskrift

Medarbejderen har modtaget en genpart af nærværende kontrakt, og foranstående ansættelsesvilkår anerkendes.

Dato

Medarbejderens underskrift:

11. Senere kontraktændringer (der underskrives og dateres af parterne - senest 1 måned efter ikrafttræden):

4.4. Employment form according to section 19 of the Electricians' Collective Agreement

If you wish to receive the contract, please contact Overenskomst & Jura on tel. +45 43 43 43 60 00 or teknig@teknig.dk

Ansættelsesblanket efter Elektrikeroverenskomstens § 19

Ansættelsen sker i henhold til indgået aftale om funktionærlignende ansættelse efter Elektrikeroverenskomstens § 19*).

Undertegnede virksomhed *)		CVR-nr. *)
Adresse*)		
Postnr. By*)	Tlf.nr.	E-mail
Ansætter herved (navn)*		Cpr.-nr. *)
Adresse *)		E-mail
Postnr. By		
Bopælskommune	Udlært den	Fag
Fagforbund	Reg.nr. og kt.nr. i pengeinstitut	
Titel eller kortfattet beskrivelse af arbejdet *)		
Dato for ansættelse i virksomheden *)		Dato for overgang til varsel efter funktionærlovens § 2

Opsigelsesvarsler *)

- De første 12 måneder af ansættelsesforholdet opsigelsesvarsel efter Elektrikeroverenskomstens § 6, stk. 2.7.
- Efter 12 måneders ansættelse påbegyndes anciennitet og opsigelsesvarsel efter funktionærlovens § 2, dog undtaget stk. 4 og 5.
- Under projektansættelse gælder opsigelsesvarsler i Elektrikeroverenskomsten.
Hvis ansættelsen er tidsbegrænset angives fratrædelsesdato *)
Hvis ansættelsen er projektbegrænset angives projekt samt forventet varighed *):
<input type="checkbox"/> Ved ansættelse på ovennævnte adresse
Ved ansættelse i afdeling/filial - angiv adresse *)
Ved ansættelse på arbejdsplads - angiv adresse *)

Ansættelsesblanket efter Elektrikeroverenskomstens § 19

Løn og lønperiode*)

Lønnen er aftalt til kr.	pr. måned
	pr. time*)
<input type="checkbox"/> Månedsløn	
<input type="checkbox"/> Andet, angiv arten	
Ved månedsløn skal lønnen være til disposition senest den sidste hverdag i hver måned. Øvrige løndelevise til den på virksomheden indgåede lokalaftale om funktionærlignende ansættelse.	
Der er udleveret personalecirkulære	
<input type="checkbox"/> Ja	
<input type="checkbox"/> Nej	
Anmeldelse af sygdom/fravær skal ske i h.t. gældende regler evt. virksomhedsregler. Helbredsforhold oplyst ved ansættelsens start	
Eventuel aftale om 120-dagsreglen ved sygdom, jf. Funktionærlovens § 5 stk. 2.	
Arbejdsmarkedspension AMP oprettes i PensionDanmark, jf. Elektrikeroverenskomstens regler herom.	
Evt. specielle aftaler	

Den	Medarbejderen har modtaget ligegyldende genpart af nærværende blanket, og foranstående ansættelsesvilkår anerkendes
Virksomhedens underskrift	Medarbejderens underskrift

Punkter markeret med *) i denne ansættelsesblanket er minimumsbestemmelserne i h.t. EF-direktiv nr. 91/533/EØF om arbejdsgiverens pligt til at underrette arbejdstageren om vilkårene for arbejdskontrakten.



TEKNIQ ARBEJDSGIVERNE

4.5. Off-site work abroad Section 14a

[Addendum to employment contract when working abroad for up to 1 year \(teknig.dk\)](#)

Ansættelseskontrakt for timelønnede ved arbejde i udlandet i indtil 1 år

(Punkter markeret med *) i denne ansættelseskontrakt opfylder minimumsbestemmelserne i h.t. EF direktiv nr. 91/533/EØF/Elektrikeroverenskomsten om arbejdsgiverens pligt til at underrette arbejdstageren om vilkårene for arbejdskontrakten)

Mellem (virksomhedens navn)*	SE nr.*
Adresse *)	Tlf.nr.
og (medarbejderen)*	Cpr. nr.*
Adresse (Danmark)*	Tlf.nr.
Adresse (Udlandet)*	

er der indgået aftale på nedennævnte vilkår og betingelser:

§1 Arbejdets varighed og art samt forhold inden afrejsen

a) Kontrakten vil være gyldig fra afrejsedatoen den *)	Afrejsested er:
Der tages forbehold for ændringer i afrejsetidspunktet. Virksomheden giver skriftligt medarbejderen meddelelse om eventuelle ændringer. Virksomheden afholder dokumenterede rejseudgifter.	
b) Jobkategori/titel*)	eller arbejdet består af *)
<input type="checkbox"/> Medarbejderen kan i aftaleperioden blive forflyttet eller	<input type="checkbox"/> har skiftende arbejdssted *)
c) Det faste arbejdssted eller hovedarbejdssted er*)	
Kontraktens forventede varighed*)	
(med mindre der er tale om tidsbegrænset ansættelse) eller ansættelsesforholdet er begrænset til udførelse af følgende opgave:*)	
Ved misligholdelse gælder § 10.	
d) Ved ansættelse til arbejde i udlandet aftales mellem den enkelte medarbejder og virksomheden om arbejdsforholdets ophør og eventuelle opsigelsesvarsel. Aftale:*)	
e) Medarbejderen kan i aftaleperioden blive forflyttet eller har skiftende arbejdssted *) Hvor en medarbejder, der i forvejen er beskæftiget i virksomheden i Danmark i henhold til Elektrikeroverenskomsten, udstationeres til arbejde i udlandet, bevarer den pågældende den anciennitet, der er opnået før udrejsen. Ved opsigelse kan arbejde i udlandet helt eller delvist indgå i et eventuelt opsigelsesvarsel, således at fratræden kan finde sted ved hjemkomsten.	
f) Der oparbejdes ikke anciennitet i henhold til Elektrikeroverenskomsten ved arbejde i udlandet, medmindre det i hvert enkelt tilfælde er aftalt mellem medarbejder og virksomhed. Aftale:*)	
g) Inden afrejsen skal der foreligge helbreds- og tandlægeattest, der betales af virksomheden. Udgifterne til behandlingen i denne forbindelse er virksomheden uvedkommende. Vaccinationer skal have fundet sted i god tid inden afrejsen. Udgifterne hertil betales af virksomheden. Arbejdstilladelse og visum arrangeres og betales af virksomheden.	
h) De attester, som er nødvendige i forbindelse med udstationeringen er under udarbejdelse. Det drejer sig om følgende attester:*)	
Med hensyn til	(attesten) gør vi opmærksom på, at du selv skal sørge for at få den endelige attest udstedt

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TEKNIQ ARBEJDSGIVERNE

Ansættelseskontrakt for timelønnede ved arbejde i udlandet i indtil 1 år

§ 2 Rejsetid og transport

a) Ud- og hjemrejse foretages med (rejsemåden angives)*)	
b) Om lokal transport mellem arbejdsstedet/arbejdssteder og bolig er følgende aftalt.*)	
c) Under ud- og hjemrejse rejse betales max. 8 timer pr. dag med den i § 5a anførte grundløn uanset medgået rejsetid.	
d) Til afholdelse af udgifter til dragere, ekstra forætning m.v. i forbindelse med rejsen udbetales kr.	såvel under udrejse som hjemrejse.
e) Der kan fragtfrit medtages	kg nødvendig personlig bagage.
Udstyr/specialværktøj, der skal medtages:	

§ 3 Kost og logi under ansættelsen*)

Under opholdet stiller virksomheden logi af rimelig standard under hensyntagen til arbejdsstedets beliggenhed til rådighed i nærheden af arbejdsstedet. Der træffes nærmere aftale om kostforholdene på arbejdspladsen med den stedlige arbejdsledelse.

§ 4 Arbejdstiden, herunder overarbejde

Den normale arbejdstid er aftalt til*)	timer ugentligt.
Nærmere aftale om den daglige arbejdstids placering træffes med virksomhedens stedlige arbejdsledelse, herunder om arbejde på lokale og/eller danske helligdage. Medarbejderen må være indstillet på at udføre nødvendigt overarbejde udover det i pkt. a) anførte timetal.	

§ 5 Lønforhold

Lønnen er aftalt på følgende måde:		
Grundløn*)		kr. pr. time
Overtidsbetaling*)		kr. pr. time
Udetillæg, bonus og lign.*) De aftalte lønsatser er gældende for hele kontraktperioden.		kr. pr. time
Fordele i kontanter og/eller naturalier*)		
b) Lønnen udbetales på grundlag af timesedler attesteret af den stedlige arbejdsledelse*).		
Hver 14. dag indsættes på	Reg.nr.	kontonr. DKK
mens der på arbejdsstedet udbetales	i	(møntsort).
c) Optjening af SH-betaling <input type="checkbox"/> ja <input type="checkbox"/> nej:		
Bemærk særlige regler ved arbejde i Tyskland, jf. protokollat af 31. juli 1997.		
d) Medarbejderens personlige skatteforhold er virksomheden uvedkommende. Se SKAT's pjeces: "Om skatten ved arbejde i udlandet".		
e) Indbetaling til Arbejdsmarkeds pension *) <input type="checkbox"/> ja <input type="checkbox"/> nej Ved ja indbetales bidrag til denne ordning således:		
Arbejdsgiverbidrag	%	
Arbejdstagerbidrag	%	

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TEKNIQ ARBEJDSGIVERNE

Ansættelseskontrakt for timelønnede ved arbejde i udlandet i indtil 1 år

§ 10 Ophævelse af kontrakten

a) Hvis en af parterne annullerer denne kontrakt inden afrejsen fra det under § 1a) nævnte afrejsested, uden at grunden hertil kan tilregnes den anden part, påhviler det ham at godtgøre den anden part en erstatning til fuld og endelig afgørelse af mellemværendet på kr.
b) Såfremt en af parterne væsentligt misligholder nærværende kontrakt, kan den anden part ophæve kontrakten uden varsel.
c) Ved medarbejderens misligholdelse bortfalder retten til løn, fri kost og logi samt fri befordring til hjemlandet øjeblikkeligt. Hjemrejse vil blive arrangeret af virksomheden ved først givne lejlighed. Medarbejderen godtgør virksomheden de rejseudgifter, der er forbundet med hjemrejsen.
Følgende forhold vil blive betraget som Medarbejderens misligholdelse og kan medføre øjeblikkelig afskedigelse:
1. Overtrædelse af instruktioner givet af den stedlige arbejdsledelse med hensyn til arbejdsnormer, sikkerhedsbetingelser, misbrug af udstyr m.v.
2. Overtrædelse af (landets) love og forordninger vedrørende arbejde og ophold i (landet)
3. Indtagelse af øl eller spiritus i arbejdstiden samt overdreven spiritusnydelse eller anden usømmelig adfærd i fritiden.
4. Udeblivelse fra arbejdet undtagen i tilfælde af bekræftet sygdom/ulykke eller med skriftlig tilladelse fra arbejdsleder Vedrørende langvarig sygdom se § 7a.
5. Undladelse af at fremlægge korrekte oplysninger med hensyn til sundhedstilstand.
6. Andre selvforksylde forhold som gør, at opholds- og/eller arbejdstilladelse inddrages.

§ 10 Tvistigheder*)

Der er mellem parterne enighed om, at tvistigheder vedrørende forhold i denne aftale behandles her i landet i henhold til de mellem TEKNIQ og Dansk EI-Forbund aftalte regler for behandling af faglig strid.
, den 20
Virksomheden
Medarbejderen

Side 4/4

TEKNIQ ARBEJDSGIVERNE

Annex 5 Proposed agreement on flexitime

Link to form: [aftale-om-flekstid.pdf \(teknig.dk\)](#)



DANSK
EL-FORBUND

TEKNIQ
ARBEJDSGIVERNE

FORSLAG TIL AFTALE OM FLEKSTID

Med det formål at skabe øget fleksibilitet for medarbejderen er der aftalt flekstid i henhold til overenskomstens § 7 stk. 15. Ordningen administreres efter følgende retningslinjer:

Normal daglig arbejdstid: Virksomhedens normale daglige arbejdstid ligger i tidsrummet _____. Beordret arbejde uden for dette tidsrum honoreres som overarbejde.

Fikstid: Medmindre der er indgået særlige aftaler eller den enkelte elektriker har lovligt forfald, skal elektrikerens møde på arbejde i tidsrummet _____

Afspadsering i fikstiden forudsætter konkret aftale.

Flekstid: Uden for dette tidsrum tilrettelægger elektrikerens selv sin arbejdstid under hensyn- tagen til virksomhedens drift, således at det præsterede timetal gennemsnitlig svarer til det i ansættelsesbeviset aftalte, ugentlige timetal.

Der oprettes en flekskonto, hvorpå opsparede timer registreres. Saldoen på kontoen må ikke uden særlig aftale gå i overskud med mere end _____ timer eller underskud med mere end _____ timer.

[BEMÆRK! Det er vigtigt, at der tages stilling til, hvordan eventuelle overskydende og under- skydende timer skal håndteres i tilfælde af opsigelse af den enkelte aftale om flekstid eller i tilfælde af ophør af ansættelsesforhold.]

Dato

Underskrift

Dato

Underskrift

Annex 6 Protocol on equalisation scheme for pay during maternity leave

Employers reserve the right to establish a special scheme to equalise the costs of pay during maternity leave between companies in the industry so that the costs can be shared equally among the companies covered by the collective agreement.

Copenhagen, 9 April 1997

Elinstallatørernes
Landsforening ELFO

Dansk EI-Forbund

Annex 7 Protocol on on-call time

With reference to the "Protocol on the EU Working Time Directive" and section 19 of Executive Order no. 324 of 23. May 2002, the parties to the collective agreement have entered into a framework agreement that enables the local parties to agree that the rest period may be postponed in connection with on-call time for the types of work not covered by Annex 1 to the Executive Order, see 3.2. in Annex 7a on "Daily rest period".

Work covered by Annex 1 is not regulated by this agreement but only by the Executive Order.

Annex 7a Protocol on the EU Labour Directive

The basis for this annex is Council Directive 93/104/EC of 23 November 1993 concerning certain aspects of the organization of working time and Danish legislation, including in particular the Working Environment Act and the Holiday Act.

This protocol implements the above-mentioned directive.

The parties to the collective agreement agree that when an agreement can be concluded between the 'employer party' and the 'employee union' in the Executive Order on rest periods and rest days – chapter 5 – this means TEKNIQ Arbejdsgiverne and Dansk EI-Forbund within the area of the Electricians' Collective Agreement.

The parties to the agreement has the following understanding of the following terms:

Article no. and title

2.1 Working hours

The time the employee is at work and available to the employer.

Example On-call time that is converted to active time, for example via telephone service, is considered working time.

2.2 Rest period

The period of time that is not working hours.

Example On-call time outside the work site that is not converted into work performed is a rest period.

Travelling time to and from a work site other than the fixed workplace is not considered a rest period to the extent that it exceeds the employee's normal daily travelling time to the work site. Breaks that are not paid by the employer are considered a rest period.

2.3 Night period

The night period is agreed at the individual company.

The night period is 7 hours and must include the period from 00.00 midnight to 05.00 am.

If no local agreement is made, the night period is from 10.00 pm to 05.00 am.

2.4 Night work

a) An employee who normally works 3 hours of his or her daily work time during the night period,

or

who performs night work for at least 300 hours within a 12-month period.

Example 1 An employee who is moved to night work that is not regular night work must be considered a night worker when night work has been performed during the period set out in Article 2.4b) and is offered a medical examination before the employee has achieved the status of a night worker.

Example 2 A newly hired employee who either has to work a regular night shift or is hired under a work schedule that makes the employee a night worker must be offered a pre-employment medical examination.

For medical examination and health surveillance – see Annex 7 b.

2.5 Shift work

Shift work is work according to a work schedule where employees work in shifts, replacing each other at the same work sites and where each employee usually works at different times over a given period of days or weeks.

2.6 Shift worker

An employee who participates in shift work is considered a shift worker.

3.1 Daily rest period

Covered by the applicable rules in Part 9 of the Working Environment Act and associated Executive Order no. 324 of 23 May 2002.

Where the daily rest period is reduced, postponed or cancelled according to applicable Danish rules, a compensatory rest period must be given.

This requirement is fulfilled if, within a period of 4 months, there has been an average of at least 11 hours of time off within each working day.

The calculation does not include working days.

3.2 On-call time

The local parties may enter into a written agreement setting out that when employees are called to work during on-call time as well as call-outs outside of the on-call time, see Section 13(14), the daily rest period of 11 hours for work that is not subject to the schedule to Executive Order no. 324 of 23 May 2002 on rest periods and rest days may be postponed so that it is given immediately after the end of the last work and so that the rest period may be during on-call time. If the 11 hours of rest extends into the following 24 hours, the employee must also have the usual rest period of 11 hours within those 24 hours. This rest period may be postponed accordingly.

If the postponed rest period prevents the employee from performing scheduled normal daily working hours, the working hours not performed must be paid as in the case of illness.

Where section 8(1) of the Executive Order applies, the daily rest period may be 8 hours.

Postponement of the rest period may be for a maximum of 10 days in each calendar month and a maximum of 45 days per calendar year.

At companies where no union representative has been elected, the unions are notified of the conclusion of the agreement.

Agreements in accordance with this provision may be terminated in accordance with the Electricians' Collective Agreement.

4. Breaks

Breaks are agreed locally. If daily working hours exceed 6 hours, either local party may demand that a break is taken on normal working days. No break can be of a duration of less than 10 minutes.

5.1 Weekly rest time

Covered by the applicable rules in Part 9 of the Working Environment Act and associated Executive Order no. 324 of 23 May 2002.

Where the weekly day off is reduced, postponed or cancelled according to applicable Danish rules, a compensatory day off must be given.

Local agreements can be made to reschedule the weekly day off. However, there must be no more than 7 days between 2 days off.

The unions may approve work schedules where there are up to 12 days between two days off, see the relevant provisions.

5.2a Work on offshore wind turbines and directly related work on land

According to the rule in section 5(2), the company and a union representative may deviate from the Electricians' Collective Agreement so that working hours can be planned with a working period of up to 14 days followed by 14 days of time off ashore.

This provision applies to work on offshore wind turbines (coastal and non-coastal offshore wind turbines) and to work and tasks that are directly related to work on offshore wind turbines and that take place on land.

The work must be performed by employees whose job function is to perform work on offshore wind turbines and who work in the same rotation as the work on the offshore wind turbines.

Employees who mainly work on land cannot be covered by the above.

The local agreement must include a position on working hours and time off. It may be based on the Electricians' Collective Agreement, Annex 22 on offshore work, item 2.0.

5.2b Work on offshore wind turbines and directly related work on land

Where a company obtains an exemption from the Danish Working Environment Authority to plan working hours with a working period of up to 14 days followed by 14 days off ashore, the company and a union representative may, in accordance with the rule in section 5(2), deviate from the Electricians' Collective Agreement so that working hours can be planned with a working period of up to 14 days followed by 14 days off ashore.

This provision applies to work on offshore wind turbines (coastal and non-coastal offshore wind turbines) and to work and tasks that are directly related to work on offshore wind turbines and that take place on land.

The work must be performed by employees whose job function is to perform work on offshore wind turbines and who work in the same rotation as the work on the offshore wind turbines.

Employees who mainly work on land cannot be covered by the above.

6. Maximum weekly working hours

Average weekly working hours including overtime must not exceed 48 hours within a 4-month period.

7. Holiday

Covered by the existing Holiday Act and the Electricians' Collective Agreement.

8. Duration of night work

The normal working hours for night workers must not exceed 8 hours per working day on average over a period of 3 months.

The weekly day off is not included in the calculation.

For night work of a particularly risky nature, see Section 57 of the Working Environment Act, working hours must not exceed 8 hours per 24-hour period.

9. Health surveillance

Employees must be offered free health surveillance before commencing employment with night work as defined in this agreement and then at regular intervals of less than 3 years.

If possible, night workers who suffer from health problems that are demonstrably caused by performing night work will be transferred to day work.

10. Guarantees related to night work

Is covered by existing legislation.

11. Information for regular employment of night workers

Preparing the possibility to collect statistical information on the following is recommended:

- number of night workers employed
- annual number of hours worked per year for employed night workers

12. Safety and health protection

Is covered by the Working Environment Act and related executive orders.

13. Work rhythm

Is covered by the Working Environment Act and related executive orders and guidelines.

14. Specific provisions

Employees covered by other community provisions which contain more specific rules in this area with regard to certain types of employment or occupation such as the rules on transport time and rest periods are not covered by this protocol.

Regarding examples in the union agreement:

The examples described in the agreement are only normative and thus not exhaustive examples in relation to the individual article.

Annex 7b Medical examination and health surveillance, see Annex 7a, item 2.4.

Health surveillance

Employees must be offered free health surveillance before they start working as night workers.

The parties also agree that employees who are classified as night workers in accordance with subsection (2.4) in Annex 7 must be offered health surveillance at regular intervals of no more than two years.

When should the health surveillance take place

The parties agree that if the health surveillance takes place outside the working hours of the employee in question, the employer will compensate the employer.

Model for carrying out health surveillance

The parties agree that the health surveillance should be carried out as follows:

1. The employee completes a questionnaire prepared by the parties.
2. In addition, the employee undergoes a physical health examination.
3. Based on the above and on a dialogue with the employee, a doctor draws up an overall conclusion for the employee. The doctor must have industrial medicine competences.
4. The information obtained in connection with the health surveillance is confidential and belongs solely to the employee. The information may only come to the employer's knowledge in the event that the employee takes the initiative to do so.

If possible, night workers who suffer from health problems that are demonstrably caused by performing night work will be transferred to day work.

Report to the safety committee

The parties agree that the safety organisation at the individual company must, on its own initiative, monitor whether health surveillance is carried out in accordance with the rules.

Glostrup, 10. marts 2010

Dansk El-Forbund

TEKNIQ

Annex 7c New rules and framework for night work

Preventive measures for night work

The parties agree to implement NFA's recommendations on night work:

- A maximum of three consecutive night shifts
- A maximum of 9 hours at a time
- At least 11 hours between two shifts
- Pregnant women usually work a maximum of 1 night shift per week to minimise the risk of miscarriage and other pregnancy complications.

Companies that have night workers must therefore implement the following measures:

The local parties must, possibly in co-operation with the working environment organisation, discuss whether the company complies with NFA's recommendations in the areas of the company where night work is performed.

The discussion should:

- a. be implemented at the start of night shifts and then on an ongoing basis once a year.
- b. be documented by filling out a form prepared by the parties that contains a review of the recommendations.

If the local parties, possibly in co-operation with the working environment organisation, assess that NFA's recommendations are observed, the general rules of the collective agreement apply unchanged, including the rules on health surveillance in Annex 7b.

If the local parties, possibly in co-operation with the working environment organisation, assess that NFA's recommendations are not being observed, the following special activities are implemented for employees whose normal working hours at night are not organised in accordance with NFA's recommendations:

- a) The company must offer annual health surveillance to night workers
 - I. It is mandatory for the night worker to complete the health surveillance every two years
 - II. For night workers over the age of 50, an extended health surveillance is applied
- b) Conducting an annual risk assessment aimed at night work
 - I. Identifying and mapping the risks of night work
 - II. Assessing the risks of night work
 - III. Prioritising and preparing an action plan
 - IV. Follow-up on action plan

Glostrup, 8 March 2023

Dansk EI-Forbund

TEKNIQ Arbejdsgiverne

Annex 7d

Pregnant women's night work

As of 1 March 2024, the parties agree to observe NFA's recommendation that pregnant employees should work a maximum of 1 night shift per week to reduce the risk of miscarriage and other pregnancy complications.

The following requires that the Danish Working Environment Authority incorporates NFA's recommendations on pregnant women working nights in, e.g., section 8 of the Executive Order on the performance of work, see Annex 2.

In addition, the parties assume that night work beyond the usual 1 night shift per week will be covered by section 6(2)(2) of the Danish Maternity Leave Act and that there will therefore be a right to reimbursement.

If these conditions are not met, discussions between the parties will resume.

When the company is notified or otherwise becomes aware that an employee is pregnant, the company must, as soon as possible and no later than 2 weeks after the end of a week, reschedule the employee's working hours or transfer the employee to other work tasks so that the employee works no more than 1 night shift per week.

If it is not possible for the employer to reschedule working hours so that the employee in question works a maximum of 1 night shift per week or to transfer the employee to other work tasks, the employee is entitled to absence for other night shifts in addition to the usual 1 per week.

The employee must be paid for the absence as for pregnancy leave in accordance with the provisions of section 10(5) of the Electricians' Collective Agreement.

This is solely a payment rule that applies regardless of the employee's seniority and regardless of the number of weeks the employee is absent for other night shifts in addition to the usual 1 per week.

Glostrup, 8 March 2023

Dansk El-Forbund

TEKNIQ Arbejdsgiverne

Annex 8

Protocol on EU implementation

The parties to the collective agreement agree that the necessary implementation of the Framework Agreement on telework concluded between UNICE and ETUC on 16 July 2002 has been made in the existing translation by DA and LO.

Furthermore, the parties agree that the Directive on fixed-term work, 99/70/EC of 28 June 1999, has been adequately implemented by the agreement on implementation between DA and LO of 7 August 2002.

The parties to the collective agreement agree to assess whether the Framework Agreement on Harassment and Violence at Work between CEEP, BusinessEurope (formerly UNICE), EAPME and ETUC of 14 December 2006 should be implemented in the collective agreements in force between the parties. In this regard, the parties undertake to having made a decision no later than on 1 January 2009 as to whether they will make such an implementation.

It is also agreed to assess whether the Framework Agreement on guidelines for good health protection when handling and using crystalline silica concluded between CEEMET and EMF on 25 April 2006 should be implemented in the collective agreements in force between the parties. In this regard, the parties undertake to having made a decision no later than on 1 January 2009 as to whether they will make such an implementation.

Furthermore, the parties agree that the necessary implementation of EU Directive No. 88 of 4 November 2003 concerning certain aspects of the organisation of working time has been made in the "Framework agreement for offshore work on mobile and stationary platforms".

Finally, it is agreed that there should be no further implementation of the part-time work directive and the related delegated legislation as the Electricians' Collective Agreement allows for part-time employment and there is no discrimination of part-time employees compared to full-time employees.

Glostrup, 2 March 2007

TEKNIQ

Dansk El-Forbund

Annex 8a Protocol on committee work on pension conditions for posted employees

The parties agree that a working group is to be established to examine the impact of the Directive on safeguarding the supplementary pension rights of employed and self-employed persons moving within the Community (98/49/EC) concerning double payment of pensions on the provisions on pension contributions in the collective agreement.

Discussions must be concluded by June 2015.

Glostrup, 3 March 2014

TEKNIQ

Dansk EI-Forbund

Annex 9

Forms to be used for piecework according to sections 12.1 and 12.2

Akkordseddel

For arbejde som udføres efter Elektrikeroverenskomstens § 12.1:
EBA - El Branchens Akkordsystem

Firma			Akkordnr.
Adresse	Postnr.	By	Ordrenr.
Akkordindehaver			
Arbejdsstedets adresse			
Arbejdets omfang			
Arbejdet forventes påbegyndt/er påbegyndt (dato)			
Arbejdstid Mandag fra kl. _____ til kl. _____ Tirsdag fra kl. _____ til kl. _____ Onsdag fra kl. _____ til kl. _____ Torsdag fra kl. _____ til kl. _____ Fredag fra kl. _____ til kl. _____ Lørdag fra kl. _____ til kl. _____			Den daglige arbejdstid indeholder _____ minutters pause(r) pr. dag
Akkordforskudbetaling, jf. Elektrikeroverenskomsten § 12.1.4 pr. time _____ kr.			
Yderligere akkordforskudbetaling, jf. Elektrikeroverenskomsten § 12.1.5			
<input type="checkbox"/> _____ kr. pr. time <input type="checkbox"/> _____ % af godkendte delopmålinger der indgår i det afsluttende regnskab			
Røjsetid jf. EO § 14.3 _____ timer pr. dag & kr. _____			
Befordringsgodtgørelse jf. EO § 14.3 Pr. dag kr. _____ Pr. uge kr. _____ Pr. måned kr. _____			
Betaling for godkendte ekstraordinære firmatimer* (se vejledning) _____ kr/t			
Betaling for godkendte kundetimer* (se vejledning) <input type="checkbox"/> _____ kr/t og/eller <input type="checkbox"/> opmåling			

Akkordseddel

Akkordform, jf. Elektrikeroverenskomsten § 12.1

Akkordtiden opgøres efter

- A - Virksomhedens opmåling efter EBA tilgæns akkordaf tækn. Ved ændringer under arbejdets udførelse af det af virksomheden opmålte projekt, aftales regulering af virksomhedens opmåling.
- B - Akkordindehaveren opmåler projektet efter EBA under arbejdets udførelse eller ved afslutning.
- C - Akkordindehaveren og virksomheden opmåler hver sin aftalte del af projektet efter EBA under arbejdets udførelse eller ved afslutning.

Aftalte satser for tillægstider

Indirekte tid _____ % Personlig tid: 6 % Arbejdspladsbestemt tillægstid: _____ %

Der beregnes en samlet tillægstid efter følgende formel:

Indirekte tid + ((1+Indirekte tid)*Personlig tid)+Arbejdspladsbestemt tillægstid

Ovenstående giver en samlet tillægstid på _____ %

Såfremt der anvendes forskellige tillæg i byggeriet, skal disse dokumenteres som bilag til akkordseddel.

NB: For udførelse af skema - se vejledning til akkordseddel samt Almindelige Bestemmelser for EBA, El Branchens Akkordsystem.

Aftalen dækker alle forekommende ydelser og arbejder, der er nødvendige for at gennemføre arbejdet til fuld færdig stand, såfremt andet ikke er aftalt skriftligt.

Grundlaget for akkordaf tækn er besigtigelse og gennemgang samt det udleverede og gennemgåede tegningsmateriale, tidsplaner, beskrivelser og opmåling afhængig af den valgte akkordform.

Ud over det aftalte betales således kun for ekstraarbejder og projektændringer, når disse er rekvireret af virksomheden eller skriftligt af bygherren. Dog betales overtidsbetaling, jf. Elektrikeroverenskomstens § 13, når dette igangsættes af virksomheden.

Dato	
Virksomhed	Akkordindehaver



TEKNIQ ARBEJDSGIVERNE

Vejledning i udfyldelse af akkordseddel

Generelt: Akkordseddel er obligatorisk, jf. Elektrikeroverenskomstens § 12.1.1.

NB! Akkordsedlen skal underskrives af parterne ved arbejdets påbegyndelse med tydelig angivelse af arbejdssted og arbejdets omfang (eks. „rørlægning, montering, svagstrøm i blok“ - „Kabel, bakke, tavleinstallationer, belysning i fabrikshal“ - „Komplet installation i henhold til foreliggende beskrivelse og tegning nr. ...“).

Arbejdet forventes påbegyndt/er påbegyndt (Dato)	Udfyldes med den for arbejdsstedet aftalte dato for påbegyndelse af arbejdet.
Arbejdstid	Udfyldes med den for arbejdsstedet aftalte arbejdstid.
Akkordforskuksbetaling	Udfyldes med den for arbejdsstedet aftalte akkordforskuksbetaling.
Yderligere akkordforskuksbetaling	Yderligere akkordforskuksbetaling kan angives i en af rubrikkerne.
Røjsetid	Udfyldes med den for arbejdsstedet aftalte røjsetid og betaling herfor, EO §14.3.
Befordringsgodtgørelse	Udfyldes med den for arbejdsstedet befordringsgodtgørelse, EO §14.3.
Betaling for godkendte ekstraordinære firmatimer	Ved ekstraordinære firmatimer forstås ekstraordinære timer medgivet til varøtagelse af firmaets interne interesser på den pågældende arbejdsplads (eks. deltagelse i byggemøder o.l.). Timerne indføres i en godkendt kopibog eller efter de i firmaet gældende regler og afleveres for godkendelse som angivet i Elektrikeroverenskomstens § 9, afsnittet lønperioder og lønudbetaling.
Betaling for godkendte kundetimer	Ved kundetimer forstås timer medgivet til varøtagelse af firmaets eksterne interesser på den pågældende arbejdsplads (eks. arbejde for anden entreprenør, søvdring eller udvikelse af installationer o.lign.). Timerne indføres i en godkendt kopibog og kvitteres med underskrift af rekvirent og afleveres som angivet i Elektrikeroverenskomstens § 9, afsnittet lønperioder og lønudbetaling.
Akkordform	Udfyldes med den for arbejdsstedet aftalte akkordform.
Aftalte sætser for tillægstider	Udfyldes med den for arbejdsstedet aftalte sætser for tillægstider. Såfremt der aftales forskellige sætser for tillægstider, skal disse dokumenteres særskilt i bilag til akkordseddel.

* I forbindelse med ekstraordinære firmatimer og kundetimer bør der aftales en fast procedure for hjemsendelse og godkendelse af ekstraordinære firmatimer og kundetimer mv.

Akkordseddel

For arbejde som udføres efter Elektrikeroverenskomstens § 12.2.
Anden form for akkordaftale

Firma			Akkordnr.
Adresse	Postnr.	By	Ordre nr.
Akkordindehaver			
Arbejdsstedets adresse			
Arbejdets omfang			
Arbejdet forventes påbegyndt/er påbegyndt (dato)			
Arbejdstid Mandag fra kl. _____ til kl. _____ Tirsdag fra kl. _____ til kl. _____ Onsdag fra kl. _____ til kl. _____ Torsdag fra kl. _____ til kl. _____ Fredag fra kl. _____ til kl. _____ Lørdag fra kl. _____ til kl. _____			Den daglige arbejdstid indeholder _____ minutters pause(r) pr. dag
Akkordforskudbetaling, jf. Elektrikeroverenskomsten § 12.2.3 pr. time _____ kr.			
Yderligere akkordforskudbetaling, jf. Elektrikeroverenskomsten § 12.2.4			
<input type="checkbox"/> _____ kr. pr. time			
<input type="checkbox"/> _____ % af godkendte delopmålinger der indgår i det afsluttende regnskab			
Rejsetid jf. EO § 14.3 _____ timer pr. dag & kr. _____			
Befordringsgodtgørelse jf. EO § 14.3 Pr. dag kr. _____ Pr. uge kr. _____ Pr. måned kr. _____			
Betaling for godkendte ekstraordinære firmatimer * (se vejledning) _____ kr/t			
Betaling for godkendte kundetimer * (se vejledning) <input type="checkbox"/> _____ kr/t og/eller <input type="checkbox"/> opmåling			
Akkordform, jf. Elektrikeroverenskomsten § 12.2. Anden form for akkordaftale			

Akkordseddel

Aftalens betalingsmæssige forhold

NB: For udfyldelse af skema - se vejledning til akkordseddel.

Aftalen dækker alle forekommende ydelser og arbejder, der er nødvendige for at gennemføre arbejdet til fuld færdig stand, såfremt andet ikke er aftalt skriftligt.

Grundlaget for akkordaftalen er besigtigelse og gennemgang samt det udleverede og gennemgåede tegningsmateriale, tidsplaner, beskrivelser og eventuel øvrig dokumentation.

Ud over det aftalte betales således kun for ekstraarbejder og projektændringer, når disse er rekvireret af virksomheden eller skriftligt af bygherren. Dog betales overtidsbetaling, jf. Elektrikeroverenskomstens §13, når dette igangsættes af virksomheden.

Dato	
Virksomhed	Akkordindehaver



TEKNIQ. ARBEJDSGIVERNE

Vejledning i udfyldelse af akkordseddel

Generelt: Akkordseddel er obligatorisk, jf. Elektrikeroverenskomstens § 12.2.1

NB! Akkordsedlen skal underskrives af parterne ved arbejdets påbegyndelse med tydelig angivelse af arbejdssted og arbejdets omfang (eks. „rørlægning, montering, svagstrøm i blok f - „Kabel, bakke, tavleinstallationer, belysning i fabrikshal f” - „Komplet installation i henhold til foreliggende beskrivelse og tegning nr. ..“).

Arbejdet forventes påbegyndt/er påbegyndt (Dato)	Udfyldes med den for arbejdsstedet aftalte dato for påbegyndelse af arbejdet.
Arbejdstid	Udfyldes med den for arbejdsstedet aftalte arbejdstid.
Akkordforskuksbetaling	Udfyldes med den for arbejdsstedet aftalte akkordforskuksbetaling.
Yderligere akkordforskuksbetaling	Yderligere akkordforskuksbetaling kan angives i en af rubrikkerne.
Røjsetid	Udfyldes med den for arbejdsstedet aftalte røjsetid og betaling herfor. EO §14.3.
Befordringsgodtgørelse	Udfyldes med den for arbejdsstedet befordringsgodtgørelse. EO §14.3.
Betaling for godkendte ekstraordinære firmatimer	Ved ekstraordinære firmatimer forstås ekstraordinære timer medgivet til varetagelse af firmaets interne interesser på den pågældende arbejdsplads (eks. deltagelse i byggesæder o.l.). Timerne indføres i en godkendt kopibog eller ofør da i firmaet gældende regler og afleveres for godkendelse som angivet i Elektrikeroverenskomstens § 9, afsnittet lønperioder og lørubbetaling.
Betaling for godkendte kundetimer	Ved kundetimer forstås timer medgivet til varetagelse af firmaets eksterne interesser på den pågældende arbejdsplads (eks. arbejde for anden entreprenør, søvdring eller udvidelse af installationer o.lign.). Timerne indføres i en godkendt kopibog og kvitteres med underskrift af rekvirerent og afleveres som angivet i Elektrikeroverenskomstens § 9, afsnittet lønperioder og lørubbetaling.

* I forbindelse med ekstraordinære firmatimer og kundetimer bør der aftales en fast procedure for hjemsendelse og godkendelse af ekstraordinære firmatimer og kundetimer mv.

Afslutning af akkord

For arbejde som udføres efter Elektrikeroverenskomstens § 12.1 og 12.2

Firma			Akkordnr.
Adresse	Postnr.	By	Ordrenr.
Akkordindehaver:			
Arbejdsstedets adresse:			

For akkordarbejde udført efter Elektrikeroverenskomstens § 12 stk. 1a:

Partene er enige om:	Dato:
Akkorden er afsluttet den:	
Virksomhedens opgørelse og forhandlinger med akkordindehaveren herom skal ske efter opgørelsesmetode for § 12 stk. 1a. Fristen fastsæt/ aftalt til:	
Udbetalingen af akkordoverskud hvormed der er enighed skal ske efter opgørelsesmetode for § 12 stk. 1a. Udbetalingstidspunkt fastsæt/ aftalt til:	

For akkordarbejde udført efter Elektrikeroverenskomstens § 12 stk. 1b, § 12 stk. 1c og § 12.2.

Partene er enige om:	Dato:
Akkorden er afsluttet den:	
Akkordregnskab skal - afhængig af den valgte akkordform - indlægges til virksomheden i henhold til § 12 stk. 1b, § 12 stk. 1c og § 12.2. Afløberingsfrist fastsæt/ aftalt til:	
Arbejdsgiverens kritik af det indlagte akkordregnskab skal ske i henhold til den valgte akkordform i henhold til § 12 stk. 1b, § 12 stk. 1c og § 12.2. Afløberingsfrist fastsæt/ aftalt til:	
Udbetalingen af akkordoverskud hvormed der er enighed skal ske efter opgørelsesmetode for den valgte akkordform i henhold til § 12 stk. 1b, § 12 stk. 1c og § 12.2. Udbetalingstidspunkt fastsæt/ aftalt til:	

Dato:	
Virksomhed:	Akkordindehaver:

Annex 9a

Protocol on productivity and co-operation in construction

The unions agree that there are opportunities in the construction industry to optimise the construction process and collaboration and thereby achieve gains for all parties in the construction industry.

Electrical installations play an increasing role in modern construction, and the unions agree that in the coming collective agreement period, we will continue to develop the electricity industry's contribution to optimising the construction process and strengthening productivity development.

The unions will focus on the necessary training at all levels, on developing pay systems and on developing co-operation with other parties in the construction industry. The initiatives will help increase value creation in the construction process and improve earnings for both installation companies and electricians. The unions will establish a plan for further work in this regard immediately after the collective bargaining.

Glostrup, 6 February 2004

TEKNIQ

Dansk EI-Forbund

Annex 9b

Protocol on EI-Branchens Akkordsystem (EBA) (piece-rate system of the electricity industry)

As of 1 February 2023, the parties to the collective agreement establish a co-ownership that is organisationally and managerially rooted in EVU.

When EBA was introduced, the parties to the collective agreement agreed that the system should promote co-operation at the work sites and ensure continued productivity development.

The detailed guidelines will be laid down in articles of association which the parties will draw up jointly by 1 May 2023.

A board is established. The parties are equally represented on the board. The board consists of 4 members in total. The head of the secretariat participates in the board meetings.

The task of the board is to manage and lead EBA. The board is the unions' processing body for all matters related to studies on working hours and the piece-rate system.

The organisation of the work and the tasks of employees are determined by the head of secretariat in EVU according to guidelines from the board.

The parties agree that the head of the secretariat can consider how general and/or company-oriented courses can be offered to project managers and piecework holders/foremen, respectively. Courses can usefully focus on the following points:

- 1) Planning of the contract.
- 2) Conclusion of piecework agreements or local agreements.
- 3) Communication and leadership.
- 4) Co-operation.

Section 12(14)(3) of the collective agreement is hereby deleted. Furthermore, the parties agree that previous agreements on the organisation of the work, including additional committees, are no longer valid.

Committees under the EBA

The parties to the collective agreement agree that the board of the electricity industry's piece-rate system (EBA), under EVU, will establish a committee with reference to the board.

The committee recommends to the board how to increase the utilisation rate of EBA and which topics to work on, e.g. testing, quality assurance, trials, etc.

Glostrup, 8 March 2023

Dansk EI-Forbund

TEKNIQ Arbejdsgiverne

Annex 9c

Committee work on productivity development with focus on the electricity industry's piece-rate system

When EBA was introduced, the parties to the collective agreement agreed that the system should promote co-operation at the work sites and ensure continued productivity development.

To ensure that there is mutual trust in EBA, a working group will be set up to follow up on the joint informational campaign carried out at the introduction during the collective agreement period. This can be based on the productivity report prepared by the parties in 2017, which focuses in particular on the following points:

1. planning of the contract
2. conclusion of piecework agreements or local agreements
3. communication and leadership
4. co-operation
5. joint training

To promote a common understanding of the digital tools used in the construction process, common training courses on the use and functionality of 3D drawing tools (BIM/VDC) can be developed so that they do not have an unintended negative impact on productivity.

Furthermore, based on the technical contract and project management module in the basic training programme, training can be offered for piecework holders and project managers.

Finally, both general and company-orientated courses can be offered where all 5 points can be included. The courses can be offered both as joint courses and as courses targeted at project managers and piecework holders/foremen, respectively.

When developing the courses, basis could, for example, be the module: Technical contract and project management in the basic training programme.

Glostrup, 7 March 2020

Dansk EI-Forbund

TEKNIQ Arbejdsgiverne

Annex 9d

Follow-up on EBA functionality

Based on discussions between the parties to the collective agreement prior to the 2020 collective agreement renewal, it has been agreed that the development of earnings in the piece-rate system should follow the general wage development during the collective agreement period.

If it is found that piecework earnings do not follow the general wage development and this cannot be explained by a different development in productivity or other specific reason related to the piecework system, it must be investigated whether there are errors or inadequacies in the system that cause an abnormal wage development.

If errors or inadequacies are found, negotiations are initiated to rectify them.

Glostrup, 7 March 2020

Dansk EI-Forbund

TEKNIQ Arbejdsgiverne

Annex 10

Protocol on additional overtime without time off in lieu

1. The parties agree that in the coming collective agreement period 1993-1995, a committee will be set up to examine the possible need for greater flexibility in the working time provisions with regard to time taken off for overtime worked.
2. Until agreement is reached, overtime resulting from unforeseen major natural disasters such as lightning and storms and major damage to the power supply due to fire, explosion or traffic accidents may be exempt from time off in lieu for up to six hours within 2 consecutive pay periods.
3. Overtime can only include temporary remediation of damage that has occurred.
4. The employer will state the number of overtime hours in accordance with the above on payslips or, if this is not possible, in writing on a regular basis by other means.
5. It was also agreed that disputes relating to the provisions on time taken off for overtime worked in accordance with the above will, in the first instance, be dealt with under industrial law in accordance with section 20 of the Electricians' Collective Agreement. The provision on local minutes etc. in subsection (1), paragraph (3) does not apply.
6. The provision in section 5 will cease to apply on 1 March 1995.

Copenhagen, 28 February 1993

Dansk EI-Forbund

Elinstallatørernes
Landsforening ELFO

Annex 11

Protocol about the skills development fund of the electricity industry

The parties to the collective agreement agree that companies as well as employees have an obligation to ensure ongoing skills development. This means that companies should provide employees with the necessary training opportunities, and employees should participate in the necessary training. Companies and employees are therefore encouraged to do training and skills planning.

To promote opportunities to fulfil these obligations, a Skills Development Fund is established for the electricity industry.

Purpose

The Skills Development Fund of the electricity industry aims to ensure the development of employees' skills in order to maintain and strengthen companies' development opportunities in a technological world. The Fund also aims to support the development of employee skills in order to maintain and strengthen employment opportunities.

This can be ensured, for example, through support for training at both basic and higher levels, general as well as vocational retraining and further training and participation in skills assessment in public and relevant private programmes.

The Skills Development Fund of the electricity industry

The parties to the collective agreement establish a co-ownership to administer the Fund's contributions. The detailed guidelines for this will be laid down in articles of association which the parties will draw up jointly by 1 October 2007.

The parties are equally represented on the Fund's board. The post of chairperson of the Fund Board is alternately held for 2 years at a time with a representative from the employee side and the employer side, respectively. The post of vice chairperson is held in a similar manner. The employee side holds the position of chairperson for the first 2-year period and the employer side holds the position of vice chairperson for the same period.

The Fund Board makes decisions on application procedures and which courses can be subsidised.

The parties agree that partial coverage may be provided for:

- Training chosen by the employee and relevant to the industry - defining the industry in a broad sense. Grants may be awarded for external training expenses (course fees, course materials and any transport costs etc.), and grants to partially cover employees' loss of pay during the training programme. Wage subsidies, including any public loss of pay compensation, may amount to a maximum of 85% of the individual employee's usual time-based pay.
- Companies' costs for training employees covered by the collective agreement when this follows from training and competence planning.

The Fund Board determines the amount of support and the distribution between self-chosen training and planned company training.

The parties agree that the Fund is administered by EVU – the Training Secretariat of the Danish Electrical Industry (EVU).

Payment to the Fund

Having effect from 1 April 2008, companies will pay DKK 260 annually per employee covered by the collective agreement. The amount will be adjusted on 1 April 2009 to DKK 520 per employee. No contributions are charged for apprentices. Funds can be distributed from 1 January 2009 at the earliest.

Collection of contributions is handled by TEKNIQ which can collect the contribution as a percentage of the payroll so that the total proceeds correspond to the above-mentioned amounts per employee subject to the collective agreement. For employees subject to accession agreements, the union collects the contributions.

This protocol is incorporated into the provision on retraining in the collective agreement.

Collaboration with the HWS industry's competence development fund is sought.

Glostrup, 2 March 2007

TEKNIQ

Dansk EI-Forbund

Protocol on:

Competence development fund of the electricity industry

The parties have discussed the activities of the Skills Development Fund of the electricity industry. It has been agreed that in the upcoming collective agreement period, the board will seek administrative relief and simplification of the current procedures. The aim is to increase the utilisation of the fund's resources.

Glostrup, 4 March 2012

Dansk EI-Forbund

TEKNIQ

Protocol on:

Skills Development Fund / Agreed training

It is agreed that the skills development fund of the electricity industry can give grants for agreed training for employees who complete individual modules or modules on an academy programme, see a special positive list.

The grant amounts to 85% of the gross salary less any SVU and grants from Omstillingsfonden (retraining fund) and 85% for course fees.

Grants are awarded for individual modules and modules in one of the academy programmes that, according to the positive list, are determined by the board of the electricity competence fund.

Grants for agreed training replace grants for self-chosen training.

It is a condition for grants that the employee has accumulated sufficient entitlement to self-chosen training at the point in time when grants for agreed training is applied for.

Grants can be given for to 2 modules per year (corresponding to a maximum of 20 ECTS credits).

The purpose of agreed training is to give the company and employee an incentive to jointly agree on the possibility for an employee to complete retraining at academy level. The employee will thus be able to complete the entire programme in 3 years.

The parties agree that a condition for the agreement is that the state does not reduce its funding in the adult and continuing education system. Thus, it is assumed that there will be no deterioration in the right to loss of pay compensation (SVU/VEU). Otherwise, the training agreement will be cancelled.

It is also agreed that the fund's board should continue to focus on making applications to and payments from the electricity competence fund less bureaucratic and that the goal should be to facilitate the administration and case processing of fund applications etc.

Glostrup, 7 March 2020

Dansk El-Forbund

TEKNIQ Arbejdsgiverne

Protocol on:

Competence development support as an alternative to distribution of work and easier administration in the skills competence fund of the electricity industry

Enhanced skills development in the electrical industry

The unions agree that it is important to strengthen the high professional level in the industry and continue the strong co-operation between the unions in EVU.

The content of this protocol is therefore anchored in the board of the Skills Development Fund for the Electricity industry which may decide on the need for the implementation of any initiatives.

In accordance with the union agreement of 3 May 1982, the unions agree that in connection with a temporary shortage of work at the individual company, distribution of work may be established in accordance with Executive Order no. 127 of 6 February 2023 on payment of unemployment benefits.

The unions therefore agree that employee training may be supported in such situations. The need for establishing support, the framework, the level of support etc. will have to be decided by the board of the skills development fund of the electricity industry.

In addition, the board of the fund is given the authority to make decisions on positive lists and generally on training for the benefit of the future of the electrical industry, including, for example, cable fitters, fibre technicians and the like (upgrading from unskilled to skilled) and the detailed rules.

The unions agree to continue the ongoing work to reduce bureaucracy in the application process when employees and companies apply for support for re-training

The unions have also agreed to initiate development work to integrate data from other sources into the application flow and reuse already known data to ensure a less bureaucratic application process.

The parties agree to include the above as an annex to the collective agreement.

Glostrup, 8 March 2023

Dansk EI-Forbund

TEKNIQ Arbejdsgiverne

Annex 11a Green transition

The green transition will pose major challenges for Danish society. The electricity industry has a key role in this development.

Energy sources such as oil and natural gas must be replaced by green energy. Energy consumption must be minimised and made more flexible. This requires modern installation. Modern technology enables a greener and more efficient energy system to be realised in a way that meets both economy and comfort.

Dansk EI-Forbund and TEKNIQ Arbejdsgiverne will work together to continue the political work to ensure that the green transition includes intelligent installations that ensure flexible, energy-efficient installations with a focus on customer needs. The greenest energy is the energy that is not used, and the electrical industry therefore has a key role in pushing this agenda.

When creating Vision 2025, the two unions painted a picture of the industry's challenges and opportunities in light of new technology, including digitalisation.

The 2 unions will analyse whether this vision needs to be adapted in light of the 70% target – especially to find the answers to how we ensure that we remain the customer's technical partner and create an electrical industry at the forefront of increased green expertise that is also an attractive industry to work in and how we increase value creation for the industry.

The electricity industry must be ready to manage these tasks. This requires the necessary competences to be in place. Therefore, the future competence needs for both apprenticeship training, retraining and further training can also be included in the updated version for the electrical industry.

The electricity industry's employer and employee unions will continue and strengthen their work to ensure that we as an industry meet the demands of tomorrow. The unions will also use information activities to help ensure that companies and employees are aware of future tasks and competence requirements. The unions will encourage for these issues to be discussed in companies and at local activities.

Glostrup, 7 March 2020

Dansk EI-Forbund

TEKNIQ Arbejdsgiverne

Annex 12

Protocol on unemployment rate

Approx. on the 20th of each month, Dansk EI-Forbund will use a dated EDP printout to notify TEKNIQ Arbejdsgiverne of the unemployment rate for electricians as calculated by the electricians' unemployment fund and published in the member magazine, *Elektrikeren*, the following month.

When the national unemployment rate for electricians has fallen to 2 or less, the obligation to take time off in lieu is cancelled from a date 14 days earlier, i.e. around the 6th of the month.

Time taken off for overtime subject to time off in lieu, performed prior to this date, must be taken in accordance with section 13(8) of the collective agreement, always provided that the stated three-month time limit is changed to six months. When the aforementioned unemployment rate increases to 3 or more, the provisions on time taken off for overtime worked in accordance with section 13(12) come into force again from the 14-day pay period beginning after the unemployment rate has been notified to TEKNIQ Arbejdsgiverne on approx. the 20th of the month.

Annex 13 Committee work on the hiring-out of labour and on identifying the development of other forms of work

The parties agree to establish a committee to discuss the market for hiring-out of labour and its development and the development of other forms of work that differ from normal full-time work on an ongoing basis during the collective agreement period.

If situations arise where one of the parties believes that the hiring-out of labour is being misused to circumvent the electricians' collective agreement or the electricity industry's collective agreement for salaried employees, the committee will meet to investigate the situation and, if possible, find a solution within the framework of the collective agreement.

In order to identify the development of other forms of work that differ from normal full-time work, the parties may, if deemed necessary, involve external partners.

The committee must be established as soon as possible after the collective bargaining and must remain effective for the term of the collective agreement or until the parties decide to end the work by mutual agreement.

Glostrup, 7 March 2020

Dansk El-Forbund

TEKNIQ Arbejdsgiverne

Protocol on:

Committee work on the hiring-out of labour and on identifying the development of other forms of work

The parties agree to continue the committee work in the current Annex 13, which was established in the previous collective agreement period, on the hiring-out of labour and identification of the development of other forms of work

Glostrup, 8 March 2023

Dansk El-Forbund

TEKNIQ Arbejdsgiverne

Annex 14

Protocol on agreement on the payment of profits on the public holiday account

The electricians' collective agreement stipulates that calculation and payment must be made at the last payment of wages and salaries of the calendar year. Some wage and salary systems cannot total the balance as the calculation of weekday holidays for the pay period that forms the basis for the last payment of wages and salaries in the calendar year cannot be automatically added to the weekday holiday balance until the next payroll processing or year-end closing. This means that there will be a balance due from the last pay period.

It is therefore agreed between the parties that the following calculation methods are accepted for the payment of profits on the weekday holiday account:

After the last payroll processing in the calendar year, the weekday holiday balance is calculated and taxed.

The taxed weekday holiday balance is paid out at the first payment of wages and salaries in the new year. This ensures that the weekday holiday balance is taxed in the calendar year while the payment is not made until the new year.

Statement of the amount calculated in the weekday holiday account when the last payroll processing in the calendar year was encoded, possibly with the addition of estimated remaining savings for the encoded pay period. This ensures that the majority of the accrued weekday holiday allowance is taxed in the qualifying year. Any balance due is transferred to the next year's balance.

Glostrup, 6 February 2004

TEKNIQ

Dansk EI-Forbund

Annex 15 Protocol on effective dates

Changes in rates take effect from the beginning of the pay period in which the agreed effective date falls.

Glostrup, 4 March 2012

TEKNIQ

Dansk EI-Forbund

Annex 16

Protocol on the prerequisites of the parties to the collective agreement for the collective agreement renewal 2004

The parties agree that where legislation in the future may interfere with the parties' provisions and resulting rights, the parties are obliged to positively contribute to the restoration of the original contractual relationship to the extent technically and legally possible.

The parties agree to work together in the event that legislation is implemented regarding the employer's costs in connection with maternity leave, including a central maternity fund or other centralised equalisation scheme.

If the parties cannot agree on other solutions in the situations mentioned above, it is agreed that the provisions in the collective agreement on maternity leave will be suspended.

Glostrup, 6 February 2004

TEKNIQ

Dansk EI-Forbund

Annex 17

Protocol on union representatives and local co-operation in TEKNIQ's companies

Good co-operation between management and employees in companies is an essential prerequisite for the productivity and competitiveness of companies and the well-being and development opportunities of employees.

The Danish model is based on both professional and constructive co-operation between the parties to the collective agreement and well-functioning local co-operation between company managers and union representatives. The basis for success is often decentralised laying down of agreements and a co-operative process of mutual respect and trust.

The parties have agreed to implement a co-operation project to strengthen the union representative's function and thereby strengthen local co-operation. The parties implement the project jointly.

Joint activity for newly elected union representatives

Future newly elected union representatives are therefore offered a training and co-operation programme of 2 x 2 days' duration by the parties to the collective agreement. The union representative is entitled to participate in such a programme as soon as possible and no later than within the first 24 months after being elected.

The union representative's participation in the programme is financed by the Education and Co-operation Fund.

The training and co-operation programme must include topics that can strengthen the union representative's knowledge of the companies' developmental, production, operational, economic and competitive conditions and the importance of a good mental working environment, and there must be focus on the importance of a mutually high level of information between the local parties.

In addition, union representatives are informed about the opportunities for local dialogue on retraining and skills development.

The parties agree that the detailed content and execution of the programme is to be determined jointly. A working group will therefore be established to prepare a final programme for the joint activity by 1 January 2008.

The parties agree that the future secretariat services for the initiated activities can be placed under the auspices of EVU or another organisation chosen by the parties.

Joint efforts for the election of a union representative where one does not exist

In addition, a joint effort is initiated to elect union representatives at companies that do not currently have an elected union representative.

The effort must clarify the range of benefits of structured and consistent, local co-operation between an elected union representative and the company's management.

The parties agree that the detailed content and implementation of the initiative must be determined by a working group established by the parties to the collective agreement by 1 January 2008.

The joint effort is handled by a body elected or established by the parties.

Remuneration for elected union representatives

The parties agree that union representatives elected under the Electricians' Collective Agreement will receive an annual remuneration, which is paid at a rate of ¼ per quarter. The remuneration is paid as compensation for the union representative's fulfilment of his/her duties outside of working hours.

The remuneration is not pensionable or eligible for holiday pay.

The union representative's electoral base is calculated by the end of August 2007 at the latest.

The electoral base is then calculated at the new election of the union representative and subsequently once a year no later than on 15 February. In the event of cancellation of the union representative position, the remuneration lapses.

The remuneration amounts to:

Union representatives with an electoral base of up to and including 49 people will receive an annual remuneration of DKK 9,000 from Q2 2017.

Union representatives with an electoral base between 50 and 99 people will receive an annual remuneration of DKK 16,500 from Q2 2017.

Union representatives with an electoral base of 100 people or more will receive an annual remuneration of DKK 33,000 from Q2 2017.

For joint union representatives, the number is calculated as the sum of those represented.

If an agreement has already been made on pay/remuneration for the union representative, it will be set off against the above remuneration.

The Training Fund of the Electrical Installation Industry (Einstallationsbranchens Uddannelsesfond) will change its name to the Training and Co-operation Fund of the Electrical Installation Industry (Einstallationsbranchens Uddannelses- og Samarbejdsfond), and from 1 October 2007, it will also finance the above activities and remuneration in addition to the previous activities under the fund.

As a result, it has been agreed to increase the contribution to the fund to DKK 0.30 per hour worked as of 1 July 2007. The board of the fund is authorised to adjust the contribution as of 1 January 2009 if the fund's new tasks make this necessary.

Glostrup, 2 March 2007

TEKNIQ

Dansk EI-Forbund

Note: Changed contribution to the Training and Co-operation Fund of the Electrical Installation Industry, see Annex 21.

Aftale om ferieoverførsel

Undertegnede arbejdsgiver (navn):	CVR-nr.:
Adresse:	Tlf.nr.:
Postnr./by:	

Medarbejderens fulde navn:	CPR-nr.:
Adresse:	Tlf.nr.:
Postnr./by:	

1. Overført ferie

Parterne har i overensstemmelse med EOK 16, stk. 6 aftalt, at _____ feriedage overføres til næste ferieafholdelsesperiode. Der kan maksimalt overføres 10 feriedage.

Ved feriehindring

I overensstemmelse med Ferieloven eller EOK § 16, stk. 6 sker overførelse af _____ feriedage, som medarbejderen er forhindret i at afvikle på grund af egen sygdom, barselsorlov, orlov til adoption eller andet fravær på grund af orlov, kan overføres til næste ferieår (ikke omfattet af 10-dages begrænsningen).

2. Aftaler om afvikling

For den overførte ferie er følgende i øvrigt aftalt: (sæt 1 kryds):

2.1 Det er aftalt, at ferien skal afholdes i forbindelse med hovedferien i ferieåret 20

2.2 Det er aftalt, at ferien skal afholdes i følgende periode:

Fra og med den _____ 20 _____ til og med den _____ 20 _____

2.3 Anden eller supplerende aftale:

--

3. Øvrige bestemmelser

3.1 Aftaler om ferieoverførsel skal indgås senest 31. december i ferieafholdelsesperioden.

3.2 Den overførte ferie placeres i henhold til ferieloven, medmindre andet aftales.

3.3 Er der indgået en aftale om afvikling af den overførte ferie, kan en sådan aftale kun ændres ved en ny aftale.

3.4 Arbejdsgiveren har pligt til senest den 31. december i ferieafholdelsesperioden at underrette den, der skal udbetale feriegodtgørelsen for den overførte ferie om, at ferien er overført. Dette kan evt. ske ved fremsendelse af kopi af denne aftale.

Dato:	
Virksomhedens underskrift	Medarbejderens underskrift

TEKNIQ ARBEJDSGIVERNE

TEKNIQ-blanket nr. 211801

Purpose

The unions agree to establish an opportunity for companies and young people to enter into a pre-internship agreement. The purpose of the scheme is

- to give young people under the age of 18 the opportunity to test their interest and skills in the profession,
- to give young people and companies better opportunities to test mutual co-operation,
- to give young people the opportunity to make a smooth transition into trade and industry,
- to reduce the drop-out rate during the actual training period and
- to create more training places at companies for young people under the age of 18.

Framework for the agreement

The pre-internship agreement can be concluded between companies that are approved by the trade committee for the electricity trade to have apprentices and young people who have not reached the age of 18 at the time on which the agreement is concluded. The pre-internship agreement is concluded with the intention that the young person will subsequently enter into a regular training agreement.

The young person is subject to the apprentice provisions in the collective agreement between TEKNIQ and Dansk El-Forbund applicable from time to time with the exception of section 17.9 (holiday) and 17.12 (disputes).

Holidays follow the rules of the Holiday Act.

The young person is included in the company's normal production on the terms that apply to apprentices in the trade.

The wage rate during the pre-internship follows the wage rate for young workers and is stated in section 17.5.

The pre-internship has a maximum length of six months but can be shorter at the request of the company and the apprentice.

The agreement can be terminated at any time by either party without reason. After 3 months of employment with a notice period of 5 days, but not at the expiry of the agreement.

Any disagreements between the company and the pre-trainee can be dealt with between the unions.

Working hours

Individual agreements can be made that the weekly working hours can be shorter than 37 hours per week. The unions point out that reduced working hours can be used for, among other things:

- Introduction to culture and working conditions at Danish workplaces,
- Competency assessment,
- introduction to various industries and companies, and
- linguistic and professional upgrading of skills.

The company's obligations

The company ensure thorough instructions for the young person in relation to the working environment at the commencement of the agreement.

The company provides ongoing instruction and supervision to ensure that work is carried out in a safe and healthy manner.

The young person's obligations

The young person is required to

- attend the necessary safety instruction at the company at the commencement of the agreement,
- follow instructions given by the company and other employees regarding safety measures and tasks,
- follow the company's general rules for reporting illness or other absence and other staff regulations.

Training agreement

When a training agreement is concluded in continuation of a pre-training agreement, the following applies:

- The apprenticeship period (internship part) can be reduced by 1 month if the pre-internship has lasted 6 months and the average working hours have been at least 25 hours per week.
- The normal probationary period provisions in the Vocational Training Act can only be applied if the apprentice's completion of the basic course raises doubts about the apprentice's ability to complete the training programme.

The unions have prepared a guide for companies and trainees as well as a standard agreement.

In order to avoid abuse, the unions have a right of action in cases where a company repeatedly concludes pre-internship agreements that do not lead to training agreements.

Executive Order on young persons' work

Pre-trainees under the age of 18 are subject to the Danish Working Environment Authority's Executive Order no. 239 of 6 April 2005 with appendices, and attention is drawn to the special provisions in chapter 8 regarding authorisations and exemptions etc.

The parties agree that for the purposes of these provisions, pre-trainees rank alongside young people with a training agreement.

Duration of the agreement

The agreement applies unless otherwise agreed. It is agreed that the parties will work to ensure that the new apprenticeship model is not introduced in this area of training.

Glostrup, 10 March 2010

Dansk El-Forbund

TEKNIQ

Annex 20

Protocol on certain insurance benefits for apprentices

Apprentices who are not already covered by an employer-paid pension or insurance scheme are entitled to insurance cover with PensionDanmark containing the following insurance benefits:

- a. Healthcare scheme
- b. Disability sum of DKK 100,000.
- c. Critical illness insurance of DKK 100,000.
- d. Death sum of DKK 100,000.

The scheme is established with PensionDanmark, and the benefits follow PensionDanmark's terms and conditions, which are stated in their insurance package for apprentices. The premium is stated by PensionDanmark to be DKK 350 per year per apprentice. If the cost per apprentice increases to more than DKK 400 per year, discussions will be initiated between the parties to adjust the composition of the insurance cover.

The parties agree that the scheme can be administered in co-operation with EVU. TEKNIQ guarantees the financing of the scheme and determines any employer contributions.

There is also agreement that EVU reports apprentices covered by this collective agreement but employed in other companies. As per agreement between the unions, EVU may charge contributions and administration fees for this.

If the trainee is transferred to a pension scheme with PensionDanmark, the employer's obligation under this provision no longer applies.

The scheme will be introduced with effect from 1 March 2011.

Glostrup, 10 March 2010

Dansk El-Forbund

TEKNIQ

Annex 20a Pension for apprentices

The parties agree that apprentices under the Electricians' Collective Agreement are entitled to a pension when the apprentice has reached the age of 18 and has achieved 6 months of seniority.

In the employee's 18th and 19th years, the contribution rates are 4% from the company and 2% from the apprentice respectively, totalling 6%. In addition, the company bears the costs of the insurance scheme in section 17 (5.9.2) of the Electricians' Collective Agreement.

With effect from the month in which the employee reaches the age of 20 and has achieved 6 months of seniority, the rates agreed in the Electricians' Collective Agreement apply to other employees.

The parties would like for the government and the Danish Parliament to decide that the costs of 18- and 19-year-old trainees' and apprentices' pensions will be financed by AUB through the funds saved in this scheme so that the reimbursement is financed within the current financial framework for AUB. The reimbursement through AUB should apply to apprentices who are covered by collective agreements that include an obligation to pay pensions to apprentices.

The parties encourage DA and FH to work towards this.

If the Danish Parliament decides to establish the financing of the reimbursement through AUB with effect during the collective agreement period, the above rates will be increased from 4% and 2%, respectively, to 8% and 4%, respectively, totalling 12%, and in this connection, the separate insurance scheme for 18- and 19-year-old trainees and apprentices will be discontinued. The parties therefore assume that the relevant legislation will enter into force during the current collective agreement period and will, when this happens, meet to determine the effective date for the increased pension rates. The reimbursement through AUB is assumed to be up to the agreed level, i.e. the employer contribution of 8%.

Based on the above text, a new subsection is added to section 17 on pension to apprentices with the following text:

"Apprentices are covered by the pension scheme of the Electricians' Collective Agreement when they reach the age of 18 and have at least 6 months of seniority under the Electricians' Collective Agreement or have been in gainful employment for a similar period.

However, in the apprentice's 18th and 19th year, the contribution rates are 4% from the company and 2% from the employee, respectively, meaning a total of 6%.

The rates are increased to those in Section 9(15) of the Electricians' Collective Agreement if the pension payment for persons aged 18 and 19 is reimbursed to the company through AUB. The insurance scheme in Section 17.5.9.2 will be cancelled at the same time. In that case, the parties to the collective agreement determine the month of inception.

With effect from the pay period in which the apprentice reaches the age of 20 and has obtained six months of seniority under the Electricians' Collective Agreement or has been in gainful employment for a similar period, the pension rates in section 9(15) of the Electricians' Collective Agreement apply, i.e. 8% from the company and 4% from the employee, totalling 12%. If the apprentice commences his/her training agreement after the age of 20 and has previously been included in the pension scheme of the Electricians' Collective Agreement or in a similar labour market pension scheme agreed in a collective agreement or a company pension scheme in a previous employment relationship, the apprentice is entitled to pension contributions from the first day of employment.

Apprentices who start vocational training and have not reached the age of 18 or have 6 months of seniority will be covered by the insurance scheme in Section 17(5.9.2.).

Electrical Installation Industry's Training and Co-operation Fund

The employer's contribution to the Electrical Installation Industry's Training and Co-operation Fund is increased as follows:

As of 1 July 2023, the contribution will increase by DKK 0.10 to DKK 0.75 per hour.

See also Annex 17.

LO/DA Development Fund

The employer pays DKK 0.45 per hour worked to the LO/DA Development Fund.

With effect from the first pay period after 1 January 2022, the amount will be increased to DKK 0.47.



Arbejde offshore på mobile og stationære platforme 2023-2025



DANSK
EL-FORBUND

TEKNIQ
ARBEJDSGIVERNE

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Framework agreement for offshore work on mobile and stationary platforms

1.1 Scope of the agreement

Dansk EI-Forbund and TEKNIQ Arbejdsgiverne agree that this agreement for offshore work on mobile and stationary installations located on the Danish continental shelf area, excluding the Faroe Islands and Greenland, are concluded in connection with the Electricians' Collective Agreement in force between the unions and the main agreement in force from time to time between the Danish Confederation of Trade Unions (LO) and the Confederation of Danish Employers (DA).

1.2 If the agreement does not cover

Dansk EI-Forbund and TEKNIQ Arbejdsgiverne agree that matters relating to offshore work not covered by this framework agreement may be discussed between the unions at the request of one of the parties and, if no agreement is reached, be settled by an industrial disputes procedure in accordance with section 20 of the Electricians' Collective Agreement.

1.3 Mobile and stationary installations

Mobile and stationary installations mean mobile and stationary platforms, possibly under construction, and exploration facilities and associated living quarters.

This agreement covers work performed by members of Dansk EI-Forbund for members of TEKNIQ Arbejdsgiverne.

1.4 Offshore

Offshore work means work performed on the above mobile and stationary platforms located on the Danish continental shelf area in the open sea.

The work is carried out under conditions that involve staying and sleeping at or near the work site in the open sea.

1.5 Inshore

Inshore work means work on installations that are anchored for a short or long period of time at a certain distance from land to which sea transport is necessary.

Such work is not covered by this agreement for offshore work but is covered by the general provisions of the Electricians' Collective Agreement.

Dansk EI-Forbund and TEKNIQ Arbejdsgiverne have agreed that any special working conditions when working inshore can be discussed between the unions.

1.6 Onshore

Onshore work refers to work on installations that are on solid ground at a shipyard or floating at a quay.

Such work is not covered by this agreement for offshore work but is covered by the general provisions of the Electricians' Collective Agreement.

1.7 Meeting point (muster point)

Meeting point/base (e.g. Esbjerg) is the heliport, quay, base port or place on land where the departure to the facility/installation, work platform starts.

2.0 The working period

The working period is calculated from the meeting time the base port (agreed meeting point) to arrival base port, see section 1.7.

The framework agreement is aimed at work of at least one full working period and time off period (4-6 weeks).

A local agreement can be made for work of shorter duration than a full working period and time off period in accordance with Section 14 of the Electricians' Collective Agreement, Off-site work and external work. Working hours for short-term work may follow the daily and weekly working hours mentioned in 2.0 a), b) and c), but for work in excess of the weekly working hours laid down in "Section 7 of the Electricians' Collective Agreement, normal working hours", the weekly working hours are settled and time taken off in lieu in accordance with the rules of the collective agreement as per agreement adapted to the specific conditions in the offshore sector.

The usual daily effective working hours are 12 hours every day of the week. The ratio of working days and days off must be 1:1.

The working period may be changed at the management's discretion considering the best interests of the company.

If an employment relationship comprising a full period of work and period of time off is terminated before the end of the period, hours worked are settled in accordance with 7.1, 7.2, 7.3 and 7.5.

Taking special days of holiday follow the rules of the Electricians' Collective Agreement, taking into account the special conditions in the offshore sector.

The detailed rules for this must be agreed locally.

It can be agreed locally to establish rotation periods of 6 weeks (2/4) or in special cases rotation periods of 4 weeks (2/2).

Care must be taken to ensure that the working hours standard for offshore work is complied with. Reference is made to the Executive Order on certain aspects of the organisation of working hours on offshore installations, Executive Order no. 1204 of 23 October 2015.

a) For rotation period 2:3, the following applies:

The rotation period is usually 5 weeks, where the working period on the platform is 14 days followed by 21 days off, time off in lieu/holiday ashore.

During the time off period, time off must be taken in the ratio 1/1, time off in lieu of 20 hours (168-148) and holidays.

b) For rotation period 2:4, the following applies:

If agreed locally, a 6-week rotation period can be worked where the working period on the platform is 14 days followed by 28 days off, time off in lieu/holiday ashore.

During the time off period, time off must be taken in the ratio 1/1, time off in lieu of 20 hours (168-148) and holidays. A compensation for the shorter working time per rotation period can be agreed locally.

- c) For rotation period 2:2, the following applies:

If locally agreed in special cases, a shorter period can be worked in a rotation period of 4 weeks where the working period on the platform is 14 days followed by 14 days off ashore.

For each period, 20 hours of time off are accrued. The accumulated time off must be used within 12 months (but always before resignation) and must be used after consultation with the electricians and must otherwise be implemented taking into account operational conditions.

For use during the accumulated time off, 10 hours' pay (hourly wage incl. offshore supplement) is set aside per working period.

If time off in lieu is not taken within the 12-month period, the amount set aside is paid plus 20 hours of overtime pay per working period.

- d) This framework agreement is not subject to the Joint scheme for shift work concluded between the main unions.

- e) **Work schedule**

Unless otherwise agreed locally, the following applies:

Work schedules are prepared by the company for each employee. The work schedule takes into account that the individual will not work "night shifts" for two consecutive work periods. To the extent possible, the work schedule should include the time of departure, time of return, times for day or night shifts and the time-off period.

The company is entitled to change the work schedule, see the above provisions.

In case of a change in the time of departure, the company must inform of the changed time no later than 24 hours before the planned time of departure.

- f) **Night work – health surveillance**

If medical examinations of employees working night work are required pursuant to "Executive Order no. 1204 of 23 October 2015 on certain aspects of the organisation of working hours on offshore installations", medical examination and health surveillance must follow the guidelines in Annex 7.a of the Electricians' Collective Agreement.

2.1 Transport and travelling time

Payment is made for the transport time calculated from the scheduled meeting time at the base port (agreed meeting point) until arrival at the platform and,

for the return, from the scheduled time of departure at the platform until arrival at the base port, see 7.1 and 7.2.

Travel from the company's place of business to the base port is settled in accordance with section 14 of the Electricians' Collective Agreement.

2.2 Waiting time when travelling out and home

When the scheduled departure time from the base port/platform is postponed, a maximum of 12 waiting hours per day are paid at offshore pay, see sections 7.1 and 7.2.

Waiting time in excess of 12 hours per day where electricians must be available at the meeting point as per agreement, see 1.7, is paid with offshore pay, see 7.1 and 7.2.

The company is entitled to assign work for the waiting hours for which payment is made.

If the time of departure is postponed, the company will pay for board and lodging as agreed in each individual case.

3.0 Meal and rest breaks

The normal daily effective working time is 12 hours, including a 1-hour meal and rest break, which is included in the working time.

For working time, waiting time and travelling time that exceed 12 hours per day, the meal and rest breaks set by the company are also included in the working time.

4.0 Holiday

With effect from 1 September 2020 and to the extent that the employee has not earned enough holiday to take holiday during the time off period, the employee may take paid advance holiday, see section 7 of the Holiday Act.

Holiday must be taken in accordance with the provisions of the Electricians' Collective Agreement, making sure the timing of holiday is adapted to the special working periods.

Holidays can be scheduled in connection with accrued days off. Accumulated special days of holiday cannot be included as days of holiday.

NB: Special calculation for salaried employees:

See the guidelines from the Danish Agency for Labour Market and Recruitment (Holiday office) on holiday calculation for rotation work.

5.0 Weekday holidays

- a) For work on weekday holidays and on 1 May, 5 June and 24 December, an overtime supplement is calculated and included in the hourly supplement set for offshore work.
- b) If weekday holidays or 1 May, 5 June and 24 December fall on days off, weekday holiday amounts are paid on account in accordance with the pro-

visions of section 15 of the Electricians' Collective Agreement (as on working days).

c) For work on weekend holidays, i.e. days for which weekday holidays are paid on account, a special supplement is paid.

As of 1 March 2023, the supplement amounts to DKK 488.10.

As of 1 March 2024, the supplement amounts to DKK 505.20.

NB: Effective date – see Annex 15 of the Electricians' Collective Agreement.

6.0 Accommodation on platform

The company will provide board and lodging when staying on a platform or any other way as indicated by the company.

Accommodation etc. is assumed to take place under conditions that can be approved by the authorities. Every effort should be made to ensure that accommodation is in single rooms.

7.0 Pay conditions for offshore work

7.1 Offshore pay

The total offshore hourly wage consists of minimum wage, service supplement, offshore supplement and an agreed personal supplement in accordance with section 9 of the Electricians' Collective Agreement.

7.2 Offshore supplements

As of 1 March 2023, the supplement amounts to DKK 38.40 per hour.

As of 1 March 2024, the supplement amounts to DKK 39.75 per hour.

With the exception of the supplement for night work, this supplement must cover all supplements under the collective agreement and any special conditions that follow from offshore work.

NB: Effective date – see Annex 15 of the Electricians' Collective Agreement.

7.3 Overtime pay

- a)** Work in excess of 12 hours per day calculated from the beginning of working hours is paid with an overtime supplement of 50% of the total offshore hourly wage. Time is not taken off for overtime worked.
- b)** If the working period on the platform is extended beyond 168 hours or a fixed return time, an overtime supplement of 50% of the total offshore hourly wage is also paid. Time is not taken off for overtime worked.
- c)** The provisions of 7.1, 7.2 and 7.3a) and b) do not apply to short-term work tasks where remuneration is paid in accordance with the second paragraph of 2.0.
- d)** If a period of time off is interrupted due to a major pre-planned shut-down, the number of hours worked for the work in question will be paid with overtime pay.

7.4 Changing shifts (night/day or day/night)

Unless otherwise agreed locally, the following applies:

In cases where the company changes the work schedule with less than 8 hours' notice so that the opposite shift is worked instead, a supplement of 50% of the total offshore wage is paid for the first 4 working hours of the new shift.

If a shift change and statutory time off (8 hours of rest) between shifts result in the loss of a shift or part of a shift during the period, offshore pay is paid for the lost time.

7.5 Interruption of shift (work period)

Unless otherwise agreed locally, the following applies:

If the shift (work period) is interrupted at a notified/planned full (14 day) period and the employee is sent ashore before the full period on the platform has been reached, the employee is guaranteed offshore pay until arrival at the base port.

In addition, see sections 2.1 and 2.2.

7.6 Shuttling and unqualified rest

For the time spent on shuttling etc. between the living and work platform, payment is made in accordance with section 7.0.

Each person must have at least 8 consecutive hours of effective time off between two work periods.

Those who have not received qualified rest after the day/night work period on the work platform must be provided with transport possibilities to the accommodation platform for rest, and offshore wages are paid for any time lost.

7.7 Night work supplement

An agreement on payment of night supplements for hours worked offshore can be made in a local agreement.

If no agreement has been made on payment of a night supplement, a supplement per hour worked of at least DKK 7.65 will be paid with effect from 1 March 2023.

The night period is agreed locally. Unless otherwise agreed, the night period will be between 7.00 pm and 7.00 am.

NB: Effective date – see Annex 15 of the Electricians' Collective Agreement.

8.0 Offshore life-saving drill and fire drill

Unless otherwise agreed locally, the following applies:

Employees are required to participate in offshore life-saving drills and fire drills according to the rules applicable at the work site during working hours and time off. For time spent during time off, offshore wages are paid without the overtime supplement.

8.1 Courses

Unless otherwise agreed locally, the following applies:

Participation in courses held on land regarding safety, rescue and fire during offshore work is paid in accordance with the company's general rules for employees' participation in courses.

Expenses related to participation in these courses are paid by the company.

However, a minimum of the usual hourly wage is paid without offshore supplements and any board, lodging and travel.

9.0 Equipment – working hours – tools

Unless otherwise agreed locally, the following applies:

The company provides the necessary equipment, tools and clothing. The practical rules are agreed locally.

Equipment that is destroyed during work through no fault of the employee is substituted by the company.

Lost equipment is compensated by the employee at the second-hand value it had at the time when it was lost.

10.0 Union representative regulations

The provisions in sections 1, 2 and 3 of the Electricians' Collective Agreement apply.

11.0 Leave conditions

Unless otherwise agreed locally, the following applies:

Leave can be granted to electricians:

- in case of death, funeral, acute and serious illness in the immediate family (grandparents, parents, spouse/cohabitant, children/child)
- for spouses/cohabitants when necessary in connection with childbirth or hospitalisation.

Payment is made according to sections 2.1 and 2.2.

If the electrician was aware of the situation before travelling and has made no agreement with the company about the situation, the electrician is responsible for the costs associated with the leave.

12.0 Notice of termination

Termination may be given mutually in accordance with the Electricians' Collective Agreement. Resignation can only take place after a time-off period.

Time off in lieu must be completed before resigning from the company.

13.0 Disagreements

Disagreements must be settled in accordance with the rules for handling industrial disputes in Section 20 of the Electricians' Collective Agreement.

14.0 Duration

This framework agreement is considered an addendum to the Electricians' Collective Agreement between Dansk EI-Forbund and TEKNIQ Arbejdsgiverne and is in force concurrently with it.

Existing agreements within this area of work cannot be impaired by this.

TEKNIQ Arbejdsgiverne

Dansk EI-Forbund

Protocol

Addendum to framework agreement for offshore work on mobile and stationary platforms.

At a meeting on 28 February 1993 between Dansk EI-Forbund and ELFO, agreement was reached on the following, see The Danish Ministry of Energy's Executive Order no. 711 of 16 November 1987 *):

1. To a limited extent, the daily rest period can be postponed or reduced to 8 hours.
2. The working period between two periods of time off may be extended for up to 28 days if the individual employee and the management agree in writing.

To the extent necessary, unforeseen extensions (force majeure or similar) may be arranged by the management.

3. It can be agreed locally that holidays and accrued hours can be included in the working periods and periods of time off, for example so that 14 days of work are followed by 21 days of time off ashore.

*) The rules can now be found in the Danish Ministry of Employment's Executive Order on certain aspects of the organisation of working hours on offshore installations, Executive Order no. 1204 of 23 October 2015.

Annex 22a

Committee work on Annex 22 of the Electricians' Collective Agreement – Framework agreement for offshore work

In connection with the discussions, it was agreed that a committee consisting of representatives from the unions is set up during the collective agreement period to monitor developments within offshore work in order to assess the need for any changes to the Framework Agreement.

The parties have therefore agreed to follow the area closely in the coming collective agreement period to clarify whether the offshore agreement, Annex 22, lives up to its purpose. There is a particular wish to follow the development of "Short-term employment/trips", fewer daily helicopter trips, which often lead to long waiting times, and to look into the possibilities for employment according to EOK Annex 1a.

The committee must consist of representatives from TQ-A and DEF as well as any other parties, if needed, related to offshore. It is agreed that by the end of 2020, the committee must have agreed on a plan for the work.

Glostrup, 7 March 2020

Dansk El-Forbund

TEKNIQ Arbejdsgiverne

Protocol on committee work:

It is agreed that the above committee work will be extended, and that the committee work will also deal with CO2 capture.

Glostrup, 8 March 2023

Dansk El-Forbund

TEKNIQ Arbejdsgiverne

Annex 22b**Committee work on offshore wind**

The parties agree that a fast-working committee is set up during the collective agreement period that will involve representatives from the industry with a view to drawing up a framework agreement on pay and employment conditions for offshore wind. This committee work must be completed by the end of 2020.

Glostrup, 7 March 2020

Dansk EI-Forbund

TEKNIQ Arbejdsgiverne

Protocol on:**Committee work**

It is agreed that the above committee work will be extended and that the committee work will be based on the draft prepared between the parties so far.

The committee work must be completed by the end of June 2023.

Glostrup, 8 March 2023

Dansk EI-Forbund

TEKNIQ Arbejdsgiverne

Annex 23

Commission on social dumping

During the 2010 collective bargaining negotiations, protocols were drawn up on social dumping, circumvention of the collective agreement and subcontracting. The purpose of these protocols is to avoid circumvention of the collective agreement, and a joint committee is therefore set up to monitor developments and ensure that action is taken against companies and employees who might enter into agreements that circumvent the collective agreement.

The committee meets at least twice a year or when one of the parties recognises potential circumvention of the collective agreement. The half-yearly meetings are agreed as part of the normal meeting calendar between TEKNIQ and Dansk EI-Forbund while ad hoc meetings to clarify specific cases are agreed as soon as possible.

It is agreed that the committee is to be convened extraordinarily in the following situations:

- When one of the parties finds that ununionised companies/employees perform work subject to the collective agreement and the company/employee in question will not provide information about the terms of employment.
- If either party reasonably suspects that circumvention of the provisions of the Electricians' Collective Agreement, including the above-mentioned annexes, is taking place
- If a TEKNIQ company is part of social dumping

If a meeting between the unions (by phone or email) renders it likely that a TEKNIQ company is involved in social dumping, an urgent procedure will be initiated in the industrial law system, and a mediation meeting must be held at the company's address within 48 hours, unless otherwise agreed. If it is established at the meeting that social dumping is taking place and no agreement is reached on how to put an end to this, it is agreed that the matter can be immediately and urgently processed by industrial arbitration which, as far as possible, must be held within two weeks of the mediation meeting.

In cases of social dumping committed by ununionised companies, TEKNIQ will contact the company in question in order to set up a meeting with the attendance of TEKNIQ and Dansk EI-Forbund and to provide guidance and, if possible, to admit the company as a member and thereby cover the work under the collective agreement. If the company does not respond to TEKNIQ's enquiry or does not comply with the guidelines that are issued, TEKNIQ's will fully support any action taken by the union in this regard.

Glostrup, 23 June 2011

TEKNIQ

Dansk EI-Forbund

Annex 23a Disparity in wage determination

The parties agree that it is a condition that there can and must be deviations from the collective agreement's minimum wage rate as it is a "movable" wage system.

When determining wages according to Section 9 of the Electricians' Collective Agreement, it is therefore natural to take into account the employees' professional skills, the nature of the work and the extent of piecework for the employee in question. Furthermore, the demands of the work on the person performing the work must be taken into account, including any special nuisances associated with the performance of the work.

The unions have the right of action in cases where disparity is deemed to exist as a whole.

The parties agree that a condition for disparity to exist as a whole is that, among other things, the individual company's wage level is significantly lower than the wage level of comparable companies in the industry.

The parties agree that the fact that there is a significant deviation from the general average wages within the industry is not in itself sufficient to constitute disparity. It is a condition that they are comparable companies within the same industry and geography.

Disagreements

Disagreements about whether disparity exists can be handled according to the industrial law rules in the Commission for committees on Social Dumping in Annex 23. An industrial case can be initiated based on the conditions at an ongoing work site.

In an urgent mediation meeting, the parties seek to reach an agreement on whether there is disparity and, if so, the level of disparity. If the parties reach an agreement, the case can be closed.

If it is not possible to reach an agreement on disparity during the industrial disputes procedure, the case can be taken to industrial arbitration, which will decide whether there is a case of disparity. The industrial arbitration must be held within one month if possible. If disparity has been established, the parties may seek to reach an agreement on how to end the disparity through local negotiations and, if necessary, subsequent industrial negotiations according to the same principles as for local agreements.

Glostrup, 7 March 2020

Dansk El-Forbund

TEKNIQ Arbejdsgiverne

Annex 24 Union agreement on data protection

The parties agree to incorporate item D.4 from the 2017 mediation proposal with the following text:

As a consequence of the 2017 mediation proposal, TEKNIQ Arbejdsgiverne and Dansk EI-Forbund have agreed that the provisions of the collective agreement and the related case administration must be interpreted and processed in accordance with the General Data Protection Regulation (EU 2016/679).

The parties agree that it must be ensured that current practices between the parties for the collection, storage, processing and disclosure of personal data under the employment and labour law obligations may continue.

Glostrup, 7 March 2020

Dansk EI-Forbund

TEKNIQ Arbejdsgiverne

Annex 25

Technical editing of Sections 7b and 7c of the Electricians' Collective Agreement on weekend work and shift work,, respectively.

The parties agree that in the coming collective agreement period, committee work will be initiated with the purpose of implementing a technical revision of Section 7b of the Electricians' Collective Agreement on weekend work, including any issues concerning weekend workers on long-term sick leave and shift workers.

Glostrup, 7 March 2020

Dansk El-Forbund

TEKNIQ Arbejdsgiverne

Annex 26

Maternity and paternity leave, rules until 30 June 2023

For employees with 9 months of seniority at the expected date of birth, the employer pays wages during absence due to maternity leave from 4 weeks before the expected date of birth until 14 weeks after the birth (pregnancy leave/maternity leave).

Adoptive parents receive pay during their leave for up to 14* weeks from receiving the child.

Wages correspond to the usual hourly wage for time-based work, however, per hour:

As of 1 March 2020maximum DKK 151.50

As of 1 March 2021maximum DKK 154.00

As of 1 March 2022maximum DKK 156.50

The amount includes the maximum benefit rate set by law.

Under the same conditions, wages are paid for up to 2 weeks during "paternity leave".

Parental leave

The employer also provides payment during parental leave to employees who have 9 months of seniority in the company at the expected date of birth, see below.

It is a condition for the payment that the employer is entitled to reimbursement corresponding to the maximum unemployment benefit rate. If the reimbursement is less, payment to the employee is reduced accordingly.

The costs of maternity leave in the individual company are settled via the fund for parental leave established by TEKNIQ Arbejdsgiverne.

Payment during parental leave commenced in the period 1 July 2017 to 30 June 2020:

For employees who start parental leave during the above-mentioned period, the employer provides payment during parental leave for up to 13 weeks. The payment is an hourly amount corresponding to the usual hourly wage for time-based work.

Of these 13 weeks, each parent is entitled to take 5 weeks.

The remaining 3 weeks of leave is granted to either parent.

The 13 weeks must be taken within 52 weeks of giving birth.

Unless otherwise agreed, notice of the 13 weeks must be given 3 weeks before.

If the leave reserved for each parent is not taken, the payment is cancelled.

Unless otherwise agreed, each parent's leave can be divided into a maximum of two periods.

Payment during parental leave commenced on or after 1 July 2020: *.

For employees who start parental leave on 1 July 2020 or later, the employer provides payment during parental leave for up to 16 weeks.* The payment is an hourly amount corresponding to the usual hourly wage for time-based work.

Of these 16 weeks*, the parent who takes maternity/paternity leave is entitled to take 5 weeks* and the other parent is entitled to take 8 weeks*.

The remaining 3 weeks of leave is granted to either parent.

The 16 weeks* must be taken within 52 weeks of giving birth.

Unless otherwise agreed, notice of the 16 weeks* must be given 3 weeks before.

If the leave reserved for each parent is not taken, the payment is cancelled.

Unless otherwise agreed, each parent's leave can be divided into a maximum of two periods.

NB: Effective date – see Annex 15.

(*) the parties agree to follow the principles of the transitional arrangement agreed between DA and FH on payment during absence due to pregnancy and maternity leave until 1 July 2023. However, this only applies to children born or received after 2 August 2022 and up to and including 30 June 2023.

For the transitional scheme, see <https://www.teknig.dk/personaleforhold/arbejdsforhold/graviditet-og-barsel/>

Pension contributions during maternity leave

In order to increase female employees' total pension contribution, the pension contribution during maternity leave is increased.

During the 14 weeks of maternity leave, an additional pension contribution is paid to employees with 9 months of seniority on the expected date of birth.

The pension contribution is:

Employer contribution per hour	DKK 8.50
Employee contribution per hour.....	DKK 4.25
The total contribution per hour is:.....	DKK 12.75

NB: Effective date – see Annex 15.

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