

COLLECTIVE AGREEMENT

between

THE CONFEDERATION OF DANISH INDUSTRY - DI

AND

THE DANISH FOOD AND ALLIED WORKERS' UNION -
NNF

The Food Industry

2025-2028



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THE FOOD INDUSTRIAL AGREEMENT 2025 TIL 2028

Between

DI Agreement I

and

The Danish Food and Allied Workers' Union – NNF

The scope of the agreement coverage

With the renewal of the collective agreements in 2007, an agreement was reached between The Danish Food and Allied Workers' Union (NNF) and DI on a blanket framework agreement for the food industry.

The collective agreement, which covers the same areas, consolidates and supersedes the following previous agreements between DI and the Danish Food and Allied Workers' Union – NNF:

Pro- cessing:	Processing area/The Food Industry in general
23:	Biscuit and Cake factories
24:	Biscuit, Cake and Waffle factories
111:	Mette Munk A/S, Odense
146:	The Association of Danish Millers
S/C:	The Association of Danish Chocolate and Sugar Confectionary Manufacturers
OM:	Odense Marcipanfabrik A/S and Kims A/S
Tobacco:	The Tobacco Manufacturers Association of Denmark
Meat:	The Association of Danish Meat Manufacturers

Abbreviations / Glossary

A-kasse:	Unemployment insurance fund
AM:	Working environment
AMU:	Working environment committee
AMU:	Adult vocational training programme
AM-rep.:	Occupational health and safety representative
DA:	The Confederation of Danish Employers (DA) is a central organisation. DI is a member of DA.
FH:	The Danish Trade Union Confederation is a central organisation (previously LO). The Danish Food and Allied Workers' Union, NNF is a member of FH.
FV:	Free-choice scheme
FVU:	Preparatory adult education
DI:	The Confederation of Danish Industry (party to the collective agreement)
NNF:	The Danish Food and Allied Workers' Union (party to the collective agreement)
IKUF:	The Industry Competence Development Fund
IP:	Industriens Pension (labour market pension scheme)
IPS:	Industriens pensionsservice
KAU:	The Meat Industry Working Environment Committee
The parties:	The organisations DI and the Food and Allied Workers' Union – NNF
TSBM	Tobacco, Sugar & Chocolate, Bakeries, Milling Working Environment Committee
Local agreement:	Agreement between local parties
The local parties:	Enterprise representative and union representative (TR)
SFKF:	The Meat and Food Industry Cooperation and Competence Development Fund, under The Industry Competence Development Fund (IKUF)
SH:	Weekday holiday
SU:	Works council
SU-rep.:	Works council representative
ESU:	Cross-border works councils
The TB Foundation:	The Tuberculosis Foundation

TEKSAM: Cooperation body for DI and the Central Organisation of Industrial Employees in Denmark (CO-industri) the Food and Allied Workers' Union – NNF is included in the cooperation.

TR: Union representative

VEU: Adult education and continuing training

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INTRODUCTION

In respect of the renewal of the collective agreements in 2007, the Danish Food and Allied Workers' Union (NNF) and the Confederation of Danish Industry (DI) agreed on a blanket framework agreement for the food industry.

This collective agreement, with identical scope of coverage, supersedes the following collective agreements:

*Collective agreement between DI for the Association of Danish Biscuit and Cake Manufacturers and the Food and Allied Workers' Union – NNF Craft/Industry Group/Bakeries/Milling Industry - in the following referred to as: **23***

*Collective agreement between DI for the Association of Danish Biscuit, Cake and Waffle Manufacturers and the Food and Allied Workers' Union – NNF Craft/Industry Group/Bakeries/Milling Industry - in the following referred to as: **24***

*Collective agreement between DI for Mette Munk A/S, Odense, and the Food and Allied Workers' Union – NNF Craft/Industry Group/Bakeries/Milling Industry - in the following referred to as: **111***

*Collective agreement between DI for the Association of Danish Millers and the Food and Allied Workers' Union – NNF Craft/Industry Group/Bakeries/Milling Industry in the following referred to as: **146***

*Collective agreement between DI for the Association of Danish Chocolate and Sugar Confectionery Manufacturers and the Food and Allied Workers' Union – NNF Craft/Industry Group/Bakeries/Milling Industry - in the following referred to as: **S/C***

*Collective agreement between DI for Odense Marcipanfabrik A/S and Kims A/S and the Food and Allied Workers' Union – NNF Craft/Industry Group/Bakeries/Milling Industry - in the following referred to as: **OM***

*Industry-wide and separate agreements between DI for the Tobacco Manufacturers' Association of Denmark and the Food and Allied Workers' Union – NNF Tobacco Industry - in the following referred to as: **Tobacco***

*Collective agreement and agreements between DI for the Association of Danish Meat Manufacturers and the Food and Allied Workers' Union – NNF - in the following referred to as: **Meat***

*Collective agreement and agreements between the Food and Allied Workers' Union – NNF and DI for the processing area - in the following referred to as: **Processing***

*General agreement for shiftwork 2004 -2007 - hereafter referred to as: **Provisions on shiftwork (with comments) (page 112).***

In connection with the 2025 collective agreement renewal, the parties agreed that, prospectively, the Collective Agreement for the Food Industry 2025-2028 shall constitute the valid and collective basis of the collective agreement, notwithstanding any previous versions of the same provision of the Collective Agreement for the Food Industry together with the original 2004 industry agreements and local agreements with particular status.

Structure of the collective agreement

The collective framework agreement for the food industry comprises a general part (framework provisions indicated on a grey background under each clause). Where applicable, special provisions are set up in the individual subclauses. Both have the same legal status.

- The general part contains provisions that apply to all trades, enterprises and employees covered by the collective agreements now superseded.
- The specific provisions for the individual agreement areas have been drawn up as special provisions and solely apply to these agreement areas.
- The special provisions, in whole or in part, shall apply rather than the framework provisions or they shall supplement the framework provisions.
- To the extent that the special provisions have a different content than the content applicable to the framework provisions, the special provisions shall supersede or supplement the special provisions of the framework provisions.
- If a special provision supersedes a framework provision, the special provision shall substitute the framework provision.
- If a special provision supplements a framework provision, the special provision shall apply as a supplement to the framework provision.
- In case of discrepancy, in whole or in part, between a framework provision and a special provision, regardless of whether such special provision supersedes or supplements the framework provision, this part of the special provision will apply.

Placing in the Collective Agreement for the Food Industry

The Danish Food and Allied Workers' Union - NNF and DI have agreed that, unless otherwise agreed between the parties to the collective agreement, members of DIO I shall join or be transferred to the Collective Agreement for the Food Industry and be placed under the special provisions for processing.

Transfer to special provisions for Processing

To ensure an equal competitive environment, the present member enterprises under the Collective Agreement for the Food Industry, which is subject to other special provisions than Processing, shall have an opportunity to change to Processing under the following conditions:

- The decision to switch collective agreement to Processing, shall be made by the enterprise.
- A collective agreement switch to Processing shall be made at 6 months' notice to the payroll week in which the first of March shall fall (date of the collective agreement switch) and at the earliest switch being 1 March 2027.
- A collective agreement switch to Processing shall comprise an entire factory/location (P-no.) or an entire enterprise (CVR number).
- Employees who have been employed prior to the date of the collective switch shall be comprised by the special provisions of Processing in every particular as of the date of the collective agreement switch, albeit with the following wage-related exceptions:
 - Personal wages: If, after the notice and prior to the collective agreement switch, an employee receives a higher personal hourly wage as compared with the standard wage rate for Processing, including any industry supplement, such differences shall be continued as a wage supplement pursuant to clause 79 of the collective agreement. Any subsequent standard wage supplements subject to the collective agreement shall be added to the employee's standard wage rate such as it has been set out in the collective agreement.
 - Supplement in respect of staggered hours: If, after the notice and prior to the collective agreement switch, an employee works staggered hours subject the collective agreement's clause 9 on staggered hours, such an employee's supplement for working staggered hours shall be frozen. The freezing means that the size of

the staggered-hours supplement be made up in Danish kroner, remaining unchanged. The frozen rate shall be applied when, after the date of notice, the employee is working pursuant to of the collective agreement's provisions on staggered hours, even if, for a period, the employee has carried out work that is not comprised by the provisions on staggered hours. Employees appointed after the date of the collective agreement switch shall be paid according to the staggered-hours rate of Processing.

CH. 1 - WORKING HOURS

1. Number of working hours

The normal actual working hours are 37 per week.

The weekly working hours are spread over five days, such that the minimum daily working hours are six and the maximum daily working hours are nine, unless otherwise agreed locally.

The working week begins on Monday, unless otherwise agreed locally.

The working day runs from the normal start of work at the individual enterprise to the same time the next day or from 6.00 a.m. to 6.00 a.m. unless otherwise agreed.

Special provision for: 23, 24, 111, OM, Tobacco, Meat, Processing

23, 24, 111, OM, Meat:

The working hours are spread over the first five days of the week.

23:

At the most, the ordinary actual working hours can be 7.40 hours/day.

OM:

At the most, the ordinary actual working hours can be 7.40 hours/day.

Up to 2 weekly hours of the reduction of working hours can be saved for later settlement. Such savings must be settled within a 12-months period. Settlement takes place during the 6 months' off-season of the individual production locations.

Existing local agreements in respect of saving shall continue without changes.

Tobacco:

If the weekly working hours are spread over five days, the minimum daily working hours are 7 and the maximum daily working hours are 8. However, this does not apply to variable weekly working hours.

Meat:

No working day can be less than 7 hours.

Processing:

No working day can be less than 6 hours or more than 8 hours.

2. Scheduling of working hours

The normal daily working hours shall be between 6.00 a.m. and 5.00 p.m.

The union representative must be consulted before the working hours are scheduled. Duty rosters are discussed locally with due consideration given to both employees and the enterprise.

Special provision for: Tobacco, Meat, Processing

Tobacco:

The normal working hours for the first shift are between the hours of 7.00 a.m. and 5.00 p.m. on the first five days of the week and between the hours of 7.00 a.m. and 1.00 p.m. on Saturdays.

Meat:

The working hours are between the hours of 5.30 a.m. and 6.00 p.m.

Deviation from the normal working hours is subject to agreement between the local parties. If such agreement is made, it will apply to the remaining part of the term of the collective agreement. However, the maximum daily working hours are 9. including rest breaks in connection with piecework.

For individual employees or groups of employees, the enterprise may schedule normal daily working hours between the hours of 5.30 a.m. and 6 p.m. which deviate from the normal daily working hours of the department, albeit not for periods shorter than one payroll week, and provided that that notice is given on Friday before the end of normal working hours, at the latest. However, for lorry drivers, working hours may be scheduled to be between 6.30 a.m. and 6.30 p.m.

If the enterprise uses other of its employees in lorry driving work, such employees may only work during the working hours scheduled for lorry drivers.

Processing:

The working hours are scheduled in consideration of the individual enterprise's requirements (for at least one year at a time) between the hours of 6.00 a.m. and 6.00 p.m.

Deviation from the normal daily working hours is subject to agreement between the local parties.

If the placing of working hours is introduced for Saturdays and Sundays, solely such staff as is employed for work on such days may be employed.

Staff employed at the enterprise have right of first refusal for such work. It has been agreed that no employee may be dismissed solely on the grounds that they do not wish to work during such changed placing of working hours.

Changes to normal daily working hours:

The normal daily working hours in force for the individual enterprises and the scheduling thereof are maintained during the term of the collective agreement, unless the works council has considered a change to the working hours, or a change is necessitated because of a reduction of working hours.

3. Shiftwork

This framework shall not apply to Processing.

The provisions on shiftwork set out between DI and the food and Allied Workers' union - NNF are as follows:

If agreed locally – and outlined in a local agreement, permanent evening and night shifts may be established.

Read more under: Provisions on shiftwork page 112.

Special provision for: 146, Tobacco, Processing**146:**

Shiftwork is scheduled between Monday at 6.00 a.m. and Saturday at 6.00 a.m.

Shiftwork allowance:

Relative to shiftwork. payment of the total amount shall be in accordance with the provisions set out on shiftwork. The weekly allowance arrangement is maintained.

The following allowances are paid for shiftwork:

For the week in which the employee works:

28.4.2025	
from 2:00 p.m. to 10:00 p.m.	DKK 1,107.94
from 10:00 p.m. to 6:00 a.m.	DKK 1,506.77
23.2.2026	
from 2:00 p.m. to 10:00 p.m.	DKK 1,146.71
from 10:00 p.m. to 6:00 a.m.	DKK 1,559.51
1.3.2027	
from 2:00 p.m. to 10:00 p.m.	DKK 1,186.85
from 10:00 p.m. to 6:00 a.m.	DKK 1,614.09

If the employee is transferred from one shift to another or from a dayshift to a work with changed working hours, an allowance equal to one hour's work shall be payable for the moved shift (the standard wage according to the collective agreement).

Tobacco:

In connection with shiftwork, a shift is normally commenced on Mondays, and the third shift will be terminated on Saturday morning. Subject to consensus, rota periods may be agreed on locally.

Processing:**Shiftwork****(1) Working hours for the first shift**

The working hours for the first shift are scheduled within the hours of 6.00 a.m. and 4.00 p.m. The number of weekly working hours for the first shift is the ordinary number of actual working hours stipulated by collective agreement.

(2) Working hours for the second and third shifts

The weekly working hours for the second and third shifts are normally 34 actual working hours for which full wages are paid which equals 34 hours plus differential allowance per working hour. The differential allowance per working hour is calculated as three times the standard wages stipulated by collective agreement divided by 34. If the employee is entitled to industry allowance in pursuance of Chapter 2 clause 11 of the collective agreement, special provision in respect of Processing, a differential allowance per working hour for the industry allowance shall be calculated in the same way.

Depending on the placing of working hours, an hourly allowance for shiftwork is paid in accordance with Chapter 2, clause 12, special provision for Processing.

Working hours shall normally be placed in continuation of the previous shift's termination point. Individual overlaps or intervals may occur.

(3) Transfer of staff

If two-shift or three-shiftwork is introduced, only the staff employed for the individual shifts may be used. However, the enterprise is entitled to transfer staff from one shift to another at the commencement of the working week.

If, for production reasons, the enterprise transfers staff from a shift for the purpose of dayshift work – or vice versa – during the working week, an additional allowance in the amount of DKK 280.00 shall become payable for such a shift. There shall be no allowance when employees are transferred back to their normal shift.

(4) Shift changes

In connection with two-shifts and three-shiftwork, the shifts need not comprise the same number of employees. Shiftwork changes are implemented on Monday mornings.

(5) Notice

Shiftwork is subject to one week's notice and may be established on any day of the week. The termination of shiftwork must, however, take place at the end of the week's working hours pertaining to the last shift on the last working day of the week.

(6) Longer operating time

If, for production purposes, a longer operating time will be necessitated as compared with the total working hours stipulated by the collective agreement for the first, second and third shifts, the remaining operating hours may be completed by substitutes or by dividing the working hours into more shifts.

(7) Shiftwork on Saturdays, Sundays and weekday holidays

Pursuant to clause 12, an allowance shall be paid for shiftwork on Saturdays, Sundays and weekday holidays.

(8) Transferring working hours from Friday to Sunday

Subject to local agreements, and for the purposes of complying with the wishes of the employees, working hours can be transferred from Friday evening or night to Sunday night. Such rescheduled hours are paid according to original agreed.

(9) Shift changes

Shifts between shift-working teams, unless otherwise agreed locally.

(10) Exchanging shiftwork allowance for wages

Subject to local agreement, it can be agreed that 100% of the shiftwork allowance can be applied as wages in connection with extra days off.

4. Flexitime

Provisions do not apply to Tobacco and Processing

Flexitime may be established subject to local agreement (entered with the union representative, if a union representative has been appointed).

Flexitime agreements may be made with individual employees or with groups of employees. Flexitime must be scheduled within the hours between 6.00 a.m. and 5.00 p.m.; however, shiftwork may also be organised.

5. Part-time work

Should enterprises and employees be interested, part-time work may be agreed upon.

The working hours are determined per week, month or year based on an agreed average number of weekly working hours of less than 37 for normal day work, staggered working hours and the day shifts of the shiftwork employees (34 weekly hours for evening and night shifts).

For part-time employees, the working hours must equal at least eight hours. For part-time employees where the work is subordinate to their relevant main activity, such as e.g. employees on early retirement benefit or the similar, there is no lower limit for the average weekly working hours.

The working hours for part-time employees are determined according to the same principles as apply to full-time employees, cf. clause 1.

The enterprise may not dismiss full-time employees and replace them with part-time employees.

The enterprise may not reduce the number of full-time employees in connection with the introduction of part-time work in so far as the employees have the same qualifications.

It shall be considered unfair dismissal if employees are dismissed because they have declined to work part-time or because they have requested to work full-time.

In addition, the parties to the collective agreement agree that part-time employees may only work overtime in exceptional cases.

The parties to the collective agreement agree that it is natural for part-time workers to be members of the same trade organisation as the other workers employed by the enterprise.

See the provisions on the implementation of EU Directives on page 129.

Special provision for: Processing

Processing:

For enterprises registered as members of DI after 1 May 2020, the special provision regarding processing does not apply.

Part-time work

Number and scheduling of working hours

The working hours must be scheduled during the first 5 days of the week (Monday - Friday).

Special meal breaks

In pursuance of the number of hours set out in the part-time contract, enterprises having entered the Framework Agreement in respect of method development and piecework, special meal breaks shall be taken on a pro rata basis.

Remuneration

Employees are remunerated on a pro rata basis in accordance with the weekly wage set out in the collective agreement. For work outside of the hours of 6.00 a.m. and 6.00 p.m., an allowance is paid, cf. clause 12.

Weekday holiday payment

In respect of weekday holiday payments, the employer shall set aside 4% of the wages that qualify for holidays with pay. In respect of weekday holiday payments, the stipulated advance payment that applies to full-time employees shall be payable relative to the number of hours constituted by the number of hours contributed by the part-time work.

Employees working normal hours

Employees at the enterprise, who work full normal hours at the time of the introduction of the part-time arrangement, shall be entitled to be considered employed for part-time work on an equal footing with new employees.

Local agreement

The particulars of the performance of part-time work – including the term of the agreement – shall be laid down in a local agreement, a copy of which must be sent to the organisations.

6. Varying weekly working hours

Provisions do not apply to Processing.

- (a) On the provision of local agreement, varying weekly working hours may be scheduled for all employees or groups of employees provided that the average number of weekly working hours is 37 hours over a 12-month period. However, the maximum weekly working hours cannot exceed 44.
- (b) The local parties shall decide whether to prepare a plan for the period. Subject to local agreement, hours in excess of 37 hours per week may be compensated by entire days off. A savings agreement in terms of wages must be entered for saving up wages to be used for such hours off.
- (c) Employees, who do not have any wage-wise savings, must be guaranteed normal wage earnings relative to weeks with less than 37 working hours.
- (d) Overtime or staggered working hours in connection with the planned varying daily working hours shall be compensated in accordance with the collective agreement's relevant provisions thereon.
- (e) Excess/shortage of working hours must be settled before the employee's resignation.
- (f) Any disagreements may be discussed by the organisations.
- (g) Such agreements may be terminated in accordance with the rules in force, cf. clause 79 on local agreements.

7. Forty-hour week

The framework does not apply to Tobacco.

If the local parties agree thereon, the enterprise may introduce 40-hour working weeks with the saving of excess working hours.

Such saved hours must be taken as full and half days off at a time which is convenient for the parties, perhaps in connection with holidays distinct from Sundays.

Both parties are entitled to eight days' notice.

In connection with the saving of hours, a locally agreed hourly amount shall be set aside.

In the event of resignation, the saved hours must be taken as time off before the employee vacates his or her position.

8. Weekend work

Provisions do not apply to S/C and Meat

If it is necessary to increase the weekly working hours, a local agreement on weekend work may be entered in accordance with the rules set out below:

Working hours

- (a) Normally, work is performed in two shifts of up to 24 hours on Saturdays and Sundays. In exceptional cases, employees hired for weekend work may work on the first five days of the week, subject to the organisations' approval.
- (b) The commencement and termination times for weekend work are agreed locally at the individual enterprises. However, weekend work may normally only begin after the end of normal working hours on Fridays.
- (c) Employees employed for weekend work shall not be entitled to have other paid work. Thus, supplementary benefits may not be paid.
- (d) Failure to comply with (c) above shall be deemed breach of the employment relation leading to immediate dismissal by the enterprise.
- (e) The organisations accept that any disagreements may be made the object of discussion by the organisations.

Wages

- (a) The wages determined by collective agreement are paid for the hours worked, subject to other agreements entered in the relevant area of the enterprise.
- (b) In conclusion, there will be an allowance for weekend work:

- as of 28.4.2025 the allowance equals DKK 116.77 per hour
- as of 23.2.2026 the allowance equals DKK 120.86 per hour
- as of 1.3.2027 the allowance equals DKK 125.09 per hour

Days off and work on weekday holidays

- (a) Working hours shall be scheduled prior to the commencement of the work in order that it is evident which days (Saturdays/Sundays) shall be exempt from work. In the event of days exempt from work having been scheduled, an amount shall become payable that equals the individual employee's average income for the number of hours the employee should have worked on such days. Such amounts shall be paid by the individual employee's weekday holiday account.
- (b) For work on weekday holidays, solely the employee's normal wages shall be payable, and thus there shall be no special weekday holiday advance/payment.

Breaks

Breaks shall be pursuant to applicable collective agreement and local agreements.

Sickness/injury

During the period when the employer is obliged to pay benefits ("employer period"), the individual enterprise must pay the maximum hourly rate applicable from time to time, so that 24 hours of completed weekend work correspond to a full normal working week.

The other provisions of the collective agreement also apply.

Holidays

Holiday and holiday allowance are provided in accordance with the Danish Holidays with Pay Act, including the provisions set out in the collective agreement.

If the employee has worked full-time during the qualifying year, his or her holiday shall equal 5 Saturdays and Sundays off.

Contributions to the Danish Labour Market Supplementary Pension Scheme (ATP)

ATP contribution shall be calculated as full contribution.

Pension

Pursuant to the provisions of the collective agreement, the pension-scheme contribution is calculated and paid in the same way as apply to the other employees of the enterprise

Transfer

The management of the individual enterprise reserves the right to transfer the employees to normal shiftwork or day shifts in the event of shortage of manpower, lack of orders, capacity adjustment problems etc.

If weekend work is discontinued, employees transferred to weekend work are guaranteed continued employment at the enterprise in accordance with the general provisions of the collective agreement.

Other provisions

Unless otherwise stipulated, the provisions of the collective agreement shall apply.

Special provision for: Tobacco, Processing**Tobacco:**

Days off and work on weekday holidays. See also the provisions set out in the collective agreement/local agreement on weekday holiday payment and remuneration for working on weekday holidays.

Organisational matters

The organisations agree that it is natural for weekend workers to be members of the same trade organisations as the other similar workers employed at the enterprise.

Processing:

If required, weekend work may be arranged with a view to avoiding or limiting shiftwork or if the further establishment of shiftwork proves impossible.

The employees will work for up to 12 hours on Saturdays and Sundays, perhaps in two shifts. Weekend work may be extended to begin at the commencement of normal daily working hours on Friday.

Solely in exceptional cases shall workers employed for weekend work be allowed to work in the trade on the first four days of the week and only subject to the organisations' approval.

An allowance for weekend work shall be payable cf. clause 12, Special provision for Processing.

9. Staggered working hours and allowances

Provisions do not apply to 146 and Tobacco.

In case of staggered working hours, with work commencing before 6.00 a.m. or ending after 5.00 p.m., an allowance will be paid cf. the table below.

	23	24	111	S/C	OM
Settled by	Minutes	Minutes	For every half hour of work commenced	Minutes	Minutes
Rate between 5:00 p.m. and 6:00 a.m.	50% of standard wages	50% of standard wages	50% of personal wages:	First hour 16.7% Second and third hour: 25% Fourth hour and thereafter: 50% Calculated on the basis of overtime allowance	50% of overtime rate If commenced at midnight or later, 100% of the overtime rate shall be payable

Special provision applicable to Meat and Processing

Meat:

In case of staggered working hours in such a way that work begins before 05:30 a.m. or ends after 06:00 p.m., an allowance shall become payable, cf. clause 12, special provision for Meat.

Processing:

Staggered working hours for departments

In departments where it is necessary or expedient for production reasons, the normal daily working hours may be scheduled that deviate from the normal daily working hours generally applicable at the enterprise.

Staggered working hours for individual employees

In order to ensure the best possible planning of the work, an agreement may be entered with some employees concerning daily working hours that deviate from the daily working hours for the rest of the department.

If, for the above reason, the transfer of employees who, for personal reasons, are not able to work staggered hours, such employees must be offered work similar to their current work. In any event, the union representative must be informed.

It is agreed that no employees may be dismissed on the grounds that they cannot participate in such staggered working hours as mentioned above.

Payment for staggered working hours

In case of working hours being staggered in such a way that work begins before 06:00 a.m. or ends after 06:00 p.m., an advance allowance shall become payable, cf. clause 12. Special provision for Processing. Payment shall be per every hour of work commenced.

10. Breaks

The scheduling and length of daily meal breaks and rest periods must be discussed with the union representative.

Special provisions for: 23, 24

23, 24:

Employees are entitled to at least 30 minutes of paid breaks per day to be placed before and after the meal break, as agreed locally. Any existing break relations cannot be reduced.

CH. 2 - WAGES

11. Standard wages

Adult employees

From the commencement of the payroll period which includes 1 March and in pursuance to the collective agreement, the standard hourly wage shall constitute: See pages 22-26.

Wage conditions for young employees

From the commencement of the payroll period which includes 1 March, the standard hourly wage rate set out in the collective agreement for young people under the age of 18, shall constitute: See pages 22-26.

Wage payment

1. Unless otherwise agreed, the payroll period is one calendar week (Monday to Sunday).
2. The pay slip must clearly state the composition of the wages.
3. Wages are paid as determined by the employer, weekly or fortnightly.
4. Wages can be converted into monthly wage payment. The transition to monthly wage payment shall presuppose at least two months' notice.

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

In connection with the transition to monthly wage payment, and unless otherwise agreed, the employee can request payment on account equal to the net wages which the individual employee would have expected to receive in the subsequent payroll period.

The requested payment on account shall become payable at the point in time when the fortnight's wage is not paid in full for the first time. Unless otherwise agreed, the amount shall be repaid by way of monthly wage deductions over the following 12 months with 1/12th of the payment on account becoming payable. If the employee resigns, however, the balance shall be deducted from the last wage payment.

5. Wages must be available by the beginning of the working hours on the first succeeding Friday and are generally paid into the employee's bank/salary account. Where the pay day falls on a weekday holiday, the wages must be paid on the normal working day immediately preceding such a weekday holiday.
6. In the event of any computer errors, an amount on-account must be paid in cash.
7. Provided local agreement thereon, quarterly wage statistics shall be surrendered to the union representative.

Electronic pay slips

See protocol 12 on electronic documents.

Special allowances

Staggered working hours

Employees on day shifts working staggered hours will receive an allowance of 50% of the standard wages set out in the collective agreement for the hours worked before 06:00 a.m. and after 05:00 p.m. See clause 9.

Weekend shifts

In respect of hourly allowance concerning piecework and work on a piecework basis, it should be assessed whether to implement this in the framework agreement in respect of method development and piecework.

Works council (SU) fee

shall be paid pursuant to the rate at all times agreed upon by DA and FH.

Shiftwork allowance

shall be paid pursuant to the provisions for shiftwork agreed upon by DI the Food and Allied Workers' Union –NNF.

See Shiftwork, pages 112 -124.

Wage dumping

The parties to the collective agreement have agreed on adapting Protocol 10 on access to wage data on suspicion of wage dumping.

Wage rates as of 24 February 2025

24.2.2025	All amounts are in DKR/hour	Standard wages	Trade- + hourly allowance	Total
23	Adults	157.57	5.95+0.30	163.82
24	Bakers (skilled)	161.96	5.95+0.30	168.21
	Adults	159.40	5.95+0.30	165.65
	Young employees over 17	113.40	5.95+0.30	119.65
	Young employees under 17	104.11	5.95+0.30	110.36
111	Adults	160.35	5.95+0.30	166.60
	Young employees with less than 2 months seniority	94.80	5.95+0.30	101.05
	Young employees with more than 2 months seniority.	113.68	5.95+0.30	119.93
146	Basic wages	157.99	4.95+0.30	163.24
S/C	Adults	146.75	5.95+0.30	
	*** +former 9% piece-rate guarantee + compensation allowance	+ 13.21 +5.27		171.48
	Young employees	86.06	5.95+0.30	
	*** + 9% piece-rate deficiency + compensation allowance	+ 7.75 +5.27		105.33

***** Former piecework guarantee payment.** In so far as no piecework. production premium or bonus schemes have been introduced in connection with functions for which this is possible and expedient. a piecework guarantee or an individual bonus shall be paid which constitutes 9% of the hourly wages in force. provided that no other separate remuneration thereof is payable.

At enterprises having converted the 9% pay supplement. this shall be brought up to date in accordance with the new basis of calculation in respect of the determination of the hourly wages.

24.2.2025	All amounts are in DKR/hour	Standard wages	Trade- + hourly allowance	Total
OM	Adult employees	154.55	5.95+0.30	160.80
	Young employees under 17	108.82	5.95+0.30	115.07
	Minimum rate	159.59	5.95+0.30	165.84
Tobacco	Young employees over 16 and under 18	87.13	5.95+0.30	93.38
Meat	Adult employees	156.49	6.85	163.34
	Young employees under 16	92.20	6.85	99.05
	Young employees over 16	104.36	6.85	111.21
Processing	Adult employees	171.35	**	
	Young employees over 16 and under 17*	105.31		
	Young employees over 17 and under 18*	108.99		

***Processing:** It is not allowed for young employees under 18 to participate in piecework.

****Trade allowance: see under Processing (pages 27-28)**

Wage rates as of 23 February 2026

23.2.2026	All amounts are in DKR/hour	Standard wages	Trade- + hourly allowance	Total
23	Adults	162.32	5.95+0.30	168.57
24	Bakers (skilled)	166.71	5.95+0.30	172.96
	Adults	164.15	5.95+0.30	170.40
	Young employees over 17	117.37	5.95+0.30	123.62
	Young employees under 17	107.76	5.95+0.30	114.01
111	Adults	165.10	5.95+0.30	171.35
	Young employees with less than 2 months seniority	98.11	5.95+0.30	104.36
	Young employees with more than 2 months seniority.	117.66	5.95+0.30	123.91
146	Basic wages	162.74	4.95+0.30	167.99
S/C	Adults	151.50	5.95+0.30	
	*** +former 9% piece-rate guarantee payment	+ 13.64		
	+ compensation allowance	+5.27		176.66
	Young employees	89.07	5.95+0.30	
	*** + 9% piece-rate guarantee payment	+ 8.02		
	+ compensation allowance	+5.27		108.61

***** Former piecework guarantee payment.** In so far as no piecework. production premium or bonus schemes have been introduced in connection with functions for which this is possible and expedient. a piecework guarantee or an individual bonus shall be paid which constitutes 9% of the hourly wages in force. provided that no other separate remuneration thereof is payable.

At enterprises having converted the 9% pay supplement. this shall be brought up to date in accordance with the new basis of calculation in respect of the determination of the hourly wages.

23.2.2026	All amounts are in DKR/hour	Standard wages	Trade- + hourly allow- ance	Total
OM	Adult employees	159.30	5.95+0.30	159.30
		112.62		112.62
	Young employees under 17	164.34	5.95+0.30	164.34
		90.18		90.18
Tobacco	Minimum rate	161.24	5.95+0.30	161.24
		95.42		95.42
		108.02		108.02
	Young employees over 16 and under 18	176.10	5.95+0.30	176.10
		109.00		109.00
		112.81		112.81
Meat	Adult employees	159.30	6.85	159.30
		112.62		112.62
	Young employees under 16	164.34	6.85	164.34
		90.18		90.18
	Young employees over 16	161.24	6.85	161.24
		95.42		95.42
Pro- cessing	Adult employees	108.02		108.02
	Young employees over 16 and under 17 *	176.10	**	
		109.00		
	Young employees over 17 and under 18*	112.81		

***Processing:** It is not allowed for young employees under 18 to participate in piece-work.

****Trade allowance: see under Processing (pages 27-28)**

Wage rates as of 1 March 2027

1.3.2027	All amounts are in DKR/hour	Standard wages	Trade- + hourly allowance	Total
23	Adults	166.82	5.95+0.30	173.07
24	Bakers (skilled)	171.21	5.95+0.30	177.46
	Adults	168.65	5.95+0.30	174.90
	Young employees over 17	121.48	5.95+0.30	127.73
	Young employees under 17	111.53	5.95+0.30	117.78
111	Adults	169.60	5.95+0.30	175.85
	Young employees with less than 2 months seniority	101.55	5.95+0.30	107.80
	Young employees with more than 2 months seniority.	121.78		128.03
146	Basic wages	167.24	4.95+0.30	172.49
S/C	Adults	156.00	5.95+0.30	
	*** +former 9% piece-rate guarantee payment + compensation allowance	+ 14.04 +5.27		181.56
	Young employees	92.19	5.95+0.30	
	*** + 9% piece-rate guarantee pay- ment + compensation allowance	+ 8.30 +5.27		112.01

***** Former piecework guarantee payment.** In so far as no piecework, production premium or bonus schemes have been introduced in connection with functions for which this is possible and expedient, a piecework guarantee or an individual bonus shall be paid which constitutes 9% of the hourly wages in force, provided that no other separate remuneration thereof is payable.

At enterprises having converted the 9% pay supplement, this shall be brought up to date in accordance with the new basis of calculation in respect of the determination of the hourly wages.

1.3.2026	<i>All amounts are in DKR/hour</i>	Stand- ard wages	Trade- + hourly allow- ance	Total
OM	Adult employees	163.80	5.95+0.30	170.05
	Young employees under 17	116.57	5.95+0.30	122.82
Tobacco	Minimum rate	168.84	5.95+0.30	175.09
	Young employees over 16 and under 18	93.34	5.95+0.30	99.59
Meat	Adult employees	165.74	6.85	172.59
	Young employees under 16	98.76	6.85	105.61
	Young employees over 16	111.80	6.85	118.65
Processing	Adult employees	180.60	**	
	Young employees over 16 and under 17*	112.81		
	Young employees over 17 and under 18*	116.75		

***Processing:** It is not allowed for young employees under 18 to participate in piece-work.

****Trade allowance: see under Processing (pages 27-28)**

Special provision for: 23. 24. 111. S/C. Tobacco. Processing

23. 24:

Personal wages:

The current higher personal wages shall be retained and may not be reduced in consequence of this present collective agreement while the employees in question are employed by the same employer.

23:

Week plans:

The enterprise shall prepare a week plan with regular working hours – to be announced no later than the preceding Friday at noon. In the event of changes to the week plan. the enterprise shall pay an additional allowance in the amount of DKK 36.45 in respect of each occurrence.

24:

Week plans:

The enterprise shall prepare a week plan with regular working hours – to be announced by way of the posting of notices no later than the preceding Friday morning. In the event of any deviations from the week plan. there shall be an allowance of DKK 51.04 in respect of each occurrence.

111:

Week plans:

The enterprise shall seek to prepare a week plan with regular working hours – to be announced by way of the posting of notices no later than the preceding Friday at 1:00 p.m. In the event of any deviations from the week plan. there shall be an allowance of DKK 18.96 in respect of each occurrence.

S/C:**Tobacco:****Wage statistics**

The enterprise shall be under an obligation to prepare wage statistics to be surrendered to the union representatives.

Ordinary regulations for employees paid by the hour**The adjustment of wages**

The parties to the collective agreement have agreed that any future adjustment of wages in connection with the renewal of collective agreements and any other general adjustments of wages shall take place in accordance with the general provisions applying to workers receiving standard wages.

Processing:**Wage structure and payment rates**

As of 24 February 2023		The wage scheme of the business	
		Basic rate **	Piecework rates cf. the Framework Agreement *
- hourly allowance	(DKK/hour)	102.50	102.50
- basic rate	(DKK/hour)	68.85	68.85
- piecework guarantee	(DKK/hour)	-	-
Hourly rate in total	(DKK/hour)	171.35 **	171.35
+ Trade allowance	(DKK/hour)	5.25	3.15
Piecework *		-	Variable wages cf. amount produced
- piecework basis	(DKK/earned piecework hour)	-	65.29

As of 23 February 2026		The wage scheme of the enterprise	
		Basic rate **	Piecework rates cf. the Framework Agreement *
- hourly allowance	(DKK/hour)	107.25	107.25
- basic rate	(DKK/hour)	68.85	68.85
- piecework guarantee	(DKK/hour)	-	-
Hourly rate in total	(DKK/hour)	176.10 **	176.10
+ Trade allowance	(DKK/hour)	5.25	3.15
Piecework*		-	Variable wages cf. amount produced
- Piecework basis	(DKK/earned piecework hour)	-	65.29

As of 1 March 2027		The wage scheme of the enterprise	
		Basic rate**	Piecework rates cf. the Framework Agreement *
Hourly allowance	(DKK/hour)	111.75	111.75
Basic rate	(DKK/hour)	68.85	68.85
-Piecework guarantee	(DKK/hour)	-	-
Hourly rate in total	(DKK/hour)	180.60**	180.60
+ Trade allowance	(DKK/hour)	5.25	3.15
Piecework*		-	Variable wages cf. amount produced
Piecework basis	(DKK/hour)	-	65.29

*The enterprise has agreed to the Framework Agreement pertaining to method development and piecework (see clause 71).

Hourly allowance shall apply to all hours.

Seniority in relation to trade allowances shall be calculated by summing up periods of employment in the same group, which may be interrupted by maximum periods of six months' duration. Seniority will lapse if the employee gives notice.

An employee performing particularly important work in a satisfactory way may be paid a bonus for such work. Such bonuses will lapse when the employee is transferred to other work.

Trade allowance

A trade allowance of 3.15 per hour will be payable to employees of seniorities equal to six months or more

In the absence of a local agreement on full or partial adoption of the framework agreement regarding method development and piecework, a trade allowance of DKK 5.25 per hour shall become payable.

Seniority in respect of trade allowance is calculated by summing up employment periods within the same group which may be interrupted by a maximum period of six months' duration.

Seniority will lapse if the employee gives notice him-/herself.

Wage payment

The payroll period may be extended to two weeks. In such case, all members of the Food and Allied Workers' Union – NNF and apprentices will receive an annual payment in the amount of DKK 100.00.

Such an amount will be calculated and paid quarterly to the local branch of the union for social and cultural purposes for the benefit of members employed at the enterprise.

In respect of transition to four-week wage periods, the employee shall be entitled to the advance payment of an amount equal to the net pay which the employee in question would be expected to have earned in the following payroll period – unless otherwise agreed.

Wages can be converted into monthly payment of wages. Notice of such transition must be given at least 2 months in advance. Further guidelines for monthly payment of wages can be discussed locally. If no local consensus can be obtained, the wage period shall be from the 20th to the 19th every month.

The parties have agreed that enterprises that are already paying its employees DKK 100 annually, shall continue to do so.

Wages shall be at the employee's disposal no later than the last banking day of the month.

Employees who are covered by the Framework Agreement in respect of method development and piecework shall be entitled to weekly notes.

The desired advance payment will be paid for the first time at such a point in time when weekly, fortnightly or payment at 4-week intervals will not become fully payable. The amount will be repaid through pay deductions over the following 12 months with 1/12th of the advance payment amount per month, unless otherwise agreed. Should the employee give notice, however, the remaining amount will, be deducted from the last wage payment

The payment of wages shall take place to the employee's bank, and the wages shall be available to the employee at the time of the opening of the bank.

The parties to the collective agreement have agreed to discuss the above provisions of the collective agreement with a view to streamline the text.

12. Special allowances. seniority. staggered working hours etc.

Special provision for: 23, 24, 111, 146, S/C, Meat, Processing

If no other similar or higher allowance is paid in addition to the wages stipulated by collective agreement, the employee is entitled to a seniority allowance in accordance with the following rules:

23

After 1 year's employment	DKK 0.58/hour
After 2 years' employment	DKK 0.69/hour
After 4 years' employment	DKK 0.86/hour

24

After 2 years' employment	DKK 28.69 /week
After 4 years' employment	DKK 0.86 DKK/week

111

After 1 year's employment	DKK 1.43 /hour
After 3 years' employment	DKK 2.01 /hour
The allowance can be calculated by the day or by the week	

146

After 1 year's employment DKK 1.75 /hour

Seniority is calculated by adding up employment periods within the same trade (the term trade shall be construed as flour mill and grist mill. respectively) and will only lapse if the employee him-/herself gives notice or refuses to show up for work when – after experiencing a period of redundancy – the person is offered employment by an enterprise.

Summing up shall only take place in the event of re-employment in the trade within one year.

24:**Nuisance allowance:**

In the event of particularly filthy work. an allowance in the amount of DKK 4.38/hour shall become payable.

146:**Nuisance allowance:**

For employees participating in filthy work by way of the cleaning of mill. flour boxes and grain silo (not warehouse) as well as drivers and assistants. there shall be a daily allowance equal to one hourly pay (basic wages II).

The same allowance shall also become payable in connection with the exchange of roller blocks. the cleaning of bolters. filters and similarly filthy work.

However. no employee shall be entitled to this allowance for longer periods than 60 days within one collective bargaining year.

Job-based allowances for:

- a. Roller attendants. second-mill man. and tanker drivers. This currently equals DKK 163.17/week and DKK 4.41/hour.
- b. Bolter attendants. cleaning attendants. first silo man. drivers. forklift drivers. machine operators at big-bag plants as well as operators of fully automated packing machines (retail packing). This currently equals DKK 123.21/week and DKK 3.33/hour.
- c. Loading foremen and valve packers. This currently equals DKK 95.83/week and DKK 2.59/hour.

The loading and stowage of ships shall be paid in accordance the harbour tariff of the town in question

S/C:**Compensation allowance pursuant to clause 11 of the framework**

Such compensation allowance is not included in the calculations of piecework allowance. staggered working hours. overtime. shiftwork and similar allowances.

The compensation allowance must be clearly stated on the individual pay slips.

Filthy-work allowance

An allowance is paid for the grinding and packing of cocoa powder. De-powdering and/or powder casting as well as coating of liquorice.

28 April 2025	DKK 7.01/hour
23 February 2026	DKK 7.25 /hour.
1 March 2027	DKK 7.51 /hour.

The same allowance shall be payable in respect of liquorice boiling. boiling by burning and burning in connection with cocoa roasting (except for heating by gas or electricity). the washing of tins and moulds without automatic washers. the pitting of cherries and plumbs. sugar sifting. work by coating pans and the preparation of fruit pulp.

Such allowances are payable for complete working days.

Comment 1:

If the above processes are changed in such a way that the inconvenience is removed or reduced. the removal or reduction of the above allowances may become subjects to negotiation.

Comment 2:

The parties to the collective agreement have agreed that for enterprises with work conditions comparable to the above (highly dusty or highly soiling conditions). the payment of similar allowances can be negotiated locally.

Meat:

Training of apprentices and induction of new employees

Employees working with the training of apprentices and the induction of new employees shall be paid the average wages of the past four weeks of own earnings.

Samples. testing and the commissioning of machinery

Such periods in which the experimentation of the establishment of new methods. the development of new products and/or the commissioning of machinery takes place. the employee in question shall be paid the average of the preceding week or – with respect to piece workers – the average hourly piecework payment, (for instance. week 38 shall thus constitute the basis for the calculation of the work performed in week 40). The above wages must also be paid where the work is carried out as overtime work.

Staggered working hours

The following allowances shall become payable for the part of working hours that falls within the period between 06:00 p.m. and 05:30 a.m.:

	28 April.2025	23 February 2026	1 March 2027
from 06:00 p.m. to 22:00 p.m.	DKK 21.93	DKK 22.70	DKK 23.49
22:00 p.m. to. 05.30 a.m.	DKK 25.38	DKK 26.27	DKK 27.19

Processing:

Special allowances

Low-temperature allowance

The hourly compensation for low-temperature work equals:

28 April 2025	DKK 9.23
23 February 2026	DKK 9.56
1 March 2027	DKK 9.89

Staggered breaks

The following allowances are paid as compensation for staggered meal breaks:

28 April 2025	DKK 6.90
23 February 2026	DKK 7.15
1 March 2027	DKK 7.40

Meal breaks taken at workstations

In the event that an employee remains at machines, boilers and the similar, thus not leaving his/her workstation for meal breaks, an allowance shall become payable as compensation for each meal break:

28 April 2025	DKK 48.37
23 February 2026	DKK 50.06
1 March 2027	DKK 51.81

Weekend work (employees employed pursuant to clause 8 – special provisions for processing)

The wages pursuant to the collective agreement for the contributed number of hours plus an hourly allowance for work on Saturdays and Sundays shall be as follows:

The 24-hour Saturday period	28 April 2025	23 February 2026	1 March.2027
- Between 2:00 p.m. and 10:00 p.m.	DKK 55.06	DKK 56.99	DKK 58.98
- Between 10.00 p.m. and 06.00 a.m.	DKK 73.42	DKK 75.99	DKK 78.65
The 24-hour Saturday period	DKK 98.14	DKK 101.58	DKK 105.13

Weekday holidays falling on Saturdays and Sundays are considered to be days off that entitle to weekday holiday payment.

Sickness benefits shall be payable cf. the Danish act on sickness benefits and the same shall apply to ATP (the Danish Labour Market's Supplementary Pension) – pursuant to the regulations in force. Likewise, the Danish Holiday with Pay Act shall apply.

The hourly allowance for shiftwork performed during the period between 06:00 p.m. and 06:00 a.m. shall be

paid according to the following hourly allowance (calculated by the minute):

Sickness benefits are paid, cf. the Danish Act on Sickness Benefits, just as ATP shall be paid, cf. the applicable rules. In addition, the rules of the Danish Holiday with Pay Act shall apply.

	28 April 2025	23 February 2026	1 March.2027
Between 6:00 p.m. and 10:00 p.m.	DKK 21.93	DKK 22.70	DKK 23.49
Between 10.00 p.m. and 06.00 a.m.	DKK 25.38	DKK 26.27	DKK 27.18

For the second and third shift. payment shall be in accordance with the special provision for processing set out in accordance with Special Provisions for Processing set in Clause 3(2) in addition to the above allowances :

Rates excl. piecework	28 April 2025	23 February 2026	1 March 2027
Compensation allowance for all 34 hours	DKK 15.12	DKK 15.73	DKK 16.28
Trade allowance equal to DKK 5.25 for all 34 hours	DKK 0.46	DKK 0.46	DKK 0.46
Wage rate in total for all 34 hours	DKK 15.65	DKK 16.19	DKK 16.74
Rates incl. piecework	28.4.2025	23.2.2026	1.3.2027
Compensation allowance for all 34 hours	DKK 15.12	DKK 15.54	DKK 15.94
Trade allowance equal to DKK 3.15 for all 34 hours	DKK 0.28	DKK 0.28	DKK 0.28
Wage rate in total for all 34 hours	DKK 15.40	DKK 15.82	DKK 16.22

Shiftwork on Saturdays. Sundays and weekday holidays

The hourly allowance (calculated by the minute) shall be paid as follows:

	28 April 2025	23 February 2026	1 March 2027
Saturday between 2:00 p.m. and 10:00 p.m.	DKK 55.06	DKK 56.99	DKK 58.99
Saturday between 10:00 p.m. and 06:00 a.m. 06.00	DKK 73.42	DKK 75.99	DKK 78.65
The 24 hours applicable to Sundays and weekday holidays	DKK 98.14	DKK 101.58	DKK 105.13

In addition. allowance shall be paid subject to the general shiftwork allowances for the second and third shifts. respectively – such as it has been set out in the above provision.

Staggered hours. part-time work and cleaning work during the period between 06:00 p.m. and 06:00 a.m.

shall be payable according to the following hourly allowances (calculated for every hour and fraction thereof):

	28 April 2025	23 February 2026	1 March 2027
Between 06:00 p.m. and 10:00 p.m.	DKK 21.93	DKK 22.70	DKK 23.49
Between 10:00 p.m. and 06:00 a.m.	DKK 25.38	DKK 26.27	DKK 27.18

Day-shiftwork on Saturdays and Sundays pay

For day-shiftwork and working hours allocated to a Saturday or a Sunday. the following hourly allowance (calculated by the minute) shall apply:

	28 April 2025	23 February 2026	1 March 2027
Saturdays btw. 2:00 p.m. and 10:00 p.m.	DKK 21.93	DKK 22.70	DKK 23.49
Saturdays btw. 10:00 p.m. and 06:00 a.m. as well as the Sunday hours	DKK 25.38	DKK 26.27	DKK 27.18

13. Training allowance

A training allowances shall be as follows:

DKK 1.20 (pertaining to 23. 24. 111. 146. S/C. OM and Tobacco). and

DKK 1.95 (pertaining to Meat)

Training allowances shall become payable to employees having been employed by the enterprise for a period of 12 months when, during this period, they have participated in such courses/training as may have been provided by the enterprise.

In respect of employees who, during this 12-months period, have declined to participate in provided courses/training, such allowances cannot be granted until the employee has accepted a provided course.

In respect of the introduction of a performance enhancing wage system, the training allowance shall constitute an element thereof.

CH. 3 - OVERTIME

14. Overtime

Overtime prior to and directly after normal working hours

If the employee is requested to work overtime hours prior to normal working hours or directly after normal working hours, overtime allowance shall be paid according to the table below.

For overtime prior to normal working hours and directly after the closing of normal working hours, an allowance shall be paid per hour or fraction thereof. Such time sheets shall be rounded up to full hours.

Overtime on days off

If employees are requested to perform overtime work on days off, on Sundays and on weekday holidays, such work shall be paid according to the table below.

In the event of on-call duty, any transport time to and from the enterprise shall be considered overtime work.

See the table below (on pages 37-39).

Systematic overtime

The trade organisations agree that, as far as possible, overtime should be avoided, albeit there may be situations necessitating overtime work in order to facilitate the operation of the enterprise or the punctual completion of orders, obligations etc.

The union representative must be kept informed of the extent of the overtime work.

At enterprises with varying production requirements and at which local parties have vainly tried to obtain a local agreement on varying weekly working hours, the enterprise can notify its employees about systematic overtime work. Systematic overtime, which may, as a maximum, constitute five hours per calendar week and one hour per day, must be scheduled in connection with the normal working hours of individual employee.

The employee must, at the latest, be notified of systematic overtime work before normal closing hours four calendar days before the week in which the systematic overtime shall be performed.

Unless otherwise agreed between the management and the union representative of the enterprise, systematic overtime work must be counterbalanced by taking time off as whole days off within a 12-month period after performing such overtime. Excess working hours, which do not entitle to a full working day, will be carried on.

The time for excess working hours shall be determined by the employer pursuant to local negotiations between the parties; albeit, the employee must be notified thereof at least 6 x 24 hours in advance.

Compensatory days off counterbalancing systematic overtime cannot be scheduled within a period of notice, unless the enterprise and the employee are in agreement thereon.

The parties to the collective agreement agree that the existing possibilities of giving notice of overtime pursuant to the provisions otherwise set out in the collective agreement shall not be affected by the possibility of giving notice of systematic overtime.

The parties to the collective agreement agree that the intention of the described model has been to create a possibility that will allow enterprises with varying production requirements, at which the local parties have in vain tried to reach a local agreement in respect of the notification of varying weekly working hours, allowing the enterprises to give notice of systematic overtime in such a way that, within a period of maximum 12 months, the systematic overtime must be counterbalanced by days off by way of time off in lieu of wages.

Unless so agreed between the local parties, the parties to the collective agreement agree to clarify that this model cannot be applied for a permanent extension of the production capacity of the enterprises by way of e.g. a permanent 42-hour working week with continuous time off to counterbalance overtime.

The parties to the collective agreement further agree to make clear that this is not a matter of a rolling 12-month phase-out period in accordance with the same principle as is applicable to continuous time off to counterbalance overtime days for other overtime work within a four-months period. Rather, it is a matter of a period consisting of a maximum of 12 months from the establishment of the systematic overtime within which the systematic overtime work must be taken as time off in lieu. If time off in lieu is taken to compensate for systematic overtime work, this must take place within the expiry of the 12-month period, such overtime is considered as compensated. Renewed notification of systematic. In case of a new notice of systematic overtime, a new 12-month period will commence.

As of 28 April 2025	23		24		111	146		S/C		OM	Tobacco	Meat	Pro- cessing
Calculated on the basis of:	Standard wages		Standard wages		Per-sonal hourly wages	Standard wages		Standard wages		Per-sonal hourly wage			
Per commenced:	minute		minute		minute	half hour		half hour		half hour	half hour	half hour	Hour
Overtime payment. all hours:	%	DKK	%	DKK	%							85.93	96.26
Overtime payment. First hour	50%	78.79	50%	79.70	50%	50%	79.00	33.3%	48.87	50% (after)	73.85		
Overtime payment. Second hour	50%	78.79	50%	79.70	60%	75%	118.49	50%	73.38	50% (after)	73.85		
Overtime payment. Third hour	100%	157.57	100%	159.40	100%	100%	157.99	50%	73.38	50% (after)	73.85		
Overtime payment. Fourth hour and subsequent hours	100%	157.57	100%	79.70	100%	100%	157.99	100%	146.75	100% (after)	110.79		
Overtime payment. before normal working hours						100%	157.99	100%	146.75	100%	119.17		
Overtime payment. up to one hour prior to the commencement of normal working hours and af- ter 6.00 a.m.	50%	78.79	50%	79.70	50%						119.17		
Overtime payment before 6.00 a.m.	100%	157.57			100%	100%	157.99						
Overtime payment. Saturdays			100%	159.40	First hour 50% Second hour 60% subsequent hours 100%	100%	157.99	100%	146.75	100%	119.17		
Overtime payment. Sundays and weekday holidays	100%	157.57	100%	159.40	100%	100%	157.99	100%	146.75	100%			
Overtime payment. Sundays	100%	157.57	100%	159.40	100%	100%	157.99	100%	146.75	100%	119.17		
Two-hour prior notice						100%	157.99	100%	146.75	100%			
Four-hour prior notice													
Six-hour prior notice			1 hour's wage (< 1 hour)										
Notice the day before	49.39 (< 2 hours)				115.07 (< 1 hour)			1 hour's wage		1 hour's wage			
For each effective three-hour period. before a break												75.21	30 min.
Overtime. not in direct continu- ation of normal working hours												See special provi- sions	See special provisions. 3 or 4 hours to be settled

As of 23 February 2026	23		24		111	146		S/C		OM	Tobacco	Meat	Processing
Calculated on the basis of:	Standard wages		Standard wages		Personal hourly wages	Standard wages		Standard wages		Personal hourly wages			
Per commenced:	minute		minute		minute	half hour		half hour		half hour	half hour	half hour	Hour
Overtime payment. all hours:												88.51	99.15
Overtime payment. First hour	50%	81.16	50%	82.08	50%	50%	79.00	33.3%	50.45	50% (after)	76.07		
Overtime payment. Second hour	50%	81.16	50%	82.08	60%	75%	122.06	50%	75.75	50% (after)	76.07		
Overtime payment. Third hour	100%	162.32	100%	164.15	100%	100%	162.74	50%	75.75	50% (after)	76.07		
Overtime payment. Fourth hour and subsequent hours	100%	162.32	100%	164.15	100%	100%	162.74	100%	151.50	100% (after)	114.11		
Overtime payment. before normal working hours						100%	162.74	100%	151.50	100%	122.75		
Overtime payment. up to one hour prior to the commencement of normal working hours and after 6.00 a.m.	50%	81.16	50%	82.08	50%						122.75		
Overtime payment before 6.00 a.m.	100%	162.32			100%	100%	162.74						
Overtime payment. Saturdays			100%	164.15	First hour 50% Second hour 60% Subsequent hours 100%	100%	162.74	100%	151.50	100%	122.75		
Overtime payment. Sundays and weekday holidays	100%	162.32	100%	164.15	100%	100%	162.74	100%	151.50	100%	122.75		
Overtime payment. Sundays	100%	162.32	100%	164.15	100%	100%	162.74	100%	151.50	100%	122.75		
Two-hour notice						100%	162.74						
Four-hour notice													
Six-hour notice			1 hour's wage (< 1 hour)										
Notice the day before	50.87 (< 2 hours)				118.52 (< 1 hour)			1 hour's wage		1 hour's wage			
For each effective three-hour period. before a break												77.47	30 min.
Overtime. not in direct continuation of normal working hours												See special provisions	See special provisions. 3 or 4-hour settlement

As of 1 March 2027	23		24		111	146		S/C		OM	Tobacco	Meat	Processing
Calculated on the basis of:	Standard wages		Standard wages		Personal hourly wages	Standard wages		Standard wages		Personal hourly wages			
Per commenced:	minute		minute		minute	half hour		half hour		half hour	half hour	half hour	Hour
Overtime payment. all hours:												91.17	102.23
Overtime payment. First hour	50%	83.41	50%	84.33	50%	50%	83.62	33.3%	51.95	50% (after)	78.35		
Overtime payment. Second hour	50%	83.41	50%	84.33	60%	75%	125.43	50%	78.00	50% (after)	78.35		
Overtime payment. Third hour	100%	166.82	100%	168.65	100%	100%	167.24	50%	78.00	50% (after)	78.35		
Overtime payment. Fourth hour and subsequent hours	100%	166.82	100%	168.65	100%	100%	167.24	100%	156.00	100% (after)	117.53		
Overtime payment. before normal working hours						100%	167.24	100%	156.00	100%	126.43		
Overtime payment. up to one hour prior to the commencement of normal working hours and after 6.00 a.m.	50%	83.41	50%	84.33	50%						126.43		
Overtime payment before 6.00 a.m.	100%	166.82			100%	100%	167.24						
Overtime payment. Saturdays			100%	168.65	First hour 50% Second hour 60% Subsequent hours 100%	100%	167.24	100%	156.00	100%	126.43		
Overtime payment. Sundays and weekday holidays	100%	166.82	100%	168.65	100%	100%	167.24	100%	156.00	100%	126.43		
Overtime payment. Sundays	100%	166.82	100%	168.65	100%	100%	167.24	100%	156.00	100%	126.43		
Two-hour notice						100%	167.24						
Four-hour notice													
Six-hour notice			1 hour's wage (< 1 hour)										
Notice the day before	52.40 (< 2 hours)				122.08 (< 1 hour)			1 hour's wage		1 hour's wage			
For each effective three-hour period. before a break												79.79	30 min.
Overtime. not in direct continuation of normal working hours												See special provisions	See special provisions. 3 or 4-hour settlement

Special provisions for: 146. S/C. Tobacco and Processing

146:

1 May

The allowance payment for overtime work on 1 Maj after 12:00 noon shall be 100%.

S/C:

Payment for overtime work

When the employer insists on piecework to be carried out outside normal working hours. the employees shall be entitled to overtime allowance in addition to the piece-rate payment.

Overtime allowance is calculated pursuant to the hourly rates set out in the table in clause 14.

In connection with the settling of overtime work. such time as pertains to eating and resting shall be deducted. albeit cf. clause 17 special provision for S/C. Likewise. nonattendance in respect of the normal daily working hours on the day in question shall be deducted from the overtime, unless such non-attendance is beyond the employee's control and is subject to the employer's approval after being duly notified thereof.

If an enterprise. for short or long periods of time. should scale down activities in such a way that the daily or weekly working hours be reduced. overtime allowances must first be calculated as of the hours on which the overwork allowances would commence under ordinary circumstances.

The Danish Constitution Day is considered a weekday holiday.

Restrictions on the access to require the performance of overtime work

The parties agree that. as a rule. the individual employee cannot be ordered to carry out overtime work in excess of 120 hours per calendar year – just as there can be no more than 10 weekly hours of overtime work. The performance of systematic overtime cannot. however. be required within the period between 15 May and 1 September. Where no compelling grounds speak against it, and subject to negotiation between the employer and the union representatives on exemption from overtime in respect of one weekday. This day need not be the same day for every employee at an enterprise.

Exceptions to the provisions pertaining to the 120 annual days and weekly 10 hours may. however. take place pursuant to agreement between the employer and the employees' representatives.

The parties agree to restrict overtime work to the extent that production considerations allow.

Tobacco:

As a result of the above provisions. there can be no reduction in any existing. locally agreed and more favourable agreements on the payment of overtime work.

The organisations agree that to the greatest extent possible. overtime should be avoided albeit there may be circumstances that will necessitate overtime in order to facilitate the operation of the enterprise or the punctual completion of orders. and the meeting of obligations etc.

As a minimum, overtime payment is calculated per half hour.

Meat:
Overtime

Working on days off

Work on days off shall be paid by at least four hours' overtime allowance

General provisions on overtime work

If an employee is late for work, a quarter of an hour shall be deducted for every quarter of an hour or fractions thereof.

Processing:

Overtime that is not immediately after the end of normal working hours

If employees are required to work overtime not following the end of normal working hours (incl. Sundays and weekday holidays), overtime payment shall be paid in accordance with the provision "Work on days off" set out below.

Overtime summons

Where employees are summoned for the purpose of performing necessary overtime work outside normal working hours (incl. Sundays and weekday holidays), overtime allowance shall be calculated as at least 4 hours which shall comprise any transport time to and from the enterprise.

Work on days off

For necessary collective work on days off which is completed before 10.00 a.m. or is owing to circumstances that are not attributable to the employer, overtime allowance shall be paid for a minimum of three hours, whereas – in respect of other work which is completed after 10.00 a.m. – overtime allowance shall be paid for a minimum of four hours. Certain employees performing various service functions shall be paid for a minimum of two hours, or a minimum of three hours if the work is completed after 12 noon.

Overtime work on the Danish Constitution Day (5 June) of up to one hour's duration in direct continuation of the end of normal daily working hours shall be compensated by overtime allowance for two hours shall be payable.

Overtime work in connection with special occasions

If overtime is scheduled for weeks with weekday holidays or periods with considerable supplies, a plan in this respect must be discussed with the union representative and notice must be given well in advance.

The principles to be used for such planning must be discussed in the works council.

15. Notice of overtime

The framework shall neither apply to Tobacco nor Processing

Notice of overtime in excess of one hour must, as far as possible, be given the day before.

In the absence of such notice, or if notice of overtime work that is to take place on a day off, is called off less than 36 hours prior to the overtime commencement, one hour's standard wage, at the rate set out in the collective agreement, must be paid.

Special provision for: 146 S/C, OM, Meat and Processing

146:

If overtime is required, notice thereof must be given to each of the concerned employees at least two hours before the closing of normal working hours with the exception of standard work not exceeding one hour.

If the employer requires work overtime without giving the prescribed notice, an allowance of 100% shall be paid for the first hour of overtime = twice (hourly rate + overtime allowance).

S/C:

In general, notice of overtime work must be given the day before – in exceptional circumstances (unforeseen occurrences), albeit no later than before lunch break on the same day. If overtime work is carried out without prior notice, this shall result in payment equal to one ordinary hourly wage.

OM:

Notice of overtime work must be given the day before. If overtime work is required to be performed without notice, additional payment equal to one normal hourly wage must be made.

Meat:

In respect of overtime not exceeding one hour, notice thereof is not required. Notice of overtime work in excess of 1 hour's duration must be given no later than on the preceding day before the end of normal closing hours.

Processing:

On the day after a Sunday or weekday holiday, notice of overtime must be given before the first meal break stipulated by the collective agreement on the day in question.

Such notice shall lapse in the event of the breakdown of machinery or other circumstances of which the employer has no control.

An employee who is prevented from participating in such overtime work must notify the foreman thereof as he/she is summoned to the overtime work.

If the notification of overtime work to be performed on a day-off is called off less than 36 hours prior to the planned time of commencement, a compensation for such absent notification must be paid by way of an amount that is equal to 1 hour's standard wage, such as this has been provided for by the collective agreement.

16. Time off in lieu of wages

The parties to the collective agreement agree that overtime work must be performed to the required extent and that overtime must be limited as far as possible.

The individual employees are entitled to take the number of hours off that corresponds to the number of overtime hours worked.

If employees wish to exercise this right to take time off in lieu, the enterprise must be notified thereof, and the rules must be discussed locally.

Time off in lieu must be scheduled for a point in time that is convenient to both the enterprise and the individual employee.

Special provisions for: S/C and OM

S/C and OM:

All overtime work must be counterbalanced by time off in lieu within a period of 6 months after the performance of the overtime work to the extent that this is convenient to the production.

Within 4 consecutive weeks, however, 8 hours' overtime work without counterbalance by time off in lieu shall be allowed subject to local agreement.

Agreement on the time for time off in lieu shall be subject to agreement between the enterprise and the employee in question.

Pursuant to local agreement, there can be a wage-related saving for use in connection with time off in lieu.

If so requested, a periodical overview of performed overtime work must be surrendered to the union representative

OM:

Payment for performed overtime work shall take place with the payment of percentages at the expiry of the payroll period.

17. Meal breaks and other breaks in connection with overtime work

This framework shall not apply to Tobacco, OM and Meat

In connection with overtime work of more than one hour's duration, there shall be a 15 minutes' paid break.

Overtime work that is paid by more than 3 hours shall release 30 minutes' paid break.

For overtime of more than one hour's actual work. the employee is entitled to a 15-minute paid break.

For overtime remunerated by more than three hours. the employee is entitled to a 30-minute paid break.

Special provision for: 146, S/C and Processing

146:

Meal breaks

When not back home for normal meal breaks, lorry drivers and assistants shall receive one half hourly wage per meal break (base rate II).

When 2 hours' overtime work is required after normal closing hours, there shall be ½ hour's meal break. This meal break shall be paid as overtime work with 50%.

S/C:

Meal breaks in connection with overtime work

If overtime is of more than one hour's duration, the employees shall be entitled to a rest break of no more than ½ hour at their own expense. If overtime is of more than two hours' duration, the employees shall be entitled to an additional ½ hour break which will be included in the overtime.

Overtime work before normal working hours

When overtime work is commenced 1 hour before normal working hours, there shall be a 15-minute rest break. When overtime work is commenced 1 hour before normal working hours, there shall be a 30-minute rest break.

Overtime work after normal working hours

For overtime work in excess of 1 hour, there shall be a 30-minute rest break prior to the commencement of the overtime work. Otherwise, there shall be a 30-minute rest break for every 3 hours of effective overtime work.

18. Overtime for shiftwork or shiftwork within processing

In respect of overtime work for employees on shiftwork this shall be paid by way of an overtime allowance plus the shiftwork allowance applicable for the relevant time of day, cf. clause 4 of the shiftwork provisions set out on pages 112- 124.

Processing:

A - Before or immediately after normal working hours

For overtime before or immediately after the second and third shifts, overtime allowance shall be paid in addition to the shiftwork allowance applicable for the relevant time of day.

B - Not in connection with normal working hours

Overtime allowance shall be payable for overtime work which is not immediately connected with the normal working hours pertaining to the second or third shift.

C - Weekday holidays and days off

Overtime work on days off, comprising weekday holidays, shall be exempt from the provisions in B in the above, if such overtime takes place according to the normal weekday working hours ordinarily pertaining to the shift.

Overtime allowance shall be paid together with such shiftwork allowance as is in force for weekdays

In respect of overtime on weekday holidays, the weekday holiday advance payment shall be paid, cf. the Danish provisions on weekday holidays.

CH. 4 - PROVISIONS FOR EMPLOYMENT AND TERMINATION

19. Employment provisions

(1)

In connection with employment, an employment contract shall be prepared. This shall be handed over no later than 7 calendar days after the commencement of the employment, including the first day of employment. Certain information types must, however, be handed over no later than 1 month after the commencement of the employment, cf. clause 4 of the protocol on the implementation of the Directive on Working Conditions that is available on page 130

The obligation to prepare an employment contract shall apply in respect of employees who, within a reference period of 4 consecutive weeks and on the basis of agreed or actual average weekly working hours, work more than 3 hours a week and, likewise, in respect of the employment of employees who are employed without being guaranteed any number of weekly hours of any guaranteed amount of work.

Working hours at all employers constituting or belonging to the same business, group or unity shall be recognised in the statement of working hours in pursuance of this present provision.

The employment contract must comply with the requirements set out in "Protocol on the Implementation of the Directive on Working Conditions". An updated version of a template for the employment contract is available on www.di.dk.

(2)

The employer shall provide material in writing in respect of changed information pursuant to subsection 1. This shall be at the soonest possible and no later than on the day on which any changed provisions come into force. The employer shall provide information in writing in respect of changed information pursuant to subsection 1. However, this shall not apply to changes which merely reflect changed legislation, administrative or

(3)

If the employment contract has not been handed over to the employee in connection with the expiry of the deadlines set out in subsections 1, 2 or 4, the matter may be settled pursuant to the provisions set out in the collective agreement in respect of industrial disputes. An employer cannot be fined if, no later than 5 days after a meeting held between the organisations at which he was instructed to hand over the employment contract, he complies with such an instruction – unless it is a matter of systematic breach of the provisions on employment contracts.

(4)

These provisions came into force on 1 July 2023. If an employee, employed prior to the date of commencement, should desire an employment contract to be prepared pursuant to subsection 1 and submits a request thereon, the employer shall hand over all necessary documents no later than 8 weeks after the reception of such a request.

20. Employment of foreign employees

The parties to the collective agreement agree that it may be expedient for the enterprise to provide accommodation, transport etc. for foreign employees during their stay in Denmark.

The parties to the collective agreement also agree that it should be voluntary for such employees to enter into an agreement with the enterprise on the purchase of services related to the employment relationship and that, further, as the parties to the collective agreement

understands it, it would be in contravention of the collective agreement to make an employment relationship conditional on the employees concluding such agreement.

In continuation thereof, the parties to the collective agreement agree that employees, who have entered a voluntary agreement with the enterprise on the purchase of services, must be given the opportunity to terminate such agreements at one month's notice for expiry at the end of a month, unless another shorter notice period has been agreed upon.

If DI's member enterprises enter into such voluntary agreements with its foreign employees, the parties to the collective agreement agree that it is only natural that payment for such services be deducted from their wages.

21. Rules of termination

It is recommended that notice of termination – by the enterprise as by the employee – be set out in writing.

The employee must resign by the end of a working week. Employees working weekends, however, shall resign at the end of the 24-hour Sunday period.

(1)

Termination by the enterprise

For employees who, without other interruptions than those mentioned below, have been employed at the same enterprise for such periods as have been set out in the table below, the notice periods set out in below table shall apply.

	Seniority	Term of notice
	After 13 weeks	1 week
	After 1 year	2 weeks
	After 2 years	4 weeks
	After 4 years	5 weeks
	After 6 years	6 weeks
	After 8 years	7 weeks

(2)

Termination by the employee

If the employee desires to terminate the employment relation, the employee must notify the enterprise thereof in accordance with the following table

	Seniority	Term of notice
	After 13 weeks	1 week
	After 6 years	2 weeks

(3)

Compensation for the absence of notice

If one of the parties fail to give correct notice, the opposite party may claim compensation equal to the employee's hourly wage for the number of days constituting the breach.

Notwithstanding the employee's duty to give due notice of termination, the employer should not decline to enter into an agreement on earlier resignation, provided that the employee can substantiate that the employee would solely be able to accept an offer of permanent work on the provision that the notice of termination be waived.

22. Dismissal

If an employee is guilty of gross misconduct, this employee can be dismissed without previous notice.

After having informed the union representatives and examined and assessed the episode, the enterprise must immediately ask the employee to immediately leave the workplace.

In such cases, wages shall only be paid up until the point in time at which the dismissal takes place. On the same day, a written report shall be prepared on the chain of events. The union representative is under an obligation to immediately raise an objection in writing if he does not agree with the report.

In cases of termination without the existence of grounds for actual dismissal, or in case of the manager's failure to immediately availing himself of his right of dismissal, wages shall be paid for the period to which the employee is entitled pursuant to the collective agreement's notices of termination.

A dismissed employee shall always be entitled to have his/her case dealt with at an organisation meeting at which the employee in question shall be entitled to give an account for the case.

23. Termination in connection with sickness, injury and holiday

This frame shall not apply to Meat and Processing

During absence owing to sickness and injury, employees with more than 6 months' seniority at the enterprise shall be protected against termination within the initial 14 days of an absence period.

Special provisions for: Meat and Processing

Meat, Processing:

Termination during absence owing to sickness, injury and holiday

- a. Termination during absence owing to sickness shall not be permitted except in the following circumstances:
 - An employee who, at the time of termination, was absent on the grounds of sickness for less than 2 weeks, can be dismissed.
 - Ordinarily, an employment relation shall be considered terminated when the employee has been absent owing to sickness for a consecutive period of more than 18 weeks. The notice of termination shall not be delivered in immediate continuation of the 18 weeks, as it can be delivered at a later point in time during the

sickness absence. The enterprise must discuss the matter with the union representative before the enterprise executes the termination of the employment relation.

The following shall apply in respect of **Processing**:

The above shall not apply to employees who have been injured during working hours and – as a consequence thereof – have been entitled to supplementary sickness allowance, cf. clause 47 of the collective agreement, Special Provision for Processing, or whose injury has been deemed to be critical sickness pursuant to Slagteriernes Gruppelivsforsikring (group life insurance of slaughterhouses). In such cases, the employment relation shall ordinarily be considered to be terminated after 1 year's absence.

In both the above cases, the employee may be entitled to severance pay, provided that the criteria of clause 25(2), Special Provisions for Processing, are complied with.

The following shall apply in respect of **Meat**:

The above shall not apply to employees who have been injured during working hours and who have duly filed a claim and documented their injury, or whose injury has been deemed to be critical sickness pursuant to Kødindustriens Gruppelivsforsikring (group life insurance of the meat industry) – as of 1 July 2025 Slagteriernes Gruppelivsforsikring. In such cases, the employment relation is generally considered terminated after 1 year's absence.

In both above cases, the employee may be entitled to severance pay provided that the criteria of the frame under clause 25, have been complied with.

- b. Dismissal cannot take place during absence owing to holiday
- a. If an employee's planned holiday coincides with the notice period, in whole or in part, the employee shall be entitled to request the postponement of his/her holiday until after the notice period. In so far as practicable, the enterprise should comply with such a wish.

Dismissal in connection with enterprise closure and significant workforce reduction

- a. In respect of enterprise closure:

Every employee may be dismissed, including employees who are absent on the grounds of sickness, injury and holiday.

- b. Closure of production departments:

Every employee in the relevant department may be dismissed, including employees who, at the time of dismissal, are absent on the grounds of sickness, injury and holiday.

- c. Discontinuation of production affecting several production departments:

Every employee, predominantly employed within the relevant production, may be dismissed, including employees who, at the time of dismissal, are absent on the grounds of sickness, injury and holiday.

- d. In the event of major workforce reduction where the enterprise selects employees from among all employees at the enterprise:

Employees who are absent owing to sickness of more than three weeks duration, absent owing to injury or holiday cannot be dismissed.

Also see the Danish legislation on major workforce reduction and the guidelines thereto. In the event of disagreement between the local parties on the dismissals, an industrial procedure may be instituted.

24. Provisions on seniority, interruption, lapse

a. The employment relation will not be interrupted:

1. during sickness.
2. during military service.
3. during pregnancy, maternity, paternity and parental leave.

In the event of above periods of absence, the employee shall be eligible for accruing seniority.

b. The term of notice shall lapse:

1. In the event of unemployment entailed by other employees' industrial action.
2. In the event of employment interruption owing to machine stoppage, material shortage and other types of force majeure which halts production – in whole or in part.

c. Recovery of seniority

1. In the event that the employee's termination of his/her employment relation, the seniority shall not be recovered in relation to any subsequent re-employment at the same enterprise.
2. Employees shall recover previously achieved seniority at the enterprise on the provision that:
 - They are dismissed at a week's notice or more, cf. clause 21(1); or
 - Their work is interrupted owing to shortage of work; or
 - Their work is interrupted owing to the reasons set out in clause 24, schedule b. and resume work when this is offered within a period of 9 months.

d. Time off for guidance in case of dismissal

Employees who are dismissed with notice pursuant to clause 21(1) due to restructuring, employee cutbacks, the closure of enterprises, or other matters concerning the enterprise, shall be entitled to paid time off for up to two hours for the purpose of seeking guidance from the unemployment fund/trade union, and they shall at the soonest possible after dismissal be relocated, taking due consideration of the production conditions at the enterprise.

25. Job security and competence development

This frame shall neither apply to Processing nor to OM that is paid by the month

Severance pay for employees with considerable seniority

1. If an employee, who has been employed at the same enterprise for a consecutive period of 3, 5 or 8 years is dismissed through no fault of his or her own, the employer shall be under an obligation to pay special severance pay in the amount of DKK 5,000.00 times 1, 2 or 3, respectively.

2. The provision set out in subclause (1) shall not apply if the employee has found other employment, receives pension or does not receive unemployment benefits for any other reason at the time of resignation (see, however, the exception described in protocol 19 on the shared understanding of the provision on severance pay). Finally, severance pay shall not be paid if the employee is employed on terms similar to those set out in the Danish Salaried Employees Act or is already entitled to severance pay, extended notice period or similar terms placing the employee in a more favourable position than the general terms of notice set out in the provisions of the collective agreement.

Also, see Protocol 19 on the parties' shared understanding of the provision on severance pay.

3. For part-time employees, the amount will be reduced pro rata.

The parties to the collective agreement agree that this provision shall not apply in connection with layoffs. This applies regardless of the terminology specifically used, as long as it is a matter of interrupted employment, and such interruption is by nature temporary. If an interruption, which was originally intended to be temporary, shall later prove to be permanent, the employer's obligation pursuant to this provision shall become effective.

Employees who have been employed at the enterprise for a period of at least two years, and who are dismissed due to restructuring, cutbacks, enterprise closures or other circumstances pertaining to the enterprise, shall be entitled to participate in a course of up to two weeks' duration that is relevant to the employee such as e.g. AMU (adult vocational training programmes), FVU (preparatory courses for adults) or other educational programmes that are publicly funded at employment-benefit level. This shall not apply, however, if the employee has completed two weeks' further and supplementary training within the most recent two years (does not apply to Meat).

The economic benefit shall accrue to the enterprise.

The employer shall cover the costs of participation fees up to a maximum of DKK 1,500.00.

The course participation must take place within the notice period.
entitled to early retirement benefits or pension paid by the employer or the Danish State.
However, these provisions shall not apply to employees

Special provisions for: 146, Processing

146:

Severance pay

If, after resignation, an employee will receive health-related early retirement benefits, national pension, disability pension or optional retirement, this shall release the payment of an amount equal to a minimum of four weeks' wages.

Severance pay shall be subject to seven years' seniority.

Processing:

Job security agreement

(1) Enterprise closures and major workforce reduction

In the event of enterprise closures (with the exception of bankruptcy) and major workforce reduction in respect of the Danish legislation on the notice of major workforce reduction, the enterprise shall pay severance pay equal to DKK 20,000 to employees who on the date of resignation have more than four years' seniority.

In addition, the following shall be paid for each year of seniority:

From 4 years up to and including 9 years DKK 1,800

From 10 years up to and including 18 years DKK 2,300

From 19 years DKK 2,800

The increase will take effect at the commencement of the seniority year.

Severance pay is paid to employees on compassionate leave pursuant to s. 118 of the Danish Social Services Act.

Seniority	DKK	Seniority	DKK
Up to 4 years	0	24 years/1 day - 25 years	68,300
4 years/1 day - 5 years	21,800	25 years/1 day - 26 years	71,100
5 years/1 day - 6 years	23,600	26 years/1 day - 27 years	73,900
6 years/1 day - 7 years	25,400	27 years/1 day - 28 years	76,700
7 years/1 day - 8 years	27,200	28 years/1 day - 29 years	79,500
8 years/1 day - 9 years	29,000	29 years/1 day - 30 years	82,300
9 years/1 day - 10 years	30,800	30 years/1 day - 31 years	85,100
10 years/1 day - 11 years	33,100	31 years/1 day - 32 years	87,900
11 years/1 day - 12 years	35,400	32 years/1 day - 33 years	90,700
12 years/1 day - 13 years	37,700	33 years/1 day - 34 years	93,500
13 years/1 day - 14 years	40,000	34 years/1 day - 35 years	96,300
14 years/1 day - 15 years	42,300	35 years/1 day - 36 years	99,100
15 years/1 day - 16 years	44,600	36 years/1 day - 37 years	101,900
16 years/1 day - 17 years	46,900	37 years/1 day - 38 years	104,700
17 years/1 day - 18 years	49,200	38 years/1 day - 39 years	107,500
18 years/1 day - 19 years	51,500	39 years/1 day - 40 years	110,300
19 years/1 day - 20 years	54,300	40 years/1 day - 41 years	113,100
20 years/1 day - 21 years	57,100	41 years/1 day - 42 years	115,900
21 years/1 day - 22 years	59,900	42 years/1 day - 43 years	118,700
22 years/1 day - 23 years	62,700	43 years/1 day - 44 years	121,500
23 years/1 day - 24 years	65,500	44 years/1 day - 45 years	124,300
		45 years/1 day - 46 years	127,100

The criteria laid down in the Act shall apply when determining whether it is a matter of major workforce reduction; albeit the number of dismissed employees will be settled at 15, who

shall be covered by the collective agreement in relation to severance pay entitlement in respect of this provision.

The enterprise's payment obligation in connection with the dismissal of between 15 and 29 employees who are covered by the collective agreement shall only apply in the event of relocation of the production or parts thereof from one production site to another, in Denmark and abroad. However, this payment obligation will not apply if the cause of the dismissals is seasonal fluctuations or owing to insufficient sales.

It is a condition for payment of severance pay that the employee in question has not been transferred to another position within the group/enterprise and that the employee remains in his position at the enterprise until the planned time of resignation. Employees who have been transferred to other positions within the group/enterprise, but who are then dismissed within a period of six months due to shortage of work, shall be entitled to severance pay.

In connection with enterprise closures and major workforce reductions pursuant to the Danish legislation on notices, the enterprise shall be obliged to enter into negotiations with the employees on the drafting of a social plan. The purpose of this plan is to provide the affected employees with the best possible conditions for planning and realising their future job and training objectives.

(2) Dismissal through no fault of the employee

Employees who are dismissed through no fault of their own and who, at the time of dismissal, have reached the age of 35 and have a minimum of eight years' seniority shall be entitled to severance pay in the amount of DKK 17,500. In addition, they shall be entitled to the payment of DKK 1,500 per commenced seniority year for each seniority year exceeding eight years.

Severance pay shall be paid to employees on compassionate leave pursuant to s. 118 of the Danish Social Services Act.

It is a condition for the payment of severance pay that the dismissal is not due to other employees' industrial action, cf. the box in clause 24, and that, within six months, the employee has not received a written proposal on reemployment.

The amount may only be paid once.

The increase will take effect for each commenced seniority year.

Seniority	DKK	Seniority	DKK
up to 8 years	0	29 years/1 day - 30 years	50,500
8 years/1 day - 9 years	19,000	30 years/1 day - 31 years	52,000
9 years/1 day - 10 years	20,500	31 years/1 day - 32 years	53,500
10 years/1 day - 11 years	22,000	32 years/1 day - 33 years	55,000
11 years/1 day - 12 years	23,500	33 years/1 day - 34 years	56,500
12 years/1 day - 13 years	25,000	34 years/1 day - 35 years	58,000
13 years/1 day - 14 years	26,500	35 years/1 day - 36 years	59,500
14 years/1 day - 15 years	28,000	36 years/1 day - 37 years	61,000
15 years/1 day - 16 years	29,500	37 years/1 day - 38 years	62,500
16 years/1 day - 17 years	31,000	38 years/1 day - 39 years	64,000
17 years/1 day - 18 years	32,500	39 years/1 day - 40 years	65,500
18 years/1 day - 19 years	34,000	40 years/1 day - 41 years	67,000
19 years/1 day - 20 years	35,500	41 years/1 day - 42 years	68,500
20 years/1 day - 21 years	37,000	42 years/1 day - 43 years	70,000
21 years/1 day - 22 years	38,500	43 years/1 day - 44 years	71,500
22 years/1 day - 23 years	40,000	44 years/1 day - 45 years	73,000
23 years/1 day - 24 years	41,500	45 years/1 day - 46 years	74,500
24 years/1 day - 25 years	43,000	46 years/1 day - 47 years	76,000
25 years/1 day - 26 years	44,500	47 years/1 day - 48 years	77,500
26 years/1 day - 27 years	46,000	48 years/1 day - 49 years	79,000
27 years/1 day - 28 years	47,500	49 years/1 day - 50 years	80,500
28 years/1 day - 29 years	49,000	50 years/1 day - 51 years	82,000

(3) General

If the dismissed employee accepts employment at one of the group's other enterprises, no severance pay shall be payable; however, seniority will be transferred to the new employment.

26. Employment contract

An up-to-date template of the employment contract is available on www.di.dk.

27. Medical examinations

Pursuant to current legislation, food businesses shall undertake to ensure that food will not be contaminated by pathogenic microorganisms.

In consideration of the enterprise's operations, the enterprise may request that employees provide health information if they come into contact with food through their work.

The purpose of the health status data is to ensure that the new employee does not suffer from disease, is the carrier of a disease, or has had a disease that can be transferred to food.

The duty of disclosure is limited to the above circumstances.

If the enterprise is to store the health status data, the employee must give his or her consent thereto. The information may not be saved for longer periods than is necessary in consideration of operations.

28. Employees employed on terms similar to those applicable under the Danish Salaried Employees Act

During the term of the collective agreement, the parties to the collective agreement intend to discuss the possibility of preparing an agreement on appointments on terms similar to those set out in the Danish Salaried Employees Act.

CH. 5 - HOLIDAY AND TIME OFF

29. Taking holidays

The Danish Holiday with Pay Act shall apply, comprising the special provisions and local agreements stated in the collective agreement. the special provisions and local agreements with special status.

30. Accrual of holiday

- a) The annual holiday to which an employee is entitled is calculated on the basis of the employee's work and equals to 2.08 days for each month worked at the enterprise. In connection with employment of a shorter duration than one month, the holiday entitlement will be calculated in proportion to the length of the employment period. The right to holiday is also earned relative to the time in which an employee has been on holiday or has been entitled to holiday allowance pursuant to clause 39, or during a period of absence due to sickness or injury.
- b) Holiday allowance is provided on an ongoing basis and represents 12.5% of the collectively paid wages. When calculating holiday allowance, any such additions to the wage or pay elements that are not subject to income tax are disregarded
- c) During an employee's absence due to sickness and injury of more than one day's duration, the employer will calculate holiday allowance from the second day of absence based on the employee's wages for the last four weeks prior to the absence.
- d) No holiday allowance shall be calculated in respect of public holiday payment for employees who are not entitled to full pay during sick leave.
- e) Provisions of s. 20 of the Danish Holidays with Pay Act provides sick leave allowance for employees who are not entitled to full pay during sick leave.
- f) Complaints regarding the employer's calculation of holiday allowance must be made by presentation of pay slips or other payroll statements.

31. The holiday year

The holiday year runs from 1 September to 31 August. Holiday allowance earned during the holiday year is accrued to the effect that the holiday is taken during the 16-months period from 1 September until 31 December.

32. Timing of the holiday

- a) The aim should be to prepare a holiday plan before 1 February.
- b) If the holiday is 3 weeks or less, it shall be planned and held consecutively within the period between 1 May and 30 September (the holiday period), or during another period within the holiday year agreed on between the employer and the employee entitled to holiday.

Holiday in the first two weeks of the holiday period should as far as possible be allocated to employees wishing to take their holiday at this time. If the employee is entitled to more than three weeks' holiday. the holidays exceeding three weeks must also be taken in a consecutive period but may be taken outside of the holiday period. However,

the taking of single holidays may be agreed with employees locally.

- c) Provided a local agreement – perhaps between the individual employee and the employer - the main holiday may be planned outside the period between 1 May and 30 September (the holiday period).
- d) If an employee wishes to take more holidays than provided for in the Act, such a wish may be accommodated, and an agreement must be made before the commencement of the holiday, albeit the employee will not be entitled to receive wages for the extended holiday.
- e) If an employee is called up for military service during the holiday period, he must notify his employer no later than three weeks before his commencement of military service in order to ensure that the issue of holiday may be settled before the employee leaves the enterprise.
- f) Employees who are fully or partly unable to take their holidays due to military service, sickness, maternity, commitment to one of the institutions of the prison service or other preventive detention, start-up of self-employment or work at home are entitled to have holiday allowance after the expiry of the holiday entitlement period transferred to the subsequent holiday period pursuant to the provisions of the Holidays with Pay Act. In case of the termination of the employment relation, not used holiday can be paid out upon resignation.
- g) If holidays are taken for full weeks, the holiday shall be terminated by the commencement of the first normal working hours on the first normal working day after the end of the holiday.

33. Holiday allowance/pay

- a) Holiday allowance corresponding to the length of the holiday is paid on the first payday after the enterprise has received the employee's request for payment from the centralised digital holiday payment solution *Feriepengeinfo*, however no earlier than one month before the holiday is to be taken.
- b) Holiday allowance paid to employees during paid holidays can be paid prior to the holiday being taken. In such cases it may require set-off upon resignation to the extent that there have been paid holiday allowances for holidays not taken.

34. Transfer of holidays and interrupted holidays

(1) Transfer of holidays

- a) Employee and employer may agree that accrued and non-settled holidays over 20 days can be transferred to the following holiday period. The employee and the employer shall agree on transfer of holidays in writing prior to 31 December.
- b) If an employee who has transferred holiday resigns before all transferred holiday has been completed, holiday allowance shall be paid for the remaining days of transferred holiday.
- c) Holiday to an extent equal to transferred holiday cannot be deemed included in a notice of dismissal unless, in accordance with agreement, cf. the above, the holiday is planned to be taken within the notice period.

(2) Holiday in advance

It is possible to enter a local agreement on dispensing with s.7 of the Holidays with Pay Act as well as the principle set out in s.15 of the Act on the notification of holiday that has not-

been accrued on the date of taking the holiday. Such a local agreement must be in writing and may solely be entered with a union representative elected pursuant to the rules set out in the collective agreement.

It may thus be agreed that:

the employees are granted up to 5 weeks' holiday at the beginning of the holiday year on 1 September. Employees appointed in the course of the holiday year shall be granted a pro rata number of holidays.

The enterprise may give notice of holiday to be taken at a point in time for which holiday has not yet been accrued (notice of "holiday in advance"). The enterprise may not give notice of more holiday than the employee can accrue before the expiry of the holiday year.

If an employee resigns during the holiday year, and if – on the date of resignation – the employee has used more holiday than accrued, the enterprise shall be entitled to set off such holiday against the employee's claim for wages and holiday pay.

Where resignation is owing to dismissal by the enterprise, the enterprise shall not be entitled to set off more holiday than the employee can accrue before his/her resignation, unless the dismissal is owing to the employee's material breach.

In the event of the employee's cancellation or termination of the employment relationship on the grounds of material breach on the part of the enterprise, the employer shall not be entitled to set-off holiday pay.

The enterprise shall calculate and pay back holiday pay to the employee, if the employee has been paid less holiday pay than he/she would have received if he/she had not taken "holiday in advance".

(3) Fit for duty reporting in connection with collective holiday closure

If an employee, who is on sick leave before the beginning of the holiday, reports fit for duty during a collective holiday closure, the employee shall resume work and is entitled to take the holiday at a later date. If it is not possible to offer the employee employment during this period, the holiday is considered to have begun at the time of reporting fit for duty. Unless otherwise agreed, the holiday that the employee in question has been prevented from taking due to sickness is taken as an extension of the originally notified holiday.

(4) Interrupted holiday

Where holiday is half a day or more, a full day's time off is granted, albeit only with earned holiday pay. Where holiday entitlement amounts to less than half a day, the entitlement to time off shall elapse, whereas the earned amount shall be paid.

35. Holidays by the hour

A written local agreement can be made to the effect that holidays can be taken by the hour.

In connection with this, it must be ensured that holiday is not taken for fewer hours than the planned number of working hours on the day in question and that the collective holiday will not equal less than five weeks, reckoned as 25 full days, with off-work days, that are not compensatory days off, and working days are included proportionately. Insofar as possible, holidays should be taken as full weeks.

Holidays must reflect the working week and should not be scheduled exclusively on the basis of short or long working days.

36. Payment of holiday money without taking holiday

Not taken holiday days in excess of 20 days must be paid to the employee after the expiry of the holiday period unless such days have been transferred to the future holiday period.

37. Disputes

Holiday payment constitutes a part of the employee's wages and – similar to the recovery of wages – it can be recovered through legal proceedings against the employer in case of non-payment

Dispute resolution within the industrial procedures system shall solely concern such departures from the Danish Holidays with Pay Act as have been agreed on.

38. Holiday guarantee scheme

- a) The parties to the collective agreement agree that the holiday guarantee scheme is to be applied by the union members employed at enterprises under the Collective Agreement for the Meat Factory and Slaughterhouse (DIO I)
- b) If an enterprise wishes to keep holiday allowance in the enterprise instead of making ongoing payments to the *FerieKonto* holiday payment scheme, the parties to the collective agreement shall agree that this can take place. If so, the enterprise must inform the employees of this in writing. In the event of a transition to *FerieKonto* payment, the employees must be informed in the same way.
- c) DIO vouches for all earned holiday allowance, including any transferred holiday

39. Free choice scheme

The free-choice model was established as a means of accommodating individual employee requests regarding time off, pension or wages.

It is a condition that choices are made in consideration of the need to continue to ensure efficient and competitive production at the individual enterprise.

Accrual scheme

As of 26 February 2024, 11.25% of the employee's holiday-qualifying wages is allocated to the free-choice model.

As of 23 February 2026, 12.25% of the employee's holiday-qualifying wages is allocated to the free-choice model.

As of 1 March 2027, 13.25% of the employee's holiday-qualifying wages is allocated to the free-choice model.

Accrual scheme for Processing

As of 26 February 2024, 11.20% of the employee's holiday-qualifying wages is allocated to the free-choice model.

As of 23 February 2026, 12.20% of the employee's holiday-qualifying wages is allocated to the free-choice model.

As of 1 March 2027, 13.20% of the employee's holiday-qualifying wages is allocated to the free-choice model.

Application

No later than on 8 December each year, the individual employee will choose between the options of wages, pension, time-off and family days – to take effect for the subsequent calendar year:

a. Wages

If the employee chooses wages, the agreed percentage will be paid on a regular basis, perhaps as a fixed amount.

b. Pension

To be entitled to choose the pension option, the employee must already be covered by a labour market pension pursuant to the collective agreement.

If the employee chooses pension, the agreed percentage will be paid by on a regular basis to the pension company as an extraordinary contribution. Relative to the calculation of holiday allowance, tax etc., this amount is considered an ordinary pension contribution. Payment of an extraordinary pension contribution does entail the payment of employer's contribution.

c. Time off

The employee can choose up to five instalments equal to 0.45%. The selected percentage will be deposited into the employee's savings account.

For **Processing**, it is possible to select up to six instalments of 0.45%. The free-choice percentage set out in the collective agreement can, when locally agreed, be divided into six equally large amounts according to the current six free-choice portions.

Free-choice holidays shall be taken on an ongoing basis as agreed between the enterprise and the individual employee. Free-choice holidays must be taken and planned in consideration of the enterprise's interests and, to the greatest extent possible, the individual employee's preferences should also be accommodated.

If an employee so requests and the enterprise subsequently accepts such request, the extra holidays may be converted to and split up into hours off.

d. Calculation

If the employee opts for free choice by way of wages or time off, holiday allowance, public holiday payment and pension must be calculated on the basis of such amounts.

Combinations

Employees may choose more than one option at the same time. It is, however, decisive that options will only be chosen once a year, and this choice is binding on the employee. Employees, who are entitled to family days, can choose further two days as family days.

Settlement of savings account

The savings account is settled once a year, at year end. Any profit shall be paid to the employee no later than at the second payment of wages in the following year.

Resignation

Free-choice holidays cannot be taken during the notice period, unless otherwise agreed between the enterprise and the individual employee.

The free-choice account will be settled upon resignation, and any surplus will become payable together with the last payment of wages from the enterprise.

Processing – sickness, injury and leave:

Freedom equal to 37 hours each year, payable by the rates set out below, shall be saved during absence due to sickness, child's day of illness, or injury for up to six months as well as such absence as is set out in the collective agreement in respect of maternity, paternity and parental leave, and during paid training. Such payment shall be equal to sick pay cf. clause 46, special provisions for Processing, which equals the following hourly rates:

24.2.2025	DKK 3.63
23.2.2026	DKK 3.74
1.3.2027	DKK 3.84

Increase in connection with membership registration with an association under DA, the Confederation of Danish Employers

See protocol 5.

40. Weekday holidays

Payment for work on weekday holidays (public holidays falling on a weekday) either takes the form of an accrual scheme (clause 41) or a wage payment scheme (clause 42).

As of week 27 2025, payment for weekday holidays shall solely be by way of the savings scheme (clause 41).

New Year's Day, Maundy Thursday, Good Friday, Easter Monday, Whit Monday, (fourth Friday after Easter), Ascension Day, Christmas Day and Boxing Day are weekday holidays.

41. Weekday holidays with savings scheme

Savings

For the purpose of securing payment for employees on weekday holidays, the employer shall allocate an amount corresponding to 3.5% (**Processing** 4.0%) of the employee's holiday-qualifying wages for each employee. This amount includes holiday allowance of the weekday holiday payment.

During sickness and injury, weekday holiday payment is accrued according to the same provisions as apply to the calculation of holiday allowance, cf. the Danish Holiday with Pay Act.

Advance payment

Immediately after being employed, the employee is entitled to weekday holiday payment with the advance payment stipulated. If the balance is negative, the deficit will be set off against the subsequent weekday holiday account.

Any amount due to the enterprise may be set off against wages due in connection with the termination of the employment.

The amount accumulated for each employee is calculated at the end of week 26 every year, and is paid together with the payment of subsequent wages.

If the balance is negative, the deficit will be set off against the subsequent weekday holiday account.

The advance payment constitutes:

the balance in the employee's favour in connection with the expiry of an employment relation.

The accumulated amount is subject to annual settlement by

- DKK 1000.00 per day for adult employees.
- DKK 2000.00 per day for weekend workers.
- DKK 500.00 per day for employees under the age of 18.
- In respect of part-time employees and employees working flexible hours, the advance payment shall be calculated proportionately.

Conditions for advance payment

- A condition for receiving advance payment is that the employee in question must be in employment on the last working day before and - to the extent that the employer is willing to employ the employee - on the first working day after the weekday holiday(s) and any holiday(s) and/or closing days immediately before or after such weekday holidays and/or closing days.
- Documented sickness or absence attributable to an employee's unpredictable cause as well as absence approved by the employer shall not be considered unlawful absence provided that the employee obtains such approval by the employer on the first working day after the period of absence.
- If the employer does not accept the employee's explanation for being absent, the employer must immediately notify the employee thereof, thus allowing the employee to consult his union as to whether the employer's refusal to accept the absence as reasonable. Any disagreement on such issues may be made subject to industrial procedures.

Forfeiture of advance payment

- In the event that the employee fails to appear for work the day before and/or the day after the weekday holiday(s), and the employee's explanation for being absent is not approved, the employee will forfeit an amount corresponding to the mentioned advance payments. Such amounts will then be deducted from the employee's weekday holiday account, albeit no more than the balance of the account.
- The above provision covers an individual employee's absence. If the absence is due to participation in collective work stoppage, the employee will forfeit his or her right to the above-mentioned advance payment, albeit the amount will remain on the employee's weekday holiday account.

Work on a weekday holiday

In case of work on a weekday holiday, any employee shall be entitled to receive an advance payment in addition to the weekday holiday payment stipulated by collective agreement.

Payment

Weekday holiday payment reserved for each employee for the period from week 27 to 26 is paid in the form of an advance payment in connection with the individual weekday holiday.

The above-mentioned advance payment will be made together with the wages for the payroll week/period in which the weekday holiday(s) fall(s). If payment cannot be made at this time due to holiday or closure, payment will be made on the immediately following pay day.

On resignation, the weekday holiday account will be settled and paid together with the last payment of wages.

The advance payments are made for weekday holidays falling on e.g. Saturdays off or weekdays off, but not when falling on Sundays.

The above-mentioned advance payment will be made with the wages for the payroll week in which the weekday holiday(s) fall(s). If payment cannot be made at this time due to holiday or closure, it will be made on the immediately following pay day.

In the event of death, the balance on the weekday holiday account will be paid to the deceased's estate.

42. Weekday holidays with full-pay scheme

The frame shall not apply to 23, 24, 111, S/C, OM, Meat and Processing.

This provision shall lapse as of the end of week 26 2025, whereupon **146** and **Tobacco** shall be transferred to clause 41.

43. Special days off and payment

Area	1 May	5 June Constitution Day	24 December the day of Christmas Eve	31 December the day of New Year's Eve
23	Entitlement to terminate work at 12 noon. Unpaid leave	Half public holiday of 12:00 noon Half public-holiday allowance	Normal working day	Normal working day
24	Entitlement to terminate work at 12 noon. Unpaid leave	Half public holiday as of 12:00 noon Half public holiday allowance	Normal working day	Normal working day
111	Time off Regarded as public holiday Public holiday payment	Time off considered a public holiday Public holiday payment	Normal working day	Normal working day
146	Time off between 12 noon and 12 midnight Unpaid leave	Time off between 12 noon and 6.00 a.m. Paid leave	Work terminates at 6.00 a.m. Paid leave	Work terminates at 6.00 a.m. Paid leave
S/C	Full day off No wages. Any public holiday payment agreed on locally	Time off considered public holiday Public holiday payment	Normal working day	Normal working day

to be continued on the following page

Area	1 May	5 June Constitution Day	24 December the day of Christmas Eve	31 December the day of New Year's Eve
OM	Time off considered a public holiday Public holiday payment	Time off considered a public holiday Public holiday payment	Normal working day	Normal working day
Tobacco	Time off Unpaid leave	Time off considered a public holiday Public holiday payment	Normal working day	Normal working day
Meat	Time off Unpaid leave	Time off after 12 noon Half Public holiday payment	Day off Paid leave	Time off after 4.00 p.m. Paid leave
Processing	Work ends at 12 noon Unpaid leave	Work ends 12 noon Half Public holiday payment	Day off Paid leave	Day off Paid leave

Special provision for: 146, Tobacco, Processing

146:

Time off on week-day holidays

On the night before Maundy Thursday and Ascension day, work ends at 02:00 a.m.

Tobacco:

An employee shall be given the necessary time off in connection with the death of a close relative and subsequent funeral service.

Spouse, cohabiting partner and children are considered close relatives.

Time off is paid by way of the personal average wages for day shifts.

In connection with the death/funeral service of parents, the employee shall be entitled to 1 day of at personal average wages for day shifts.

Processing:

If work is terminated at 12:00 noon, there shall be only one meal break.

The payment obligation pertaining to the day of Christmas Eve and New Year's Eve, respectively, shall apply in the event of illness, maternity leave and injury,

In the event of illness, maternity leave and injury, the employer's payment obligation pertaining to Christmas Eve and New Year's Eve, respectively, shall only apply for as long as the employer is under an obligation to pay sickness benefits, sick pay during sickness, or maternity/adoption pay cf. chapter 6.

CH. 6 – SICKNESS ABSENCE, MATERNITY, CHILD’S SICKNESS

44. Notification

It is the responsibility of the enterprise to brief all newly appointed on the provisions on reporting incapacity for work.

The organisations recommend that the enterprises prepare guidelines for reporting incapacity for work. For enterprises with no guidelines, the following guidelines shall apply:

- Unless otherwise agreed or unless it is prevented by special circumstances, incapacity reporting shall take place by telephone on the first day of absence. The enterprise shall provide the employee with the telephone number to use.
- In respect of the day shift, the employee shall be under an obligation to report absence at the commencement of working hours, albeit no later than within 3 hours after the commencement of working hours.
- In respect of the evening and night shifts, reporting shall take place at the commencement of working hours at the latest
- The enterprise shall be entitled to require documentation of the sickness absence.
- Absence of any kind, which has not been timely reported to the enterprise such as stipulated, shall relieve the enterprise of the obligation to pay sickness benefits/sick pay.
- If the absence has not been reported to the enterprise at 12:00 noon at the latest for employees with commencement hour no later than 11.00 a.m. and, for other employees, no later than 1 hour after the commencement of working hours, the employment relationship shall generally be considered terminated, and this may entail the employee’s liability to pay damages.

45. Partial day of absence sick day due to sickness/injury

Full wages are paid for the day on which sickness or injury occurs during working hours.

Special provision for: Meat. Processing

Meat:

Sickness and injury

In the event of sickness and injury during working hours, the enterprise will pay full wages for the actual hours worked and subsequently supplement the remaining working day with an hourly rate according to the collective agreement for the remaining working hours. Such payment shall not be qualifying for holiday.

Processing:

In the event of sickness or injury during working hours, the enterprise shall pay full wages for the hours worked. For the remaining working day, each hour of absence shall be paid as follows:

As of 24 February 2025	DKK 165.00
As of 23 February 2026	DKK 169.75
As of 1 March 2027	DKK 174.50

46. Conditions and payment concerning wages during sickness and injury

(1) Absence during sickness

To receive sickness benefits from the employer, the employee must meet the conditions set out in the Danish Act on Sickness Benefits

The employer pays wages during sickness absence to employees who have been employed at the enterprise for a continuous period of at least six months and who meet the conditions for entitlement to sickness benefits from the employer.

For temporary employment, it is a condition that the employee has at least six months' seniority at the enterprise within the past 18 months.

The employer pays full wages during sickness absence for up to 10 weeks from the first full day of sickness absence.

In the event of relapse owing to the same illness within a period of 14 calendar days as of the first working day after the last period of absence, the employer's payroll period will be considered as beginning on the first day of absence in the first period of absence.

(2) Absence owing to occupational injuries

In the event of an occupational injury, the employer shall pay full wages during absence for up to 11 weeks as from the first complete day of absence.

There is no seniority requirement in the event of occupational injuries.

Sickness and time off in lieu

Sickness is regarded as an inability to take time off in lieu, on the condition that the employee reports sick before the commencement of normal working hours on the day on which the taking time off in lieu should have taken place.

If several lieu days have been planned, the inability to take time off in lieu also applies to sickness on any subsequent days.

It is a condition that the employee reports sick in accordance with the rules of the enterprise.

Special provision for: 23, 111, 146, OM, Tobacco, Meat, Processing

23. 111. 146. OM:

Visits to clinics

The enterprise pays up to four hours' wages for absence due to a documented visit to a clinic or specialist treatment (subject to one day's notice by the employee and provided that it is not possible for the particular treatment to be scheduled outside of the working hours).

111:

In the event of accident and injury, the employer pays wages for up to 10 weeks.

146:

The enterprise pays up to four hours' wages for absence due to a documented visit to a clinic or specialist treatment (subject to one day's notice by the employee and provided that it is not possible for the particular treatment to be scheduled outside of the working hours).

Sickness

For employees who have been employed for at least 10 months during the past 12 months. If the sickness absence is longer than six weeks, the enterprise will supplement up to 90% (after five years of employment, up to 100%, however) of the average income in accordance with the above calculation for up to 18 weeks.

Supplementary sick pay is only payable for 19 weeks in a collective agreement year.

OM:**Industrial injury**

For industrial injuries at the enterprise reported and accepted by the Danish Working Environment Authority, full wages are paid for up to 11 weeks. Here, "full wages" shall be construed as the average of the past two payroll periods, excluding overtime payment for the employee in question.

Reduced incapacity for work

Reduced sickness benefits may be payable in case of reduced incapacity for work in accordance with s. 7(2) of the Danish Act on Sickness Benefits.

Wages during absence due to sickness or injury for monthly-paid employees

- 1) If a monthly-paid employee becomes incapable of working due to illness, the resulting absence will be regarded as lawful absence for the monthly-paid employee, unless the employee has contracted such illness deliberately or by gross negligence during the time of employment, or has fraudulently failed to inform the employer of the illness, prior to the commencement of employment.
- 2) However, the monthly-paid employee may be dismissed subject to one month's notice on the first day of a month, if, within a period of 12 consecutive months, the employee has received continued sick pay for a total period of 120 calendar days.
- 3) In the event of sickness absence of more than 14 days' duration, the enterprise is entitled to require information about the expected duration of the sickness absence from the monthly-paid employee's doctor or a specialist designated by such doctor – without expense to the monthly-paid employee.
- 4) If the monthly-paid employee fails to comply with the above obligation, the enterprise shall be entitled to terminate the employment without notice.

Tobacco:**Absence due to industrial injury**

During absences due to reported industrial injuries, the personal average wages will be paid for up to 30 weeks, regardless of the length of the employee's employment.

Meat:**Wages during absence due to sickness and injury**

It has been agreed that the employer will pay wages to the employees during absences due to sickness and injury in accordance with the following guidelines:

For employees with six months' seniority or more, the enterprise shall pay full wages for up to 16 weeks from the first full day of absence, provided that the sickness or injury has been duly reported and documented. However, the last twelve weeks' wages are exclusive of nuisance allowance.

Processing:**Wages during sickness absence**

For employees with nine months' seniority or more, and providing that sickness or injury has been duly reported and documented, the enterprise shall pay the following amount per hour of absence:

As of 24 February 2025	DKK 165.00
As of 23 February 2026	DKK 169.75
As of 1 March 2027	DKK 174.50

The above amounts are comprised of a supplementary payment to the rate of sickness benefits laid down by law plus labour market contribution.

Supplementary benefits in case of industrial injuries

There is no seniority requirement in the event of industrial injuries.

In case of absence due to industrial injury, the sickness benefits will be supplemented so that the sickness benefits and the supplementary benefits make up 100% of the average wages for the past four weeks prior to the accident.

The right to supplementary benefits also applies to absence due to injury occurring when the employee has changed clothes and is travelling to/from work at the enterprise, but before/after clocking in.

The supplementary benefits will be paid from the first absence day and for a maximum of 20 weeks.

It is a condition that the accident is reported immediately and on the same day to the foreman, that the mandatory safety equipment has been used and that the mandatory safety requirements have been met.

47. Basis of calculation for sick pay

The basis of calculation for sick pay is the employee's expected income loss per working hour, including systematically occurring nuisance allowance during the sickness period.

If this amount is not known, the basis of calculation is the employee's income per working hour during the preceding four weeks prior to the absence, including systematically occurring nuisance allowance and exclusive of irregular payments which are not related to the working hours actually worked during the period.

If the number of hours worked during the preceding four weeks is not known, the number of hours is calculated pursuant to the provisions of the Danish Act on Sickness Benefits (the ATP provisions), and the sick pay for up to 37 hours a week is calculated as the sum of hours multiplied by full wages.

48. Agreement pursuant to section 56 of the Danish Act on Sickness Benefits

If an agreement pursuant to section 56 of the Danish Act on Sickness Benefits has been concluded, the employer will only pay sickness benefits as required by the provisions of the Act, unless the absence is due to another illness than that covered by the agreement pursuant to section 56.

49. Child's sickness, visit to a doctor and family days

(1) Child's sickness

Employees and apprentices are entitled to take time off when this is necessary in the interest of caring for the employees' sick child/children under the age of 14 at home.

Such time off only applies to one of the child's parents and until another care possibility is found, and may, at most, cover the child's first full day of sickness.

If the child falls sick during the employee's working day and the employee has to leave work as a consequence hereof, the employee is entitled to take time off for the remaining working hours of that day. Payment is like the child's first full day of sickness.

Full wages are paid for the child's first day of sickness, provided that the documentation required by the enterprise is produced.

If the child continues to be ill after the first full day of sickness, the employee is entitled to two additional days off. Such days off are without wages, but the employee will be able to get payment via the free-choice scheme.

The above provisions have been set up with following examples:

Employee's working hours:	7:00 a.m.- 3:00 p.m. every day	Child's sickness	Day	Payment/ hour of absence
Example 1 (Child's sickness less than 1 day)		10:00 a.m. (call by childcare centre)	0	Wages
	Child well/alternative childcare found after hours		1	No compensation as employee works normal hours again
Example 2 (child's sickness 1 entire day)		At night before work hours	1	Wages.
Example 3 (child's sickness less than 2 entire days)		10:00 a.m. (call by child-care centre)	0	Wages.
	Child still sick and no alternative care found		1	Wages.
Eksempel 4 (child's sickness lasts 3 entire days)		10:00 a.m. (call by child-care centre)	0	Wages.
	Child still sick, and no other alternative care found		1	Wages.
	Child still sick, and no other alternative care found		2+3	Possible draw on free-choice account

If an enterprise requires documentation of absence in connection with child's sickness, this shall be considered to be timely produced if it is brought along at the employee's first appearance after the absence.

(2) Child's visit to a doctor

Employees who wish to take time off for doctor visits must notify the enterprise of this as early as possible. Time off for doctor visits is taken without wages but the employee will be able to get payment from the free-choice scheme corresponding to the actual absence.

(3) Family days, children

Employees who are entitled to take child's first sick day are entitled to 2 family days per holiday year. The employees shall, as a maximum, be entitled to 2 family days per holiday

year, regardless how many children the employee might have. This provision pertains to children under the age of 14.

Such days shall be placed pursuant to agreement between the enterprise and the employee and be taken in consideration of the interests of the enterprise. Family days are taken without pay, albeit the employee may be paid an amount via the free-choice scheme.

In respect of **processing**, employees being entitled to family days may split up 8 shares of equal size of which 2 shares shall be allocated the coverage of family days.

(4) Family days, grandchildren

Employees with a seniority of at least 9 months shall be entitled to 2 family days with grandchildren per calendar year. This provision concerns grandchildren under the age of 14.

The employee shall, as a maximum, be entitled to 2 family days with grandchildren per calendar year, regardless of how many grandchildren the employee may have.

Such days shall be placed pursuant to agreement between the enterprise and the employee and be taken in consideration of the interests of the enterprise. Such family days are taken without pay, albeit the employee may be paid an amount via the free-choice scheme.

Special provision for: Processing

Processing:

Employees and employees in training must have at least 6 months' seniority at the enterprise before clause 50 comes into force. The payment per hour of absence is as follows:

As of 24 February 2025	DKK 165.00
As of 23 February 2026	DKK 169.75
As of 1 March 2027	DKK 174.50

50. Hospitalisation

Employees and employees in training are entitled to take time off when it is necessary for them to be hospitalised with their child under the age of 14.

Only hospital stays requiring overnight stays and hospitalisation which, in full or in part, takes place from the home are considered as hospitalisation and, thus, covered by this provision.

Such time off shall only apply to one custodial parent, and the collective time off shall, as a maximum, equal 1 week per child within a 12-month period.

Upon request, the employee must produce documentation for such hospitalisation.

Payment is made at the rate applicable to time off in connection with child's first day of sickness.

Special provision for: Processing

Processing:

Hospitalisation

Employees and employees in training must have at least 6 months' seniority at the enterprise before clause 50 comes into force. The payment per hour of absence is as follows:

As of 24 February 2025	DKK 165.00
As of 23 February 2026	DKK 169.75
As of 1 March 2027	DKK 174.50

51. Accompanying a close relation

Employees and employees in training of at least 9 months' seniority shall be entitled to 2 days off per calendar year for the purpose of accompanying a close relation in critical emergencies and for planned healthcare appointments, treatments and meetings with a public authority. The entitlement to freedom applies if the employee's participation is required. The employee shall be entitled to 2 days off per calendar year, regardless how many close relations the employee may have.

In addition to the above, the employee shall be entitled to time off for accompanying a close relation for up to 5 days per calendar year in connection with critical illness or the diagnostic assessment thereof.

Unless it is a matter of the immediate occurrence of an emergency, such time off shall be subject to agreement between the enterprise and the employee in consideration of the interests of the enterprise.

In this provision, close relations shall comprise parents and spouse/cohabiting partner.

When the employee has learned that accompanying of a close relative shall be required, the employee shall immediately inform the enterprise thereof in writing.

Such time off shall be taken without pay, although the employee may receive an amount from his/her free-choice scheme.

52. Maternity and adoption pay

(1) Pregnancy, maternity and adoption leave

To employees who, at the expected time of delivery, have 9 months' seniority at the enterprise (12 months for **Processing**) the employer shall pay full wages during absence owing to maternity from 4 weeks prior to the expected time of delivery and until 10 weeks after delivery.

Adopters shall receive full pay during maternity for up to 10 weeks after reception of the child. The seniority must have been earned at the time of the reception of the child. An increased pension contribution shall be earned, cf. subclause 4.

In respect of the same provisions, wages shall be paid to the other parent for a period of up to 2 weeks in connection with the delivery.

(2) Parental leave

In addition, the employer shall pay full wages in respect of the same provisions during parental leave for a period of up to 24 weeks (for children who are born/received in June 2025 or later: 26 weeks).

Of these 24 weeks (for children born/received on 1 June 2025 or later: 26 weeks), the parent being on maternity leave is entitled to 9 weeks, whereas the other parent shall be entitled to 10 weeks of leave. If the leave allocated to the individual parent is not taken, payment will lapse.

The remaining 5 weeks (for children born/received on 1 June 2005 or later: 7 weeks) of leave shall either be paid to one or the other parent or be shared between them.

Payment for these 24 weeks (for children born/received on 1 June 2005 or later: 26 weeks) shall equal the wages which the individual employee would have earned during the period:

As of 24 February 2025, albeit a maximum of	DKK 200,50/hour or DKK 32,146 /month
As of 23 February 2026, albeit a maximum of	DKK 205.25 /hour or DKK 32,908 / month
As of 1 March 2027, albeit a maximum of	DKK 209.75 /hour or DKK 33,629 / month

However, the parent taking the maternity leave shall be entitled to full pay for up to 4 of the 24 weeks (for children born/received on 1 June 2005 or later: 26 weeks) of parental leave.

The 24 weeks (for children born/received on 1 June 2005 or later: 26 weeks) must be taken within 52 weeks after delivery.

All of the above amounts are the results of supplementary allowances to the rate of benefits stipulated by law with the addition of labour market contribution.

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

It is a prerequisite for the payments that the employer is entitled to repayment equal to the maximum benefit rate. If such refunding should be less than that, payment to the employee shall be proportionately reduced.

(3) Social parents and closely related family members

For children born/received on 1 June 2025 or later, the following shall apply:

For a social parent to whom leave has been transferred by one parent and, pursuant to the provisions set out in s. 23(b) of the maternity act, the employer shall pay wages pursuant to clause 52(2) of the collective agreement.

For a closely related family member, to whom leave has been transferred by one parent and/or the other parent and, pursuant to the provisions set out in s. 23(c) of the maternity act, the employer shall pay wages pursuant to clause 52(2) of the collective agreement.

The leave shall be taken pursuant to the same conditions as leave in pursuance of clause 52(2) of the collective agreement, and payment shall be the same as for the leave being transferred. To be entitled to wages, it is a precondition that the right to maternity leave has been transferred to the social parent or closely related family member and, further, that they meet the provisions set out in clause 52(1) of the collective agreement.

Unless otherwise agreed, there shall be a 3-week notification of paid leave pursuant to subclauses 1,2 and 3.

(4)

*The above provisions can also be shown as follows

Absence with full pay	Mother	The other parent	the social parent	Close family member
Absence prior to expected delivery:	4 weeks	0 weeks	0 weeks	0 weeks
Absence after delivery: first 10 weeks after delivery	10 weeks	2 weeks	8 weeks	0 weeks
Absence after delivery: remaining weeks must be used within 52 weeks	9 weeks*	10 weeks*	10 weeks	10 weeks
For free distribution within 52 weeks	5 weeks (as of 1 June 2025: 7 shared weeks) (to be shared with the other parents)	5 weeks (as of 1 June 2025: 7 shared weeks) (to be shared with the other parents)	5 weeks (as of 1 June 2025: 7 shared weeks) (to be shared with the other parents)	5 weeks (as of 1 June 2025: 7 shared weeks) (to be shared with the solo parent)
Collectively:	4 weeks prior to expected delivery and up to 24 weeks (as of 1 June 2025: 26 weeks) after delivery	Up to 17 weeks (as of 1 June 2025: 19 weeks) after delivery	Up to 23 weeks (as of 1 June 2025: 25 weeks) after delivery	Up to 15 weeks (as of 1 June 2025: 17 weeks) after delivery

*Can also be taken within the first 10 weeks.

After reception of the child, adopters shall be entitled to similar periods of paid absence as one parent/the other parent. There is no entitlement to paid leave prior to the reception.

(5) Increased pension contribution during maternity leave

During the 10 weeks of leave pursuant to clause 52(1) an additional pension contribution shall be paid to employees with 2 months' (albeit 5 months for **processing**) seniority at the expected date of delivery. However, this shall not apply to social parents, to whom entitlement to leave pursuant to clause 52(3). The pension contribution constitutes:

Employer's contribution DKK/hour DKK/month	Employee's contribution DKK/hour DKK/month	Collective contribution DKK/hour DKK/month
18.45 2,957.00	3.69 592.00	22.14 3,549.00

In the event that, during the maternity period, there are no wages from which to deduct the employee's contribution, solely the enterprise will pay the employer's contribution. Should the employee also desire to pay the employee's contribution, the employee shall notify the enterprise thereof.

CH. 7 – RULES FOR UNION REPRESENTATIVES

53. The election of union representatives

(1) Basis for the election of union representatives

At every enterprise – with respect to larger enterprises generally within each department – with 5 or more employees, the employees can elect a union representative from their midst.

A union representative entering into an agreement on education with the enterprise pursuant to the Danish act on Vocational Education and Training (adult apprentice) may continue to uphold his/her position as a union representative. It is, however, a precondition that, during trainee periods, the union representative shall collaborate with his/her electoral basis.

The position of union representative will cease to be upheld, if the union representative was elected during a period with a large number of employees and the number of employees has been reduced to less than five for a period of three months, unless both parties wish to maintain the position of union representative.

If the employer does not wish to maintain the position of union representative after the three months, the employer must notify DI thereof in writing. Such notices must immediately be forwarded to NNF.

At enterprises with less than five employees, a union representative may be elected if the parties so agree.

Within the meaning of this provision, "enterprise" shall be construed as a geographically limited unit.

(2) A shared initiative for the election of a union representative at enterprises that have no representative

The parties to the collective agreement have agreed to support initiatives for the election of union representatives at enterprises where, currently, no union representative have been elected.

The initiative must emphasize the number of advantages to be found in a structured and lasting local collaboration between an elected union representative and the management of the enterprise.

In each individual case, the more explicit content of such an initiative is agreed upon between the parties to the collective agreement, and the initiative may be financially supported by the funding of the Meat and Food Industry's Cooperation Fund – 25-øres fonden (see clause 58).

Special provision for: S/C, OM, Tobacco, Meat, Processing

S/C, OM, Tobacco:

In addition, a union representative may be elected by each shift comprising five or more employees.

S/C:

At enterprises with more than 75 employees in the collective agreement area, the employees are entitled to elect two union representatives, and at enterprises with more than 200 employees, they are entitled to elect four union representatives. At enterprises with six employees or less, no union representative will be elected.

If an enterprise with more than 75 employees within the collective agreement area has a permanent evening shift of more than six employees, an additional union representative may be elected by and from among these employees of the evening shift. At enterprises with more than 400 employees, a union representative must be relieved from productive work in the production and receive wages corresponding to the average of the enterprise's top half.

OM:

If a department does shiftwork and/or works in permanent shifts, one union representative may be elected for each of these shifts. However, the position of union representative will cease to exist if the shift is closed down. However, the union representative will be entitled to the maximum notice period pursuant to clause 63 (OM).

A shift consists of at least six people.

However, at enterprises with factory departments of six employees or less, no union representative will be elected, unless agreed on by both parties.

Tobacco:

In addition, union representatives may be elected by trade.

Meat, Processing:

One union representative is elected for each enterprise.

Shiftwork

In connection with shifts of more than 30 employees, a deputy union representative with the same rights and obligations as the union representative may be elected. If shiftwork is closed down, or if the deputy union representative is transferred to the day shift, such rights and obligations will cease immediately. If the shiftwork is of a permanent nature, the union representative should receive the training stipulated in the Framework agreement on piecework.

Spokespersons

In large departments at enterprises, spokespersons may be elected on both dayshifts and other shifts, if the local parties agree.

Such spokespersons, who are elected from among employees having at least one year's seniority, are entitled to a notice period of four weeks in addition to the notice period stipulated in clause 21.

54. Eligibility

The union representative must be elected from among employees of acknowledged ability covered by this collective agreement and with at least one year's seniority at the enterprise at the election date. If there are less than five such employees, the required number of other employees with the longest seniority will become eligible.

The same applies to the election of a deputy union representative.

55. Election of union representative and substitute

The election of a union representative must be scheduled so as to enable all employees working at the enterprise or in the department/trade/area to participate at the date of the election.

The election of union representatives takes place during working hours. The further circumstances of the election will be subject to local agreement between the management and the employees.

The election of a union representative is only valid if more than one third of the relevant employees have voted for the union representative. (This does not apply to S/C, Tobacco, Meat and Processing, however).

The election is not valid until it has been approved by NNF, and this has been communicated to DI. However, the special protection of union representatives takes effect after the election, provided that, no later than the day after the election, the enterprise receives written notice of the union representative having been elected. If such written notice is received too late, the special protection will only take effect on the receipt of the written notice.

If DI considers the union representative election having been held in contravention of the collective agreement, DI is entitled to object against the election to the union. Such objection must be received by the union within a fortnight of DI's receipt of notice.

If the employees at an enterprise unite to form an occupational club or the similar, the union representative/senior union representative shall be the chairman thereof.

56. Substitute union representative

This frame does not apply to Tobacco

If the union representative is absent due to sickness, holiday, participation in a course or the like, the substitute union representative elected/appointed will take his or her place.

During such period, the elected/appointed substitute union representative enjoys the same protection as the elected union representative.

Special provision for: : 23, 24, 111, 146, S/C

23, 24, 111, 146, S/C:

Subject to agreement with the enterprise, a substitute union representative can be appointed.

57. Senior union representative

This frame does not apply Tobacco, Processing, 23, S/C and Meat

At enterprises and/or production sites with three or more union representatives, they may from among themselves elect a senior union representative to represent all employees in dealings with the employer or his representative regarding matters of common interest.

Both the senior union representative and the employer or his representative may, if deemed necessary, request all union representatives or some of them to participate in the deliberations.

The senior union representative may in no circumstance interfere in issues regarding the normal functions of the individual union representatives within their respective departments, unless otherwise agreed by the enterprise management and the affected union representatives.

Notice of the senior union representative elected shall immediately be given to the enterprise.

Special provision for: Tobacco

Tobacco:

If justified by the size of the enterprise, a senior union representative may be elected for all trades.

58. The Meat and Food Industry's Education and Cooperation Fund of 2007 – ("25-øres fonden")

On an ongoing basis, globalisation makes new demands on the representatives as well as making more stringent demands on good and constructive collaboration with the enterprise management. At the same time, demands on a competent and well-educated workforce.

The demographic development will entail increased competition with other trades with respect to attracting young people in particular to the meat and food industry. One incentive for the young can be their perception of career opportunities within a systematic educational progress, developed by ID and NNF in collaboration with other relevant cooperation partners.

For the purpose of making the local parties suited for making local decisions in the best possible way, DI and NNF have agreed to implement and provide support for e.g. the education of union representatives as well as information activities with a view to collaboration, education and commerce.

Either direct or by way of support, the objective of the incentive is:

- to strengthen the union representative function and local collaboration,
- to strengthen the representatives' knowledge of the enterprises' developmental, production, operational economic and competitive terms as well as the importance of a good and psychological working environment,
- to provide newly elected union representatives and spokespersons one of the education and collaboration programmes provided by TekSam – of a 2 times 2 days' duration,
- to develop educations of relevance to the Danish meat and food industry and to work towards enhancing the educational level for employees of the meat and food industry,
- to establish collective courses and other kinds of collective educations provided for NNF's members and enterprise representatives within areas of relevance to the meat and food industry,
- to provide support for analyses of the industry's development tendencies and competence requirements,
- to provide support for campaigns targeted at an enhanced focus on educational planning, motivation and the initiation of educations,
- to provide support for a wider scope of development duties – comprising the implementation of particular test courses – internal as external supplementary and further training courses within adult education,
- to develop and provide support for projects which may contribute to advance increased productivity, comprising the maintenance of incentive payment systems,
- to organise conferences etc. for NNF's members and representatives of the enterprise managements on educations and collaboration in relation to the meat and food industry's developmental potential,
- to implement particularly planned projects and tests for the purposes of obtaining experience and knowledge of new training opportunities and collaborative forms,

- to initiate and provide support for study visits in Denmark and abroad that are of relevance to the meat and food industry
- to perform or provide support for activities to the benefit of the technological development and employment within the meat and food industry in general, comprising information activities with a view to collaboration, education and commerce,
- to provide support for the further education of union representatives
- to provide support for projects, campaigns and other common activities for furthering apprenticeship within the industry by which the education of skilled workers will ensure a future qualified labour force for the enterprises,
- to implement, and provide support for, other activities pertaining to the board's individual decision.

The paid in funds shall solely be applied for the objectives set out in the above. Hence, relevant objectives pertaining to working environment etc. shall not be included. The annual remuneration of the health and safety representatives shall be paid by NNF that shall be responsible for collecting such the remuneration from 25-øres fonden.

The enterprise shall pay the following amount/performed working hour:

- As of 1 March 2025 – 70 øre (DKK 0.70).
- As of 1 March 2026 – 75 øre (DKK 0.75)
- As of 1 March 2027 – 80 øre (DKK 0.80)

The amount shall be paid into the 25-øres fonden under the applicable terms and guidelines.

On an ongoing basis, DI and NNF shall assess the terms and guidelines pertaining to the 25-øres fond.

59. Functions and duties

It shall be the duty of the union representative and the employer and the latter's representative to work towards the prevention of conflicts as well as the development of collaboration at the enterprise.

The union representative represents the colleagues who constitute the electoral basis. In connection with local elections, both union representative and management shall be empowered to enter into binding agreements on behalf of all employees.

If, in connection with the union representative's approach to the management, no satisfactory agreement can be arrived at, the union representative shall be entitled to apply to his/her organisation for the purpose of their attending to the case, but work must continue without interruption while awaiting the results of the organisations' treatment of the case.

The union representative must, upon agreement with the enterprise, be occupied with work that enables him/her to be called in the event that his/her contribution is required. The performance of responsibilities must be carried out in such a way that will cause the least inconvenience in respect of the work.

When the union representative must leave his or her work to perform duties as union representative, the union representative must immediately notify the management.

The organisations agree that the union representative must be kept informed of appointments and dismissals as well as of overtime at the enterprise. It is recommended that the local parties prepare guidelines for this.

At enterprises that have not acceded to the framework agreement concerning the development of methods and piecework, quarterly wage statistics are delivered to the union representative.

Access to IT facilities for union representatives

To be able to perform their duties, union representatives must be given the necessary access to IT facilities, including Internet access.

In addition, the organisations recommend that a local agreement be drafted on the physical framework for the performance of the duties of union representatives in order to ensure consideration of the cooperation at the enterprise.

Organisation

No obstacles shall be put in the way of the organisation of neither enterprise nor employees.

Meetings with newly appointed employees

During working hours, the union representative shall be allowed to meet up with newly appointed employees. The objective of such a meeting is to provide information about the union representatives' collaboration with the enterprise as well as the opportunity of membership of the Danish Food and Allied Workers' Union (NNF).

At enterprises with varying workplaces or mobile employees, the aim is to allow new employees the opportunity to meet the union representative. Where this is not possible, such meetings may be held digitally. Locally, agreements on other solutions may be possible.

Besides, such meetings shall be scheduled in consideration of the operational circumstances of the enterprise.

Participation at information meetings about the renewal of the collective agreements

The union representative shall be entitled to holiday with pay for participation at the closest information meeting (as regards transport time) about the new elements of the collective agreements between DI Collective Agreement I and NNF when an agreement result should be available. Such absence with pay entitlement shall apply to information meetings at which the union is represented and be applicable up to the completion of the membership ballot.

At the soonest possible after being summoned to the information meeting, the union representative shall be entitled to inform the employer about where and when the information meeting shall be held as well as the duration of the meeting.

Travel expenses shall be covered by the union/branches.

60. Remuneration

As agreed with management, the union representative must not lose income as a result of the time spent on the duties as union representative.

Special provision for: Processing Processing:

Clause 26(2) of the framework agreement regarding method development and piecework shall apply.

61. Training

NNF undertakes to ensure that employees elected as union representatives who have not already completed union representative training shall complete such training at the soonest possible after being elected. DI undertakes to ensure that union representatives be given the required time off for such training.

62. Union representatives and the local cooperation

The Danish model is based on a professional and constructive cooperation between the parties to the collective agreement and on a well-functioning local cooperation between enterprise managers and union representatives. The basis of such success is often the decentralised drafting of agreements and a cooperation process characterised by mutual respect and trust.

Good cooperation between management and employees at the enterprises is vital for the enterprises' productivity and competitiveness and for the employees' welfare and opportunities for development in a globalised world.

If one or more employees feel that they have been wronged or otherwise so requests, the union representative is obliged to submit their complaint or request to the employer (the foreman).

In addition, the union representative is entitled to complain to and approach the employer regarding issues of hygiene and safety measures for the prevention of accident and injury.

In addition to this present Chapter 7, the union representative's rights, duties or tasks are set out in the following provisions:

- Clause 2 The scheduling of working hours
- Clause 3 Shiftwork
- Clause 4 Flexitime
- Clause 6 Varying weekly working hours
- Clause 7 Forty-hour week
- Clause 8 Weekend work
- Clause 9 Staggered working hours
- Clause 10 Breaks
- Clause 11 Standard wages
- Clause 12 Special allowances:
- Clause 14 Overtime
- Clause 16 Time off in lieu
- Clause 23 Dismissal during sickness and injury absence
- Clause 24 Seniority provisions, interruption, loss
- Clause 43 Special days off and payment
- Clause 45 Notification (absence, etc.)
- Clause 67 Training
- Clause 70 Incentive payment systems
- Clause 72 Trial schemes
- Clause 75 Social responsibilities
- Clause 79 The conclusion and termination of local agreements etc.

Provisions on shiftwork:

- Clause 1. Ordinary provisions on working hours
- Clause 8. Work on or the staggering of days off
- Clause 9. Local agreements
- Appendix 1 Agreement on a period of 7 days between 2 days off
- Appendix 1 Agreement on a period from 7 to 12 days between 2 days off

Protocol on:

- Clarification of the use of temporary agency work (protocol 2).
- The use of subcontractors (protocol 4)
- The Meat and Food Industry's Education and Cooperation Fund (protocol 7)
- Access to wage data (protocol 10)

This list is not exhaustive.

The parties to the collective agreement agree that the following should be seen as a positive list of relevant themes and not as a delimitation of the themes that the local parties can discuss in their daily cooperation.

63. Dismissal

The dismissal of:

- The union representative
- The acting union representative deputy
- The health and safety representative
- ESU members (European Collaboration Committee)
- Staff-elected members of the board and their substitutes

Must be substantiated by compelling reasons, and the management shall be under an obligation to give the employee a 4-months term of notice.

If the reason for the dismissal is shortage of work, the special notice obligation will lapse.

An employee who ceases as a union representative/deputy after having functioned as such for a consecutive period of at least 3 years and who is still employed at the enterprise is entitled to a discussion with the enterprise about the employee's need for an updating of his or her professional competences. This discussion is to be held within one month after the employee having ceased to work as a union representative and at the request of the employee. As part of the discussion, it is clarified whether there is a need for updating of professional competences and how such updating should take place.

The employee will be paid during the updating of professional competences. It is a condition that statutory compensation for loss of wages can be granted for the education. Compensation for loss of wages accrues to the enterprise.

An employee who resigns as a union representative after having served as such for at least one year and who continues to be employed at the enterprise will enjoy a notice period of six weeks in addition to the individual notice period for a period of one year after resigning as union representative. This provision shall solely apply to resigned union representatives and deputies.

64. Industrial procedure

If an employer believes that there are compelling reasons to dismiss a union representative, the employer must contact DI and request that the case be heard pursuant to the rules on industrial procedure.

A conciliation meeting must be held within 7 calendar days of receipt of the request for a conciliation meeting, and the industrial procedure must otherwise be proceeded with as fast as possible.

Once a union representative has been elected, it is normally not possible to dismiss such union representative before NNF has had the opportunity to try the fairness of the dismissal in an industrial procedure.

If it is concluded in such industrial procedure that there are compelling reasons to dismiss the union representative, notice will be regarded as having been given on receipt of the request for conciliation. In case of disagreement, the enterprise may dismiss the union representative at the conciliation meeting, after which time NNF may proceed with the industrial procedure.

If the enterprise upholds its dismissal of the union representative, although it was held to be unfair in the industrial procedure, the enterprise is obliged to pay compensation, the amount of which depends on the circumstances, in addition to wages during the notice period. This compensation is final.

The same rule applies to occupational health and safety representatives.

65. Other elected representatives

Clauses 63 and 64 also apply to the following elected representatives:

- Occupational health and safety representatives (here reference is made to the Danish Working Environment Act),
- Acting substitutes for union representatives and ESU members are subject to the same rules as union representatives.

- Board members and their substitutes elected by the employees shall be subject to the same rules on dismissal as apply to union representatives (clauses 63 and 64).

CH. 8 - APPRENTICES

66. Apprentices

In accordance with the Danish Act on Vocational Education and Training, apprentices must be employed on a contractual basis for the apprenticeship period determined by the joint trade committee.

General training provisions

The enterprise is obliged to ensure that the apprentice receives the relevant vocational training, and an apprentice may only work within the profession in which he or she is to be trained.

The enterprise must ensure that the apprentice attends classes approved for the profession in a safe manner, cf. the Danish Act on Vocational Education and Training.

The organisations agree that adult apprentices shall be construed as apprentices concluding an apprenticeship agreement after having attained the age of 25.

Disputes

It must be attempted to settle any disputes between an apprentice and an enterprise by negotiation involving the organisations. Otherwise, the provisions in the Act on dispute settlement shall apply.

Holiday

The Danish Holiday Act applies.

Apprentices' access to support from IKUF

After being employed for six months at the same enterprise (including any school attendance), apprentices are entitled to apply for support from the IKUF. This support is granted for participation in education and training in their spare time to the same extent and on the same terms as for other employees under the Collective Agreement for the Food Industry.

Boarding house for apprentices

The boarding house is regarded as necessary if it is a consequence of the enterprise using the options of open enrolment or if the education can solely be completed at a school at which the apprentice is entitled to acceptance to a boarding house under section 3(1) of Executive Order 290/2009 (more than 1 hour and 15 minutes' transport time). The apprentice's own moving does thus not entitle to payment of a boarding house from the enterprise.

The enterprise must pay expenses for boarding house stays such as it has been set out in the annual Finance Acts:

- a. If the apprentice is ordered to school attendance according to the applicable rules on open enrolment.
- b. If the apprentice's training participation can solely take place at a school that entitles to acceptance to a boarding house with payment being made according to the rate laid down in the annual Finance Acts.

Any necessary advance payment for such expenses will be paid to the apprentice prior to the commencement of the school attendance, and the apprentice must pay this to the enterprise immediately after having returned back to the enterprise.

**Special provision for: : 23, 24, 111, Meat, Processing
23, 24 and 111:**

On 24 May 2016, a protocol on the process operator training within the baking industry area was entered between DI and NNF. This protocol can be requisitioned from DI or NNF. At each renewal of the collective agreement, DI and NNF shall calculate the protocol rates in force.

Meat, Processing:

Prior to the completion of the apprenticeship, the apprentice shall pass an examination pursuant to the applicable rules of the industry. If the apprentice passes this examination, the enterprise shall make sure that a certificate of completed apprenticeship prepared by the commission be forwarded to the person in question.

The organizations agree to recommend that, where practically applicable, apprentices shall be provided with help for the theoretical part with the correspondence school.

Working hours

Working hours for apprentices shall be the same as applies to adult employees.

Remuneration

Apprentices under 18	28 April 2025 DKK	23 Feb. 2026	1 March 2027 DKK
Basic rate + piecework guarantee	50.75	52.53	54.37
Hourly allowance	58.87	60.94	63.07
Hourly wage	109.62	113.47	117.44
37-hour weekly wage	4,055.94	4,198.39	4,345.28

Apprentices over 18	28 April 2025 DKK	23 Feb. 2026 DKK	1 March 2027 DKK
Basic rate + piecework guarantee	65.30	67.59	69.95
Hourly allowance	80.25	83.06	85.96
Hourly wage	145.55	150.65	155.91
37-hour weekly wage	5,385.35	5,574.05	5,768.67

Adult apprentices	28 April 2025 DKK	23 Feb. 2026 DKK	1 March 2027 DKK
Basic rate + piecework guarantee	68.85	68.85	68.85
Hourly allowance	102.50	107.25	111.75
Hourly wage	171.35	176.10	180.60
37-hour weekly wages	6,339.95	6,515.70	6,682.20

Adult apprentices with six months' seniority or more will receive a trade allowance of DKK 3.15 per hour.

As a point of departure, apprentices shall receive the above wage rate, regardless of whether the apprentice is at work, attending school, enjoying planned absence, holiday, collective closing days or weekday holidays (see the section on weekday holidays below, however).

In connection with unforeseen absence (illness or injury), an apprentice will likewise receive the wage rate set out in the above.

Further, an apprentice may request freedom without pay owing to private circumstances.

However, adult apprentices shall be comprised by clause 46 of the collective agreement on Processing "Partial day of absence", clause 47 special provision for Processing "Supplementary Benefit in connection with industrial injury", and "Sick Pay", clause 52 of the framework agreement, plus special provision for Processing "Maternity and adoption leave" and clause 50 special provision for Processing "Child's illness".

Other apprentices with more than 12 months' seniority shall be comprised by clause 52 of the framework agreement as well as the special provisions for Processing "Maternity and adoption". In connection with maternity and adoption, the wage rate set out in the above

Apprentices between 18 and 25 years of age shall be granted freedom when necessary for the purposes of taking care of the apprentice's sick child/children under the age of 14. Such payment constitutes:

28 April 2025	DKK 132.04/hour
23 February 2026	DKK 135.84 /hour
1 March 2027	DKK 139.44 /hour

Freedom shall only be given to one of the child's parents and only for as long as other care possibility can be established and no longer than the child's first sick day. The enterprise can require documentation, e.g. by way of a solemn declaration.

Overtime

Apprentices who, in exceptional cases, participate in overtime work will receive the following allowance per hour:

	28 April 2025	23 February 2026	1 March 2027
	DKK	DKK	DKK
Over 18	87.31	89.93	92.63
Adult apprentices	96.26	99.15	102.13

It is a precondition for apprentices performing overtime work that this will only take place together with adult employees.

Seniority and rules of termination

For apprentices who continue working at the enterprise after the end of their apprenticeship, the apprenticeship period will be included in the calculation of seniority, and the apprentice cannot be dismissed for resignation due to shortage of work until after 13 weeks of employment.

Apprentices who will not continue working at the enterprise after the expiry of the apprenticeship agreement must be given a notice, cf. clause 21. Currently, such notice is 28 days.

Travel allowance

(1)

The employer pays allowance for expenses for travelling between the school and the apprentice's hometown.

(2)

Travel expenses for apprentices who will be required to work at more than one place of work due to the restructuring of operations, or where the place of work is permanently relocated, such travel expenses shall be defrayed. Travel time is not included in the working time.

Apprentices' entitlement to days off

Apprentices earn a right to time off. During the entire collective agreement period, payment for time off shall equal:

	28 April 2025	23 February .2026	1 March 2027
	DKK	DKK	DKK
Apprentices under 18:	109.63	113.46	117.43
Apprentices over 18:	145.55	150.64	155.91
Adult apprentices:	171.35	176.10	180.60

Main holiday

In connection with the taking of the main holiday, half a week's extra apprentice wages shall become payable.

If the apprentice completes his or her apprenticeship before the holiday can be taken and, provided that the apprentice stays on in the merger/enterprise, one week's extra apprentice wages shall become payable when the holiday is taken.

Weekday holiday agreement for apprentices

As, year by year, apprentices are not covered by the weekday holiday savings account scheme, they will be in a less favourable position as compared with other employees after having completed their apprenticeship in which year they will begin to contribute to the holiday scheme in accordance with the provisions of the collective agreement.

In order to remedy this situation, NNF and DI have negotiated an agreement on the following special provisions, always subject to the provisions of the collective agreement.

- a) 4.0% of all wages earned during the calendar year in which the apprenticeship period ends are set aside.
- b) In case of any weekday holidays during the apprenticeship period in the current year, an amount corresponding to the wages paid for such weekday holiday(s) will be set off against the wages paid for public holiday payment. However, the amount set off can never be more than the amount corresponding to 4.0% of the wages paid during the apprenticeship period.
- c) After the end of the apprenticeship period, the normal advance payment will always be made for the current year, regardless of the balance of the account. Any negative balance will be covered by future income (subject to (f) below, however).
- d) Any remaining balance will be calculated in week 26 and paid out in the following payroll period.
- e) On resignation, any balance due will be paid with the last payment of wages by the enterprise.
- f) Cover of any negative balance at the end of the apprenticeship year or on resignation in such year cannot be claimed.

CH. 9 - TRAINING

67. Education and training

DI and NNF agree that in the coming years, education will be vital for the enterprises' competitiveness. In a wider context, it is important that the individual employees to be given an opportunity for and to contribute to improving their competence level. The organisations shall undertake to assist the strengthening of the enterprises' education and training planning, if required.

The organisations agree to provide the enterprises' employees with access to the required supplementary and further training with the aim of strengthening the professional qualifications of the workforce and adapting to the technological developments. The organisations agree to endeavour to ensure that the employees at the individual enterprises obtain the required qualifications through relevant training (at industrial operator level, see protocol 8 industrial and process operator, etc.).

1. The planning of education and training

The organisations encourage enterprises as well as employees to establish educational planning on the basis of the course provision. Local frameworks may be agreed with respect to the planning of the courses.

The work with educational matters may be performed by education and training ambassadors appointed at the enterprise.

Tasks involved in training and educational matters may for instance comprise:

- A description of the objectives of the educational activities at the enterprise.
- The performance of analyses of the enterprise's qualification requirements
- A description of jobs or functions and the requirements thereto.
- The preparation of educational and training plans, including the opportunity of training that may lead to status as a skilled worker.
- The planning of concrete educational activities for the employees.
- The preparation of proposals with appertaining budget proposals for educational activities.
- Contributing to the performance of educational-activity approval.
- Follow up on whether goals and educational activities develop concurrently with the technological development.

The enterprise can apply for SFKF funding of agreed training and education. Such a plan shall be completed in accordance with the template thereof which can be found on www.ikuf.dk and be signed by employee as well as enterprise prior to being submitted to ikuf.dk.

The employee shall be paid wages pursuant to the provisions of the competence development in force such as it has been set out on www.ikuf.dk and such as they have been determined and adjusted by the daily SFKF management. Any public funding as well as grants from the competence development fund shall be received by the enterprise.

The enterprise may, however, apply as an element of a group application prior to the establishment of individual education and training plans with respect to the following:

- Screening for FVU training.
- Real-competence assessment prior to skilled training.
- The AMU packet – the digital licence.

The group application shall be certified by the employee representative having certified the framework agreement. The application shall state the names of the employees to whom the funding applies. The application can be established both before and after the performance of the screening/real-competence assessment, as the enterprise bears the risk, if no SFKF funding can be obtained.

In such cases, the employee will exchange two weeks' self-elected training in support of the Digital Licence.

2. Time off for supplementary training

The organisations agree that employees should be entitled to take time off to participate in supplementary training courses and other relevant further training, with due consideration to the interests of the enterprise. After nine months of employment, the individual employee is entitled to two weeks off a year for enterprise/industry relevant supplementary and further training (agreed training).

If the training plan comprises educational activities targeted at skilled training under Slagterfagets Fællesudvalg (the joint committee of the meat industry), the employee's entitlement to the number of educational weeks will be extended so as to allow the employee to participate in relevant course periods and apprenticeship testing (the employee retains his or her employment agreement rather than transferring to an educational agreement).

It is a precondition that the employee has been submitted to a real-competence assessment with respect to the completion of the contemplated vocational training under Slagterfaget Fællesudvalg. An employee may solely obtain funding for one type of vocational training under Slagterfaget Fællesudvalg.

The employee will again acquire eligibility for self-elected training as of the calendar year following the completion of the educational agreement.

In the event that neither enterprise nor employee use the 2 annual weeks of agreed training, the employee shall be entitled to self-elected training after 6 months' employment (9 months for Processing). The self-elected training can be freely selected among the opportunities of the positive list on www.ikuf.dk. The employee's application for self-elected training will be processed and forwarded to the enterprise for approval. The placement of the employee's freedom to participate in the training shall thus be approved by the enterprise.

Collectively, the employee shall be entitled to up to 2 annual weeks of time off for agreed or self-elected training, with agreed training having priority. For the calendar years during which the education plan is in force, support in connection with agreed training will thus substitute support for self-elected training.

3. The aggregation of time off for agreed and self-elected training

Employees are entitled to complete unused education and training, cf. subclause (2), from the two previous calendar years. The oldest weeks are used first.

This shall not apply, however, if the employee is under notice unless – prior to the dismissal – the enterprise and the employee had agreed on the period of education and training.

4. IKUF support at dismissal

Employees who are dismissed due to restructurings, job-cuts, company closure or other matters prevalent at the enterprise, and who have at least six months' seniority (9 months for **Processing**) at the enterprise, are entitled to one further week of time

off during the period of notice with subsidies. The employee is also entitled to use time off that has not been taken with support from SFKF for up to two weeks.

In total, up to five weeks off can be granted for education and training activity in connection with dismissal, provided that the employee has not used any of the previous two years' entitlement to education and training.

Course participation can be completed after resignation if the following conditions are met:

- a. In so far as possible, an effort should be made for course participation to be held during the notice period, towards which both the employee and enterprise must contribute. The IKUF Secretariat may require documentation from both parties.
- b. The employee must have applied for and received a pledge of support from IKUF (SFKF) for a concrete, fixed term course before expiry of the period of notice. This may be with reference to one or more courses.
- c. The person in question is continuing to look for work and is available for work, as the course supported by IKUF (SFKF) gives way to work offered even after the course has begun.
- d. Competence development supported by IKUF (SFKF) must be completed no later than three months after the expiry of the employee's notice period.

Support from IKUF (SFKF) for participation in a course after resignation is calculated on the basis of the applicant's wage at the time of application.

The parties to the collective agreement have a desire for adaptation of the legislation in order that course participation can be completed after the employee's resignation. If the new legislation falls into place, the parties to the collective agreement agree to meet in order to discuss whether adjustments are needed with regards to the agreed phrasing. It is agreed that agreement on any such adjustments, including the entry into force of the provisions, should be reached as soon as possible.

Special provision for: 23, 24, 111, 146, Meat, Processing

23, 24, 111, 146, Meat:

Where, at the request of the enterprise, an employee participates in a training course approved by the organisations, the difference between the course allowance and the employee's full wages must be paid by the employer.

The employer must pay holiday allowance, weekday holiday payment and pension during the training course.

Meat:

Employees having more than nine months' seniority at the enterprise are entitled to at least two weeks off a year for education and training.

Processing:

Planning

The organisations recommend that systematic education and training planning is carried out for the enterprise's employees.

If one of the local parties so requests, negotiations must be held at the individual enterprises on systematic education and training planning and the related education and training budget. The administration of the activities agreed on is discussed in accordance with the usual practice within the individual group of companies.

Where necessary, the work on education and training is undertaken by the enterprise's works council, perhaps in a joint education and training committee set up by the works council.

At small enterprises without a works council, a person may be appointed to be responsible for education and training.

The tasks to be dealt with by the council or committee may for instance include:

- a description of the objectives of the enterprise's education and training
- analyses of the enterprise's qualifications requirements
- descriptions of jobs or functions and the related requirements
- preparation of education and training plans, including programmes that give the employees status as skilled labour
- planning of specific education and training activities supporting objectives and requirements
- preparation of proposals, including a draft budget for the implementation of the education and training activities
- contribution to ensuring that approved education and training activities are carried out in accordance with the plans and budgets
- follow-up on the development of objectives and activities in step with technological advances.

Wages

Pursuant to clause 11, the education wage rate equals the standard wage rate.

During the training course, free choice (cf. clause 39, Processing – illness and injury), the enterprise must pay holiday allowance, weekday holiday payment and pension. Any compensation for loss of wages will accrue to the enterprise.

Time off for other education and training

Employees with 12 months' continuous employment are entitled to participate in education and training without pay, provided that such education and training is planned with due consideration of the enterprise's circumstances.

In addition, after nine months of employment, employees are entitled to two weeks off each year - scheduled with due consideration of the enterprise's production circumstances - for supplementary and further training of relevance to their employment in the areas covered by the collective agreements for the meat industry and the food industry, provided that a grant for education and training or for the enterprise has been approved.

Employees are entitled to participate in unused education and training. The oldest weeks will be used first. However, this does not apply if the employee is under notice unless the enterprise and the employee had agreed the period of education and training prior to dismissal.

68. The Meat and Food Industry Cooperation Competence Development Fund (SFKF)

The history and further guidelines concerning SFKF are set out in Protocol 8 on the Meat and Food Industry Cooperation and Competence Development Fund (IKUF) (introduced in 2007).

Ordinarily, the Meat and Food Industry Cooperation and Competence Development Fund (SFKF) is administrated through the Industry Competence Development Fund (IKUF).

In the event that enterprise and/or employee should request to be granted exemption from the provisions set out in Protocol 7, such requests shall be forwarded in order to be dealt with by the parties to the collective agreement.

(1)

The enterprise pays DKK 520 per full-time employee covered by the collective agreement per annum. For part-time employees, this amount will be reduced pro rata.

(2)

The employee may apply to the Fund for a grant for education and training covered by clause 67.

Thus, no grant will be provided for education and training during which the employee receives full or partial wages.

69. DA/FH Development Fund

For the DA/FH-Development Fund, the following shall be payable by the employer:

	DKK 0.47 / performed working hour
As of 1.1.2026	DKK 0.49 / performed working hour
As of 1.1.2027	DKK 0.51 / performed working hour

The contribution collection shall take place pursuant to the provisions set out by the central organisations.

Within processing the amount shall be paid into the education fund established between NNF and DI

CH. 10 - PAYMENT SYSTEMS

70. Incentive payment systems

Objective

In order to strengthen the enterprises' competitiveness and the employee's development and, thus, their employment opportunities, DI and NNF agree that it is necessary to continuously endeavour to increase productivity through a mutual cooperation and loyal commitment by means of improved working methods, the most rational production conditions and

the best possible production efforts by everyone taking part in the work, including by providing the employees of the individual enterprises with the required qualifications through relevant education and training.

To promote the above and to raise the employees' income, incentive payment systems may be introduced by the enterprises.

The parties to the collective agreement agree that the efforts made must always observe all safety and health requirements.

Preparation for local agreements

The parties to the collective agreement agree that the employees expected to be covered by an incentive payment system must be consulted prior to the conclusion of a local agreement on an incentive payment system.

A local remuneration committee will be set up charged with setting up the objectives for a new payment system and drafting a local agreement to be presented to the relevant operators. In this process, the organisations' consultants are available with information and knowledge sharing.

Local agreements

The introduction of an incentive payment system requires that the local parties agree on the implementation and use of the payment system, and this must be laid down in a local agreement thereon.

The local agreement should for instance include descriptions of the following:

- The products, departments and employee groups to be covered by the agreement
- A description of the scope of the agreement, including machinery, methods, products, quality requirements, safety provisions etc.
- Provisions on probation, if relevant
- Provisions on termination of the local agreement, expiry of the local agreement, payment after the discontinuation of the system etc.
- Signatures by representatives for the management and the employees - the union representative, if elected.

A local agreement on an incentive payment system must be based on the standard wages determined from time to time in the collective agreement and may include one or more of the subjects below:

- productivity
- qualification
- flexibility
- function-based pay

Termination of the local agreement

The local agreement may be terminated by the local parties giving a notice of three months, unless a longer notice period has been agreed on.

It shall be local party's obligation to terminate the agreement to arrange for local negotiations, and, provided that the parties are unable to reach an agreement, to arrange for new local negotiations involving the organisations. If an agreement still cannot be reached, the case will be settled as an industrial dispute. Disagreements may not, however, be further pursued as industrial arbitration.

The parties will continue to be bound by the terminated agreement until such time as the above provisions have been observed, regardless of whether the expiry date has been passed.

After the expiry of the agreement, employees will receive normal hourly wages plus any personal allowances and other allowances under the local agreement.

Special provision for Meat

Meat:

Approval of local agreements

Agreements are concluded between the local parties, i.e. the management and union representatives of the enterprise or department. The agreements will be subject to the organisations' approval.

71. Framework agreement regarding method development and piecework

Applicable to Meat and Processing

Framework agreement regarding method development and piecework may may be requisitioned by application to DI or NNF.

CH. 11 - TRIAL SCHEMES ETC.

72. Trial schemes

By local agreement is permitted to supplement and depart from the provisions of the collective agreement

Chapter 1 (working hours)
Chapter 3 (overtime)
Chapter 7 (union representatives)
Chapter 9 (education and training)
and Chapter 10, clause 70.

Such local agreements must be in writing and may only be concluded with a union representative elected in accordance with the provisions of the collective agreement. The local agreements must be submitted to the organisations for information.

Special provision for: Meat and Processing

Meat:

In agreements concerning the adaption of the working hours to the local conditions, the weekly working hours must not exceed 42 hours.

Processing:

The organisations agree to provide support and guidance in connection with the establishment of alternative payment and/or management systems together with alternative working time system taking their point of departure in or the following parameters:

- Changed payment system
- Changed management system
- New work organisation system
- Alternative working time systems.

In connection with the design of alternative payment and/or management systems together with alternative working time systems, it shall be assumed that the enterprise, employees and elected union representatives shall participate actively to ensure that the affected employees will be ensured the correct information throughout the entire process.

A local agreement on alternative payment and/or management systems together with alternative working time systems must be agreed between the enterprise's management and the local union representative. To the extent that the local agreement implies a departure from the provisions set out in the collective agreement, this must be submitted to the organisations for information together with a brief description. The organisations must then be kept informed of the progress of the alternative payment and/or management system together with alternative working time systems.

If a local agreement gives rise to an official order causing the scope of the agreement to be materially changed, the local parties must introduce negotiations on the amendment of the agreement. If this is not feasible, the local agreement will be annulled.

CH. 12 - PENSION AND SENIOR EMPLOYEE SCHEME

73. Pension

The individual employers are obliged to report and pay the pension contribution stipulated by collective agreement set out by Industriens Pension (the Pension of the Industry) in accordance with the directions issued and the deadlines set by Industriens Pension.

Industriens Pension is a labour market pension company owned by Industri Pension Holding A/S. The employee and employer aspects are equally represented on the boards of the two companies.

The board of Industriens Pension determines the content of the pension scheme within the frameworks agreed on by the parties of the industry.

Industriens Pension invests the funds of the company for the purpose of achieving the highest possible yield, taking into account the risk within the framework set out by the board of Industriens Pension.

Insofar as this pertains to all future contributions, the composition of benefits will be the same for all members comprised by the pension scheme provided by Industriens Pension. For current members, this means that their composition of benefits may be changed and that the right to certain benefits may lapse.

Member and seniority provisions

Membership of the pension scheme is mandatory for all employees covered by and employed under this collective agreement.

Employees having two months' seniority (albeit five months for Processing) are covered by the pension scheme after having attained the age of 18.

The seniority requirement is considered to be met by employees who, at the commencement of employment, are covered by this pension scheme from previous employment or by a similar labour market pension scheme.

It is not permitted to make admission to the pension scheme conditional on the employee's compliance with health requirements.

If the employee remains in employment after having reached retirement age, the employee can choose whether to continue saving for his/her pension or whether the pension contribution is to be paid as regular wage payments. If the employee does not make any decision on this issue, the employer will continue his payments into the pension scheme.

The insurance coverage ends when the employee reaches retirement age.

The pension contribution

The pension contribution is calculated on the basis of the employee's holiday-qualifying wages plus holiday and weekday holiday allowance.

	Employer's contribution	Employee's contribution	Total contribution
1 June 2023	10.0 %	2.0 %	12.0 %
28 April 2025	11.0 %	2.0 %	13.0 %

Payments are made to Industriens Pension. The employer shall pay monthly pension contributions into the pension fund – to be paid no later than on the 10th day of the month.

Pension of holiday allowance is comprised by the holiday warranty scheme and calculated concurrently with the holiday allowance being accrued. Thus, it is of no importance that the holiday allowance will not be subject to taxation until the date on which it is paid to the employee.

Increased pension contribution during maternity leave

During the 10 weeks of maternity leave, an extra pension contribution will be paid to employees having two months' seniority, albeit five months in respect of Processing, on the expected date of delivery, see clause 52.7

Pension of sick pay

The pension contribution is calculated on the basis of the employee's holiday-qualifying wages plus holiday and weekday holiday allowance.

Pension is also calculated from any sick leave allowance for employees who are entitled to a pension (see membership and seniority provisions). Both the employer's contribution and the employee's own contribution are calculated on the basis of the sick leave allowance and paid to the pension company. The employer's share is paid by the employer in addition to the sick leave pay. The employee's share is deducted from the holiday allowance before the final settlement thereof.

As of 28 April, the contribution constitutes 13.0% (see the table above).

of which the employee pays one third, while the employer pays two thirds.

The employer shall pay monthly pension contributions to Industriens Pension, to be paid no later than on the 10th day of the month.

The parties to the collective agreement agree that the pension contribution constitutes a part of the employee's wages.

DI guarantees the payment of the pension contribution.

Company pension scheme

Newly registered members of DI who, prior to their registration, have already established a company pension scheme for employees within the coverage area, may demand that the company pension scheme contributions existing for employees employed on the date of registration shall instead be paid into of the pension scheme agreed on between the parties to the collective agreement pursuant to the provisions thereon set out in the collective agreement.

As soon as possible after entry, the continuation of such company pension scheme shall be recorded by DI and NNF at the request of DI, perhaps in connection with adjustment negotiations.

As a minimum, the contribution to the company pension scheme must always correspond to the contributions paid into the pension scheme agreed on between the parties to the collective agreement.

The company pension scheme cannot be extended to cover employees appointed after the enterprise's entry into DI. For such employees, the pension contributions under the collective agreement must be paid into the pension scheme agreed on between the parties. It is a condition for continuation of a company pension scheme that it has existed for a period of three years prior to DI's notice to NNF on the enterprise's entry into DI.

Increasing contributions

For newly registered members with an existing company pension scheme at the commencement of their membership that is at a level higher than 20% of the contributions to be paid under the collective agreement, albeit at a level that is lower than the complete amount of the contribution rates, the following shall apply:

The increase period will commence at the registration and run independently of the enterprise's existing pension scheme.

Employees who are already employed will continue with the agreed contribution rates in the enterprise's existing pension scheme. As a minimum, however, contributions must always be at the same level as the increase contribution.

Employees who are employed after the date of registration shall be entitled to the same pension rates as employees who were employed prior to the registration.

It is a condition for increase contributions for employees covered by the collective agreement that the employees in question are enrolled in Industriens Pension.

Newly registered members of DI who, prior to their registration with DI, have not already established a company pension scheme for employees covered by the agreement area, or who have a pension scheme with lower contribution rates for such employees, may require that the pension contribution be determined as follows:

No later than from the date of DI's notice to NNF on the enterprise's entry into DI, the employer contribution and the employee contribution, respectively, must constitute at least 20% of the contributions to be paid under the collective agreement.

- After no later than 1 year, the contributions shall constitute at least 40% of the contributions to be paid under the collective agreement
- After no later than 2 years, the contributions shall constitute at least 60% of the contributions to be paid under the collective agreement
- After no later than 3 years, the contributions shall constitute at least 80% of the contributions to be paid under the collective agreement
- After no later than 4 years, the contributions shall constitute at least the complete contribution to be paid under the collective agreement.

If the contributions to be paid under the collective agreement are increased within the period, the enterprise's contribution must be increased proportionally in order to ensure that the above contribution share to be paid under the collective agreement shall always be paid into the pension scheme.

As soon as possible after entry, the scheme must be recorded by DI and NNF at the request of DI, perhaps in connection with adjustment negotiations.

74. Senior employee scheme

The employee is entitled to enter a senior employee scheme from a period of five years before the statutory retirement pension age in force from time to time.

(1) Senior days off

The employee is entitled to a maximum of 46 annual senior days off.

Together, the enterprise and the employee shall agree on the placement of senior days off. Such placement of senior days off shall take place in consideration of the enterprise operation and in pursuance of the rules that apply to the placement of the free-choice days, cf. clause 39 schedule c.

(2) The financing of senior days off

The financing of senior days off can be as follows:

a) Via the employee's free-choice scheme, cf. clause 39

b) Via a conversion of regular pension contributions pursuant to clause 73, albeit the share of the pension contribution for conversion must not be of a size that precludes the continued coverage of expenses for insurance, healthcare scheme contributions and administrative costs.

c) Self-paid freedom

The chosen assets shall be deposited in the employee's free-choice scheme.

Senior days off shall be taken without pay as, instead, an amount shall be paid from the free-choice scheme. The payment of amounts larger than the credit balance of the employee's free-choice scheme cannot take place. In the event that the employee lacks sufficient assets in respect of the free-choice scheme or does not wish to use such assets, the employee may choose to take self-paid freedom, cf. schedule c.

For full-time employees working five-day 37-hour weeks, the payment of a senior day off equals 7.4 hours a day. In respect of other employees, a pro rata calculation shall be made.

When assets are allocated to senior days off, the balance of the free-choice scheme shall not automatically be paid at the expiry of the calendar year. Each year, on 8 December at the latest, however, the employee can request payment of the balance pertaining to the free-choice scheme – in whole or in part. Upon retirement, any amount owed to the employee in respect of the free-choice scheme shall become payable.

(3) Entering and resigning from the senior scheme

Unless otherwise agreed, the employee shall, no later than on 8 December, notify the enterprise in writing as to whether the employee wishes to enter into a senior scheme in the coming year and, if so, how large a part of the free-choice scheme and the converted pension contribution the employee in question wishes to set aside. Moreover, the employee shall notify the employer about the number of senior days off the employee wishes to take in the course of the following calendar year. These choices are binding on the employee and shall continue in the following calendar years. Every year, prior to December 8, the employee may, however, notify the enterprise as to whether the employee desires any changes for the following calendar year. A senior scheme can, at the earliest, be entered into as of the payroll period in which 5 years remain before the employee will reach the official statutory retirement age in force at all times.

(4) Other matters

An employee's entrance into a senior scheme shall not change any existing basis of calculation pertaining to the collective agreement and shall, thus, be cost-neutral for the enterprise. The establishment of a senior scheme shall not otherwise change the provisions in respect of freedom/free-choice days.

A local agreement may facilitate the departure from and augmentation of this provision.

DI shall provide a guarantee in respect of the payment of these amounts.

CH. 13 - WORKING ENVIRONMENT, ETC.

75. Social responsibility

It is important to ensure that as many people as possible are included and retained in employment throughout their professional life. The parties to the collective agreement have a wish to encourage the employment of people with reduced working capacity / vulnerable groups, albeit not at the expense of the enterprise's current workforce employed at generally applicable terms.

Consequently, the enterprises should lay down guidelines for a work retention policy in their respective works councils.

At enterprises without a works council, the inclusive labour market may be discussed directly between the employee and the enterprise's management. The employee is provided with the opportunity to have the union representative act as an observer in such discussions and the entering of individual agreements on working hours, wages, etc.

(1) Vulnerable groups

Vulnerable groups shall be construed as:

1. Employees with reduced capacity for work (e.g. age, infirmity or injury).
2. Employees with a reduced capacity for work due to long-term illness and with a consecutive period of illness of at least eight weeks.

If an employee gains/regains full normal working capacity, the employee will be transferred to the generally applicable terms of employment and the collective conditions in force for the enterprise.

(2) Local agreement deviating from the collective agreement

Employees/employee groups covered by subclause (1) above must be employed in accordance with the provisions of the collective agreement supplemented by a local agreement concluded between the enterprise and the union representative. The local agreement describes the deviation from the terms of the collective agreement, e.g. comprising terms of working hours and wages.

The local agreement will be forwarded to the parties to the collective agreement for approval. The local agreement and the collective agreement will then form the contractual basis for the employment of employees in vulnerable groups.

Unless otherwise set out in the local agreement, the local agreement may be terminated for annulment at a 3 months' notice.

The local agreement covered by this agreement may, unless otherwise agreed in the local agreement, be terminated subject to a notice of three months.

If the local parties cannot reach an agreement on the conclusion of a local agreement, or if the parties to the collective agreement cannot approve the local agreement concluded, the disagreement may be subject to discussion between the parties to the collective agreement.

Any disputes on the content of local agreements and breach of local agreements must be settled in accordance with the general provisions thereon such as set out in the collective agreement.

(3) Requests by employees with reduced working capacity

Subclause 3 shall be considered as an alternative to (1)-(2) above.

For employees who, on the grounds of illness, ages or other frailty, are no longer able to provide work to the full at the enterprise, it is possible to enter into an agreement on his/her remaining at the enterprise on pay and working conditions outside the provisions set out in this collective agreement.

The employee shall be offered the opportunity of having the union representative as an observer during the proceedings of an individual agreement on wages and working conditions.

An agreement between the enterprise and the individual employee with reduced working capacity shall further/henceforth be approved by the organisations.

76. TEKSAM

The TEKSAM committee was set up for the purpose of keeping abreast of technological advances and supporting the information, guidance and development work to promote cooperation at the enterprises, including with respect to the use of new technology.

In addition, the committee must support the establishment of works councils and assist them with their activities.

The committee must function as a dispute settlement body in accordance with part 6 of the cooperation agreement.

Financing

All costs incidental to the day-to-day operation and agreed activities must be distributed equitably or pursuant to agreement between DI and NNF.

77. Working environment

DA and FH agree that it is important to provide a high degree of labour market flexibility and a high level for the health and well-being of the employees.

With the aim of reducing the number of industrial injuries, the parties to the collective agreement agree to continue to strengthen their joint efforts on the development of a safe and healthy working environment, including an extension of the preventive and health-promoting work at the enterprises.

Grants will be sought from the Prevention Fund for the financing of projects and activities.

Projects and activities must be performed by the industries' Working Environment Committees.

(1) BFA Industry and BFA Farm to Fork

- The sectors Tobacco, Sugar & Chocolate, Bakeries, and Milling come within the sphere of BFA Industri where representatives from DI and NNF sit on the BFA board. BFA-I for instance holds an annual Summit at which new knowledge is presented. All BFA-I material can be found via the link www.bfa-i.dk
- The meat industry belongs under BFA Table to Farm. The industry has a small industry-working committee, KAU, (Kødindustriens Arbejdsmiljøudvalg (the working environment of the Meat Industry)) which convene on an ad hoc basis for the purpose of targeting activities that have been initiated under SAU (Slagteribranchen Arbejdsmiljøudvalg (the slaughtering sector's working environment committee)). Material for the slaughtering and meat industry can be found via the link www.savportalen.dk.

The enterprises, DI and NNF have established TSBM and KAU. The committees discuss issues related to the working environment and make decisions on the initiation of both industry-specific and cross-sector working environment projects.

KAU has so far been the steering group for major projects in the reduction of heavy lifting, noise and acoustics, hand hygiene and care, etc.

In 2018, KAU launched a project to reduce musculoskeletal disorders (MSD prevention). Most recently, material has been made for small and medium-sized enterprises. See more at www.savportalen.dk

(2) Health and safety organisation

The enterprise's health and safety organisation is tasked with adhering to The Danish Working Environment Act and the present collective agreement provisions with a focus on ensuring that the work at the enterprise is carried out appropriately in respect of health and safety.

In addition to the members of the health and safety organisation, the union representative also has duties in relation to the enterprise's working environment (see clause 59).

Chapter I sets out the possible framework for working hours.

If the enterprise has acceded to the framework agreement, attention is also drawn to clauses 7 and 31 of the framework agreement.

Health and safety representatives are protected against dismissal in accordance with the guidelines in clauses 63-64.

(3) The duties of health and safety representatives

The health and safety representative is to assist in sharpening the focus of colleagues and management on all aspects of health and safety.

The health and safety representative, in collaboration with management and union representative, is to ensure that the strategic tasks are carried out under the auspices of the health and safety organisation or a special cooperation forum.

The health and safety representative is to be at the core of systematic health and safety work in the development of the workplace assessment (APV). There is shared responsibility for sickness absence being included in APV work. The role of the health and safety representative includes discussing the working environment on the basis of existing, relevant statistical material.

The health and safety representative is to be involved in accident prevention through analysis and learning.

The health and safety representative is also an ambassador for the employees' involvement in the pervasive transition towards achieving new ambitious climate targets.

(4) The health and safety representatives' time for fulfilling their duties

The health and safety representative must have time available to perform his or her duties, which are reasonable in relation to the nature of the undertaking in question and its standards of health and safety. This must occur however, with the least possible hindrance to their work productivity.

This means that the health and safety representative must be free to fulfil his or her duties in accordance with the health and safety rules, including attendance at meetings and training.

(5) Participation of health and safety representatives in relevant health and safety courses

The parties to the collective agreement agree that, in agreement with the employer, the health and safety representative may be given the necessary freedom to participate in relevant health and safety courses pertaining to the organisations.

Access to participate in the organisations' health and safety courses affects neither rights nor obligations in relation to the legislation on health and safety training.

The parties to the collective agreement agree that participation in the NNF's voluntary health and safety courses does not involve payment under the Danish Working Environment Act, section 10(1).

NNF undertakes to ensure that employees elected as health and safety representatives, who have not completed health and safety training prior to their election, complete such training as soon as possible after being elected. Commitments are made on the part of DI to help the newly elected health and safety representative receive the necessary time off to participate in the course.

(6) Compensation for organised health and safety representatives

Health and safety representatives who are members of NNF shall receive an annual DKK 9,000 compensation.

This amount shall be proportionally reduced if health and safety representatives takes up their duties or resigns from their position in the course of the year. The compensation is a fixed amount regardless of the area covered by the health and safety representative. NNF shall ensure that the health and safety representative is a member.

The compensation covering the period from 1 March 2025 shall become payable on 28 February 2026.

In the event that the health and safety duty is discontinued, the compensation shall be discontinued.

Compensation for health and safety representatives organised in NNF is financed by Slagteri- og Fødevareindustriens Uddannelses- og Samarbejdsfond (the meat and food industry's education and cooperation foundation)

NNF shall pay such compensation directly to the health and safety representatives and subsequently collect the compensation paid from the foundation with an attached list of names that specifies the employer. The board of the foundation shall be authorised to stipulate the special contribution for the purpose of obtaining a balance between the payment and payout for the contribution.

(7) Workwear

Workwear and footwear are supplied by the enterprise.

All clothing items supplied, including any non-slip footwear, belong to the enterprise and must not leave enterprise premises.

In connection with work in freezing rooms and refrigerated work rooms, relevant clothing and undergarments are supplied which are adapted to the needs of the individual employee.

It is the duty of the individual employee to take care of the provided clothing items together with any tools, etc. through prudence and common sense.

The enterprise is responsible for all washing and maintenance.

(8) Night work and health check

As a result of the implementation of the EU Working Time Directive No. 93/104/EC of 23 November 1993, the following applies:

Night work

A night worker is an employee who regularly works at least three hours of his/her daily working time between the hours of 10.00 p.m. and 6.00 a.m. or who works at least 300 hours during this time within a 12-month period.

Health check

The enterprise shall provide a free health check before an employee commences his or her employment. The parties to the collective agreement agree that the free health check should be covered by public health insurance.

The parties to the collective agreement further agree that employees being classified as night workers must be offered health checks at regular intervals of maximum 2 years.

Night workers suffering from health problems recognised as being connected with the fact that they perform night work are transferred whenever possible to such daytime work to which they are suited.

Documentation that a health check is provided for the employee

The parties to the collective agreement agree to arrange for recurrent statistics of the scope of health checks performed at the enterprises similar to the statistics prepared jointly by the parties to the collective agreement in connection with the committee work on night work and health check carried out in 2007-2010, including information on how the enterprises have provided such health checks in practice.

Timing of health check

The parties to the collective agreement agree that if the health check is performed outside the employee's working hours, the employer must compensate the employee for this.

Model for the health check

The parties to the collective agreement agree that the health check must be performed as follows:

1. The employee completes a questionnaire prepared by the parties to the collective agreement.
2. In addition, the employee is subjected to a physical medical examination.
3. Based on the above and in a dialogue with the employee, an overall conclusion is prepared for the employee. The assessment must be performed by a service provider with a relevant educational background, e.g. a nurse, a doctor or another person with the relevant education and qualifications relating to occupational medicine.

4. The information produced in the health check is confidential and solely the property of the employee. Such information will only be disclosed to the employer on the provision that the employee institutes such disclosure.

5. At larger enterprises where several employees have been offered a health check, the enterprise will receive an anonymised report detailing general tendencies about the life-style and health of the employees.

If possible, night workers suffering from health problems which have been proven to be caused by night work must be transferred to daytime work.

At enterprises with very few night workers, the health check can be performed at the employee's own GP.

The provided health check is voluntary.

The parties to the collective agreement agree to set up a committee immediately after the renewal of the collective agreements. This committee must determine the content of the questionnaire and the medical examination within six months. To aid the committee in its work, industrial medicine experts must be summoned. Grants will be sought for the committee's work through the Branch Work Environment Council.

Report for the workplace environment committee at large enterprises

The parties to the collective agreement find it natural that the working environment organisation at the individual enterprises must take steps to check whether the health check is performed in accordance with the rules.

Preventive initiatives with respect to night work

The parties have implemented NFA's recommendations in connection with night work:

- A maximum of three periods of night work at a time
- A maximum of 9 hours at a time
- At least 11 hours between two shifts
- Pregnant women will normally work a maximum of 1 weekly night shift in order to minimise the risk of miscarriage and other pregnancy complications.

Enterprises with night workers must thus implement the following initiatives:

The local parties shall, perhaps in collaboration with the working environment organisation, discuss whether those areas of the enterprise that involve night work meets NFA's recommendations.

Such a discussion must:

- a. be implemented upon the initiation of night work and subsequently one time annually.
- b. be documented by way of the filling in of a form prepared by the parties which contains a review of the recommendations.

If – perhaps in collaboration with the working environment organisation – the local parties deem NFA's recommendations to be complied with, the collective agreement's general rules shall apply without change, comprising the rules on health checks.

If – perhaps in collaboration with the working environment organisation – the local parties deem that NFA's recommendations are not complied with, the following special activities shall be realised for employees with normal working hours in the night that are not planned in compliance with NFA's recommendations:

- a. The enterprise shall provide annual health checks for the night workers

The night worker must undergo compulsory health checks every second year.

An extended health examination shall apply for night workers over the age of 50.

- b. The implementation of a special annual workplace assessment focused on night work:

- The identification and mapping of risks related to night work.
- An assessment of risks related to night work.
- The prioritisation and the preparation of an action plan.
- Action-plan follow-up.

Night work during pregnancy:

As of 1 March 2024, the parties to the collective agreement have decided to follow NFA's recommendation to the effect that pregnant employees will, as a maximum, work one weekly night shift for the purpose of minimising the risk of abortion and other pregnancy complications.

When an enterprise has been notified of – or otherwise learns about – an employee's pregnancy, the enterprise must at the soonest possible and no later than 2 weeks thereafter, at the end of a week, reschedule the employee's working hours or reassign the employee to other job assignments to the effect that this employee will, at the most, work one nightshift a week.

If it is not feasible for the employer to reschedule working hours in order that the employee in question will, at the most, work 1 weekly nightshift or reassign the employee to other job assignments, the employee shall be entitled to paid absence from other night shifts in excess of 1 weekly, and payment shall be similar to pregnancy leave in pursuance of clause 22(1) of the collective agreement. This solely applies to a payment rule which applies irrespective of the seniority of the employee and irrespective of the number of weeks that the employee is absent from other nightshifts in excess of 1 weekly.

(9) Medical examinations

See clause 27 - Medical examinations, which describes how and on what basis the enterprise can request medical information from persons, in cases where the individual in question comes into contact with food in his/her work.

78. The TB Foundation

This frame shall not apply to 23, 24, 111, 146, S/C, OM, Tobacco and Meat

DI and NNF continue to have funds in a Tuberculosis Foundation. DI and NNF decide in agreement which diagnoses shall entitle to compensation from the Foundation.

The Foundation pays a compensatory amount in connection with pulmonary tuberculosis as well as certain other infectious bacterial or viral diseases, which medically prohibit the employee from working with food.

No compensatory amount can be obtained in connection with illness caused by inflammatory infections, notwithstanding that these may have arisen in connection with the work.

A compensatory amount may be paid as a supplement to sickness benefits up to a total of 90% of the average wages for the last four weeks prior to the period of absence.

It is a condition that the period of absence has been documented by a doctor's certificate and that the employee has resumed work at the enterprise. No holiday or weekday holiday allowance will be payable on the allowance from the Foundation.

The supplement is paid by DI and directly into to the employee's *NemKonto* and is reported as B-income to the employee. A letter detailing this is sent by DI to the employee, cc NFF.

The enterprises have not deposited funds into the Foundation for many years, as tuberculosis is an extremely rare disease in Denmark. It is agreed that if problems related to tuberculosis should later arise again, DI and NNF will commence negotiations regarding possible payments from the enterprises.

CH. 14 - LOCAL AGREEMENTS

79. Conclusion and termination of local agreements etc.

The collective agreement provides for a number of deviations and additions that may contribute to ensuring that amendments in working conditions will be implemented in accordance with the requirements of the local parties.

(1) Conclusion of local agreements

Local agreements can be made between the local parties at the enterprise for employees covered by the collective agreement.

The organisations recommend for local agreements to be concluded in writing.

(2) The local parties

Local parties shall solely be construed as the union representative elected at the enterprise - if a union representative has been elected - and the management of the enterprise.

If the employees have not elected a union representative, they can instead appoint a "spokesperson" who can represent the employees vis-à-vis the management. The employees can give the spokesperson authority to conclude local agreements either in concrete situations or in general.

In the event that no employee representative or spokesperson has been elected, it is possible to enter into local agreements that do not deviate from collective agreements – agreements that are accepted by more than half the employees who, at the time of the agreement being entered, will be comprised by such a local agreement. The agreement must be in writing and be forwarded to the union within a fortnight of the agreement being entered.

If the number of employees who are, or will be, comprised by an agreement entered in pursuance of this provision is increased by 100% or more as compared with the number of employees comprised by the agreement at the initial date of the agreement, a majority of the employees who, at the date of dismissal, are comprised by the agreement can terminate the agreement at 2 months' notice at the end of a month.

(3) Disagreement about the conclusion of local agreement

Disagreement about the conclusion of a local agreement cannot be transferred to industrial arbitration but can be discussed with the assistance of DI and NNF if requested by one of the local parties.

(4) The termination of local agreements

Local agreements can be terminated by either local party with three months' notice at the end of a month unless longer notice has been agreed/is agreed in connection with the termination.

The parties to the collective agreement recommend that the terminating party submits a written statement of the grounds for the termination, including if termination is made with a view to renegotiating/adjusting the local agreement or with a view to its discontinuation.

It may seem expedient for the local parties to include the parties to the collective agreement when a local agreement has been terminated. Either local party can therefore request that a meeting be held at the enterprise – with the participation of the parties to the collective agreement – before the terminated local agreement expires.

This also applies to termination of practices.

(5) The discontinuation of the local agreement

When the local agreement is discontinued in accordance with a termination notification, and a new agreement about the circumstance is not concluded, the general provisions of the collective agreement shall apply.

(6) Information to the employees

At the conclusion or termination of local agreements, the enterprise must inform the affected employees thereof if the working conditions are changed substantially in connection with the conclusion/termination.

Special provision for: 24 and Tobacco**24:**

Adjustments stipulated by collective agreement may not be set off against the existing local agreements which are addenda to the present collective agreement.

Tobacco:**Wages****Local agreements**

The local agreements existing at the time of the renewal of the collective agreements will have the same term as the collective agreement, albeit new bonus schemes may be agreed on during the term of the collective agreement in the event of local changes to production methods,

If the parties are unable to reach an agreement in negotiations on changed bonus schemes in connection with new production methods, the issue must be referred to the organisations for final settlement.

CH. 15 - PROVISIONS RELATING TO THE ORGANISATIONS

80. Main agreement

The main agreement between the main organisations of 31 October 1973, as amended, shall apply.

81. Provisions relating to the organisations - negotiation and industrial provisions

(1) Negotiation and industrial rules

For the settlement of industrial disputes, the code of practice most recently adopted by the main organisations shall apply.

Relative to clause 10 of the Code of practice, it has been agreed that the organisation requesting that the case be continued no later than 3 months after the holding of the mediation meeting/the organisational meeting, the organisation requesting the case to be continued shall, in writing, demand the holding of an industrial arbitration. In addition to the demand that the matter be presented in writing, there are no further formal requirements in respect of the request for arbitration. Non-compliance in respect of the time-limit shall entail the discontinuation of the case. The time-limit may be dispensed with subject to an agreement between the organisations.

(2) Conflict mitigation measures:

In order to avoid wildcat stoppages and mitigate the damaging effects of any stoppage, the following shall apply:

- 1)** In case of signs of industrial unrest, the local parties are obliged to summon the organisations, provided that the dispute cannot be solved locally. No later than on the same day or the following day, the organisations must meet and attempt to solve the dispute or immediately refer it to an industrial procedure.
- 2)** If the employees do not wait for a meeting to be held between the organisations and go on strike, or if they go on strike in contravention of the organisations' directions, the employer may seek to catch up with the backlog of work by giving the employees notice of work to be performed without overtime payment.

The working hours missed due to such strike must be compensated within a fortnight of the return to work after the wildcat stoppage.

Otherwise, the provisions of the collective agreement on overtime work will not be affected. Any disagreements on this provision shall be settled by industrial procedures.

82. Equal treatment, equal pay and discrimination,

The parties to the collective agreement agree that industrial procedures should as far as possible be used in the resolution of disputes involving the law on equal treatment and discrimination.

The parties to the collective agreement have entered protocol 9 on agreement implementation of age and disability provisions

Where NNF determines a background for initiating industrial procedures pursuant to the rules set out in the above, a survey may be made at the enterprise with the participation of the organisations prior to the industrial processing of the case.

In respect of industrial cases concerning equal pay, it will be agreed at a mediation meeting, or prior to this, which information will be surrendered to NNF for the purpose of an assessment of the case. The parties to the collective agreement agree that cases concerning equal pay shall be settled with the participation of the Equal Pay Committee established between the parties to collective agreement

The parties to the collective agreement further agree that, prior to introducing the processing of industrial procedures, any principal issues should be presented to the committee set up between DI and NNF.

83. How the renewed agreement shall be construed

In order to avoid industrial disputes arising as a result of misinterpretation of agreements concluded in connection with the renewal of the collective agreement, the parties to the collective agreement agree that it must be possible at any time during the term of the collective agreement following the renewal of the collective agreement to refer such disputes to the collective bargaining committee for an opinion before any industrial arbitration.

Opinions from the collective bargaining committee are binding on the organisations.

Also, the parties agree that the organisation committee set up by the parties to the collective agreement must continue its previous function.

84. The term of the collective agreement

In accordance with the provisions applicable from time to time, this collective agreement runs from 1 March 2025 and until such a time as it is terminated by one of the signatory organisations for expiry on any 1 March, albeit at the earliest on 1 March 2028.

Amendments to the collective agreement, including rate changes, will take effect at the commencement of the payroll period which includes the agreed commencement date.

Copenhagen, March 2025

DI
DANISH INDUSTRY

Signed Jesper Z. Kock
Signed Claus Loft

THE TRADE UNION
NNF
Signed Ole Wehlast
Signed Jim Jensen

PROVISIONS ON SHIFTWORK (with comments)

1. General working time provisions

(1) On the first shift, the normal working hours for the individual employee are 37 per week. On the second and third shifts, the normal weekly working hours are 34.

Overtime of up to three hours per week may be established on all three shifts, subject to local agreement thereon.

The normal working hours for the individual employees are as stated, regardless of whether the work is organised in two or three shifts, and whether the enterprise uses normal shiftwork or continuous operation.

(2) If shiftwork is performed for six weeks or more, the working hours may be scheduled as a rota system, where the individual employee's normal working hours in three shifts average 105 hours in continuous three-week periods and in two shifts 71 hours in continuous two-week periods. Consequently, the weekly working hours may be longer or shorter than indicated in subclause (1), and excess hours are banked as whole days off which must be included in the roster for the rota period. To be considered a shiftworker, the individual employee must take part in the rota system at least six times within six weeks.

All shiftwork must be organised in accordance with Chapter 9 of the Danish Working Environment Act on rest periods and days off, as well as the related Executive Orders. All shiftwork may, thus, be continued on all days of the week, regardless of the type of production, as long as the special provisions on rest periods and twenty-four-hour rests are observed. As, within a week, this may result in shifts having working hours that deviate from the norm set out in clause 1(1), it is a condition that, in such circumstances, shiftwork extends beyond at least six weeks. In such cases, a rota schedule must be agreed for a locally agreed rota period setting out the individual employees' working hours. Reference is made to clause 2(1) and clause 6(2) and (3) for the rules on interruption of shiftwork on a rota schedule. The rota schedule must include banked days off for the individual employee to ensure that he or she will work the normal working hours for two shifts of 35½ and for three shifts of 35, stated as average figures for the entire rota period.

Consequently, the working hours may deviate from the norm set out in subclause (1) for the individual week.

If working hours in the individual week or period exceeding the norm set out in clause 1(1) are compensated by time off, no overtime allowance is paid. Overtime allowance shall be paid, in connection with actual overtime during shiftwork.

Subject to local agreement, it may be agreed under clause 9 that the working hours may be increased during a period of time (e.g. in connection with seasonal work) and decreased in a subsequent period.

Additional staff, substitutes etc. must have at least six shifts within a six-week period to be considered as shiftworkers.

(3) Employees must be given at least five x 24 hours' notice of transfer to shiftwork. However, employees employed for shiftwork or participating in the roster for a rota period (clause 1(2)) are not entitled to notice. If work is required before the expiry of the notice period, the employees entitled to notice are paid in accordance with the provisions set out in clause 5 with the usual overtime allowance calculated on the basis of the enterprise's normal daily working hours.

"Transfer to shiftwork" shall, at one and the same time, be construed as the establishment of new shiftwork teams and the transfer of individual employees from day work to shiftwork, unless the employees have been employed for shiftwork or participate in a rota system.

The notice to be given is 5 x 24 hours prior to the commencement of shiftwork (including Sundays, weekday holidays, days off and holidays).

If the notice expires during a working period, overtime allowance shall be paid instead of shiftwork allowance covering the period until the expiry of the notice, otherwise cf. clause 5. However, this special payment provision does not change the categorisation of the work as normal shiftwork.

(4) *Generally, a shiftwork team will work on the same shift for one week at a time, after which the shifts will change, for example, to working in three shifts, which means that the first shift will switch to the third shift, the second shift will switch to the first shift, and the third shift will switch to the second shift. Shifts normally switch on Sundays.*

The above is the normal procedure for switching between shifts, but this does not exclude other shift procedures. Work on one shift may, for example, be of longer or shorter duration than one week (cf. also clause 9).

Departure from the normal procedure does not entitle the employees to extra pay.

(5) *Unless otherwise agreed in writing in respect of shiftwork, the day is counted from 6 a.m. to 6 a.m. or from the commencement of normal working hours at the individual enterprise to the same time the following morning. If employees are required to commence work prior to 6 a.m., overtime allowance shall be paid up to this point in time instead of shiftwork allowance.*

The provision stipulating that the shift day commences at 6 a.m. or at the commencement of normal working hours generally implies that the commencement of shifts within this time frame shall be considered as work on the first shift.

If the enterprise requires employees on the first shift to commence work earlier than 6 a.m., the overtime allowance stipulated by the collective agreement must be paid until 6 a.m. instead of shiftwork allowance.

(6) *The shifts normally relieve each other but, if necessary, in respect of the enterprise's interests, the shifts may overlap or there may be breaks between them. Pursuant to the industrial provisions in force, the employees have a right to take proceedings in respect of insufficient consideration as regards the planning of shiftwork which has not been properly substantiated in respect of the enterprise's interests.*

There are no fixed limits in respect of overlap time or breaks between the shifts, and if rendered necessary by the enterprise's operations, a first shift and a third shift may, for example, be established without necessitating a second shift.

This does not change the categorisation of the work as shiftwork. Pursuant to the industrial provisions in force, the employees have a right to take proceedings in respect of insufficient consideration as regards the planning of the shiftwork, comprising the establishment of overtime prior to or in continuation of a shift.

(7) *The enterprise's operating time is independent of the individual employee's working hours set out in the collective agreement, as the working time shall solely be limited by the regulatory framework.*

This provision emphasises the fact that the enterprise is entitled to weekly operating hours that are independent of the individual employee's normal weekly working hours. As the employees' normal weekly shiftwork working hours according to the collective agreement for the first, second and third shifts collectively equal 105 hours, the remaining operating hours must thus be completed by a rota system pursuant to clause 1(2), i.e. the use of substitutes or the distribution of the working hours onto more shifts.

2. Special provisions on working hours

(1) *If a permanent rota schedule is used, this may be suspended if rendered necessary by circumstances outside of the enterprise's control or if the parties agree thereon.*

Further, the rota schedule may be interrupted at 3 weeks' notice in respect of weekday holidays without consequences in terms of payment pursuant to clause 6(2).

A rota schedule may be temporarily interrupted due to unforeseen events such as break-down of machinery, material shortage or according to agreement, e.g. in connection with holidays, and, subject to three weeks' notice, on weekday holidays. It is a condition that the rota schedule is resumed when the circumstances leading to the interruption no longer exist. A temporary interruption will have no consequences in terms of payment pursuant to clauses 5, 6(1) and (2) and 7(2) on the termination of shiftwork.

If shiftwork is discontinued due to force majeure, according to agreement or on weekday holidays, the employees must be given the opportunity to make up for the lost time, cf. clause 6(3).

2) *When shiftwork is performed on weekday holidays, the employee is entitled to one day off for each weekday holiday worked. If a duty-roster day off falls on a weekday holiday, the employee is entitled to another day off.*

Compensatory time off for work on weekday holidays (which include the Danish national holidays plus from 12 noon to the end of the working day on Constitution Day (5 June) to the extent that such days do not fall on a Sunday) as well as compensatory days off for duty-roster days off that fall on such weekday holidays shall reduce the working hours set out in clause 1(1) and (2). Consequently, the average working hours during weeks or rota periods which include such weekday holidays must be reduced by the number of hours in which work has been, or could have been, performed on a weekday holiday. If compensatory days off for weekday holidays cannot be given, payment must pursuant to the provisions set out in clause 8(1). If work is performed on individual weekday holidays, such work shall be carried out as overtime work and, likewise, this shall not entitle the employee to compensatory days off.

Employees paid by the week must receive their wages in full pertaining to the weeks where compensatory days off are taken, since work on a weekday holiday will solely be remunerated by the allowance for work on Sundays and weekday holidays in addition to the normal weekly wages.

Employees paid by the hour shall not receive wages for compensatory days off as, in addition to the general payment, they shall receive an additional allowance for work performed on weekday holidays and, independently thereof, the ordinary payment in force for work performed on general public-holidays.

(3) *When preparing the duty roster, it must as far as possible be ensured that employees be given weekends off.*

Weekends off shall in the best possible way be given dependent on local circumstances, and the workers shall have the right to take proceedings in respect of lack of consideration.

(4) *Sundays and public holidays (24 hours) must begin no earlier than at 10 p.m. on the day before such a weekday holiday and end no later than at 8 a.m. on the day after such a weekday holiday.*

If work for the week is completed sometime on Saturday or, at the latest, on Sunday morning, the 24-hour Sunday period covers the past 24 hours prior to the resumption of work on Sunday evening (no earlier than at 10 p.m.) or Monday morning (no later than at 8 a.m.). Any change of the scheduled 24-hour Sunday period shall be subject to written agreement between the parties.

If the 24-hour Sunday period is completed on Sunday evening at 10 p.m., normal shift allowance shall be paid in pursuance of clause 3(1) from this point in time. However, reference is also made to the provision set out in clause 3(3).

3. Payment of shiftwork

(1) For shiftwork on weekdays with the exception of Saturdays, the following allowances shall be paid:

	28.4.2025	23.2.2026	1.3.2027
Weekdays from 5:00 p.m. to 6:00 a.m.	DKK 44.32/hour	DKK 45.87/hour	DKK 47.48/hour

Where the weekly working hours shall be commenced by a third shift on Sunday evening, i.e. after the completion of the 24-hour Sunday period, work on this shift shall be remunerated by the rates set out in the above.

(2) In respect of shiftwork performed during the period from Saturday at 2.00 p.m. to the completion of the 24-hour Sunday period and on weekday holidays (as well as on Constitution Day between 12.00 noon and the completion of the 24-hour working period, cf. Clause 1(5) the following allowances shall be payable:

28.4.2025	23.2.2026	1.3.2027
DKK 113.91/hour	DKK 117.90 /hour	DKK 122.03/hour

Other than that, no allowances, percentages or "øre" ("øre" = one hundredth of a Danish krone) shall become payable for work carried out on these days such as stipulated by the collective agreements, shall become payable for work on these days.

As is the case for the ordinary shiftwork allowances, such as set out in subclause (1), the additional shiftwork allowance for work carried out during the period between Saturday at 2.00 p.m. and the completion of the 24-hour working period must be paid regardless of which shift is applicable within such periods.

Provided that their normal Saturday working hours end after 2.00 p.m., employees on the first shift shall be entitled to the special weekend allowance as of 2.00 pm.

For employees paid on an hourly and piecework basis, the collective payment for shiftwork from Saturday at 2.00 p.m. to the end of the 24-hour Sunday period and for weekday holidays shall be the normal payment plus the following allowance:

28.4.2025	23.2.2026	1.3.2027
DKK 113.91 DKK	DKK 117.90 DKK	DKK 122.03/hour

- and also, on public holiday days, public-holiday payment (advance payment).

In addition Employees covered by collective agreements for weekly-paid employees will receive the above shift allowance in addition to their normal weekly wages, as the public holiday allowance in these areas shall be paid as full wages for the week which includes the compensatory day off.

On compensatory days off, employees who are covered by collective agreements for hourly-paid employees shall not be entitled to payment, cf. the comments in respect of clause 2(2).

If Constitution Day (5 June) is a full day off according to the collective agreement, this also applies to shiftwork.

(3) *If the 24-hour Sunday period has been moved and ends between Sunday at 10 p.m. and Monday morning at 6 a.m., and where weekly work is performed six days on the third shift, the allowance stipulated in subclause (2) is paid until Monday morning at 6 a.m.*

This provision is solely aimed at enterprises with work on the third shift 6 times weekly and working hours commencing on Sunday night and completion on Saturday. In these cases, the additional allowance for work performed on Sunday night will be the same, such as it has been set out in subclause 2 instead of the general shiftwork allowances Set out in subclause 1.

4. Overtime

For overtime performed at such points in time for which shiftwork allowance is paid, cf. clause 3(1) and (2), the shiftwork allowance applicable to such a point in time shall become payable in addition to overtime payment.

The new provisions on payment for overtime work entail that shiftworkers performing overtime work during hours entitling the workers to shiftwork allowance they shall receive both overtime payment and shiftwork allowance.

Overtime in connection with shiftwork can take place in accordance with the general provisions set out in the individual collective agreements, which means that the issue of the extent to which overtime may be required cannot be settled pursuant to the provisions set out in the general collective agreement but, rather, pursuant to the provisions set out in the individual agreements.

5. Failure to give notice

If the notice of 5 x 24 hours stipulated in clause 1(3) has not been given, an allowance equal to overtime allowance shall be paid instead of shiftwork allowance for the period falling outside of the expiry of the notice period pertaining to normal daily working hours until the expiry of the notice period instead of the general daily working hours.

This provision solely concerns a payment rule which stipulates that, provided that the stipulated notice has not been issued, overtime allowance must be paid instead of shiftwork allowance for the period falling outside of the normal daily working hours until the notice period lapses after 5 x 24 hours of being submitted. The expression "normal daily working hours" shall be construed as the actual working hours rather than any possible

framework hours in respect of the collective agreement. This special payment provision shall not change the categorisation of the work as shiftwork. The special payment provision shall not change the categorisation of the work as shiftwork. The expression "normal daily working hours" shall be construed as the actual hours worked rather than the working hours stipulated by collective agreement. If normal working hours for day work do not include all employees, the individual employee's (or group's) daily working hours shall apply. This provision shall not apply to employees employed for shiftwork purposes or employees comprised by a duty schedule in respect of a rota period.

6. Incomplete shiftwork duration and the discontinuation thereof

(1) When, at the request of the employer and through no fault of his or her own, an employee is prevented from continuing shiftwork for a period of more than three days, a shiftwork allowance equal to an overtime allowance and calculated on the basis of the enterprise's normal daily working hours shall be paid instead of shiftwork allowance for the hours worked. This provision cannot be put into effect for employees comprised by the duty roster pertaining to a rota period.

If the duration of shiftwork for the individual employee is of less than a three day's duration, overtime allowance shall be paid for the hours falling outside the normal daily working hours.

Overtime allowance in pursuance of clause 5 and clause 6(1) cannot be achieved simultaneously.

This particular payment provision shall not change the categorisation of the work as shiftwork and, hence, the working hours must be included in the timing and categorisation of working hours as shiftwork.

(2) If shiftwork scheduled over a rota period in pursuance of clause 1(2) is interrupted, the overtime payment set out in the collective agreement shall be paid for the payroll period in which the work is interrupted, beginning at the lowest rates for hours in excess of normal working hours for the payroll period such as it has been set out in the collective agreement. In respect of incomplete duration up until the normal working hours for the payroll period in pursuance of collective agreement, employees will receive the usual payment for hourly-paid work, albeit excluding all other allowances. Actual overtime during the elapsed part of the payroll period cannot be included in the settlement of the individual employees' number of working hours.

Interruption of shiftwork during the rota period shall be mean that the shiftwork for one or all shifts will be terminated and not resumed, or it will be terminated in pursuance of the rota schedule in force till then for the purpose of continuing under a new rota schedule.

Shiftwork organised in accordance with clause 1(2) with varying weekly working hours must normally span at least six weeks. If shiftwork is interrupted during the rota period either before or after the passage of six weeks, each individual employee's working hours must be made up for the payroll period in which the work has been interrupted.

If this working hour statement shows that some employees have worked more than the normal working hours for the payroll period set out in the collective agreement, overtime allowance must be paid, beginning at the lowest rate for excess hours, and if others have worked less than the normal working hours set out in the collective agreement, such excess hours shall be remunerated by the usual wages for hourly-paid work, albeit excluding all other allowances.

The actual hours of overtime to be excluded from the calculation of working hours shall be construed as hours that increase the agreed working hours for the payroll period and, thus, are subject to overtime allowance, albeit this does not involve hours which, for another reason, shall be remunerated by an additional allowance corresponding to overtime payment.

If, within the scope of weekly payment, employees are remunerated by the normal weekly wages, regardless of the number of working hours during the individual week, wages and overtime allowance must be paid in accordance with the above provisions for any excess hours during the payroll period in which the work was interrupted. If the employee has worked fewer hours, the normal weekly wages cannot be reduced.

This provision does not apply if an individual employee is transferred to another shift or to day work during a rota period. In such cases, the provision set out in clause 7(2) shall apply.

***(3)** The payment of the above-mentioned allowances cannot be required if the work has been interrupted due to force majeure or according to agreement. In such cases, the employees must be given the opportunity to make up for lost time.*

The provisions of subclause (2) shall not apply if the shiftwork is discontinued due to force majeure or the similar. As opposed to clause 2(1), it is not a condition that the shiftwork be resumed, for which reason the employees must be given the opportunity to make up for lost time or be paid compensation. If the employees make up for lost time outside the normal daily working hours or the normal working hours of the individual shifts, respectively, the employees shall receive overtime payment for such hours.

Within the scope of weekly-paid work, employees remunerated by normal weekly wages must be paid for any excess hours and shall be obliged to make up for lost time to avoid deductions from their weekly wages. If the employees make up for lost time during the normal daily working hours or the normal working hours of the individual shifts, respectively, the employees shall receive overtime payment for such hours.

7. Transfer

***(1)** If an employee is transferred from one shift to another, and this is not a result of a scheduled rota plan, a lump sum shall be paid as follows*

28.4.42025	23.2.2026	1.3.2027
DKK 265.08	DKK 274.36	DKK 283.96

In respect of transfer back to the original shiftwork team or transfer to day work, there shall be no additional payment.

Payment for irregular transfer shall take place pursuant to the following guidelines:

The following guidelines apply to payment for an abnormal transfer:

Transfer from permanent day work to shiftwork shall be subject to notice in accordance with clause 1(3), or payment must be made in accordance with clause 5. Consequently, in such cases, clause 7(1) shall not apply.

Transfer of permanent substitute workers from day work to shiftwork

Outside the times comprised by the rota schedule, a lump sum such as set out in the above table shall be paid when the transfer takes place to the second or third shift but not the first shift if working hours for this shift coincides with day work, or if there is a difference of one hour or less between the commencement of working hours for day work and for the first shift.

Transfer of employees within the scope of shiftwork

Where the employees as part of a rota schedule also perform day work, from such work to the second or third shift, a lump sum shall be paid in the amount as has been set out in the above table.

Transfer from one shift to another

When rescheduling the rota schedule or, in connection with changes to the shiftwork format, or changing how shifts are scheduled over the 24-hour working day, a lump sum in the amount as has been set out in the above table shall not become payable, whereas all other transfers, including changes in the individual employee's already scheduled shift-work hours, shall be regarded as transfers rendering an employee eligible for the payment of the lump sum.

For transfers back to the original shift within three weeks, the lump sum shall not become payable.

Transfers between day work and the first shift

The lump sum shall not become payable in respect of transfers between day work and the first shift where working hours are coinciding or if there is a difference of one hour or less between the commencement of working hours for day work and for the first shift.

Transfer to day work

The lump sum shall not become payable in respect of transfer to day work which shall be construed as transfer out of a rota schedule or transfer away from shiftwork.

(2) If an employee is transferred from one shift to another or to and from day work, without this being part of a fixed rota schedule established in accordance with clause 1(2), and if, within a payroll period, this employee does not attain the normal working hours stipulated by collective agreement during the payroll period, the employee shall be paid the usual wages for hourly-paid work, albeit excluding all other allowances.

In respect of or any hours in excess of the normal working hours set out in the collective agreement, the employee shall be paid such overtime allowance as is stipulated by the collective agreement, beginning at the lowest rates.

Actual overtime hours worked during the elapsed part of the payroll period cannot be included at the settlement of the individual employee's hours.

This provision is aimed at such situations in which the individual employee has longer or shorter working hours than the normal working hours for the payroll period such as have been set out in the collective agreement because he is transferred from one shift to another or to and from day work. In such cases, the working hours for the payroll period shall be settled, and any lacking hours up to the normal working hours for the payroll period – as set out in the collective agreement – shall be remunerated by usual pay for hourly work, albeit exclusive of any other allowances, whereas excess hours for the payroll period shall be remunerated by overtime payment pursuant to the collective agreement, beginning at the lowest rates. Actual overtime work shall be construed as hours that have been defined as overtime work, see the comments in connection with clause 6(2). Where feasible, transfers should be organised in such a way that the least possible overtime work or lacking hours will ensue for the payroll period.

8. Work on days off or the rearranging thereof

(1) *Where a compensatory day off for work on weekday holidays (clause 2(2)) cannot be given, an additional allowance for weekday holidays shall be remunerated by the following allowances:*

28.4.42025	23.2.2026	1.3.2027
DKK 110.16/hour.	DKK 114.01/hour	DKK 118.00/hour

The same additional allowance shall likewise be paid if a rostered day off falls on a weekday holiday, and a compensatory day off cannot be given (clause 2(2)).

This payment provision is targeted at unforeseen situations and does not entitle the employer to generally cancel days off against payment, neither in connection with the preparation of the rota schedule nor later.

If a weekly-paid employee's compensatory or rostered days off fall on a weekday holiday are cancelled, the employee must, in addition to his/her normal weekly wages, be compensated by the allowance set out in the above table.

(2) *If a rostered day off is moved without this being part of a rescheduling of the rota plan, the following allowance shall apply*

28.4.42025	23.2.2026	1.3.2027
DKK 29.95/hour	DKK 31.00/hour	DKK 32.09/hour

Notice of moving duty-roster days off shall be given as early as possible. And unless agreed locally, it can at the most be changed within a four-week period.

Notice of the moving of duty-roster days off should be given as early as possible, and such movement may, at most, take place within a 4-week period. Additional payment shall be made regardless of the notice at which the duty-roster day off is moved.

(3) *If a rostered day off falling on a weekday is cancelled, work on this day shall be remunerated by an additional allowance, such as set out in the collective agreement, either for work on a guaranteed weekday off, if any such provision has been agreed on, or, if not, by overtime payment, beginning at the lowest rates.*

If it is necessary to cancel a rostered day off falling on a weekday, and the employee is not given a compensatory day off at a later point in time, cf. subclause (2), the employee shall, in addition to ordinary payment for his work on the day in question, be remunerated by the allowance for work on guaranteed weekdays off, pursuant to the collective agreement in force.

If the collective agreement does not contain any provision on separate payment in such cases, the overtime allowance set out in the collective agreement shall be paid instead, beginning at the lowest rates.

9. Local agreements

Taking account of the special conditions at the enterprises, it is permissible to enter into local agreements on the scheduling of working hours, change of shifts and meal breaks as well as the adjustment of payments over a period of time. Such agreements must be entered in writing.

It is permissible to enter into local agreements on the scheduling of working hours, change of shifts and meal breaks (cf. clause 1(1), (2), (4) and (5) and clause 2(1)). Where, in exceptional cases, this is deemed expedient, it may be agreed to convert all additional allowances – e.g. into uniform DKK "øre" amounts, for all hours pertaining to all three shifts, for all hours on the second and the third shift or into fixed weekly amounts which shall, however, presuppose a quite regular rota. In a local agreement, the basis of calculation on the payment of uniform amounts per hour or per week must be the rates stipulated in the shiftwork agreement; and the local agreement shall feature a specification of calculations to ensure that these may at all times be updated in the event of changes to the general agreement. Such an agreement must also provide for the way in which to deal with employees who enter or leave shiftwork, either to ensure that their allowances are calculated for the participation period in respect of shiftwork or that the employees be committed to work under the same payment provisions as apply to their colleagues.

If shiftwork is organised in such a way that on Saturdays only a few hours' work is required to be worked in two shifts and in three-shiftwork for the second and third shifts it may be agreed that the shifts take turns to carry out the entire Saturday workload.

Appendix 1

Guidance document regarding part 9 of the Danish Working Environment Act and Executive Order No. 324 of 23 May 2002 with this amendment on rest periods and twenty-four-hour rests

Daily rest period

The employee must be given a rest period of at least 11 consecutive hours within every 24-hour-period of work (section 50(1) of the Working Environment Act).

This for instance means that an employee who had the weekend off and began work on Monday at 6.00 a.m. may as a maximum continue to work until Monday at 7.00 p.m., as this will allow a rest period of exactly 11 hours within the 24-hour-period from Sunday at 7.00 p.m. to Monday at 7.00 p.m.

The employee's daily rest period may be reduced to eight hours at enterprises working in shifts (section 50(2)(1) of the Working Environment Act).

Change of shifts comprises both ordinary and extraordinary changes of shifts in accordance with the provisions on shiftwork.

Twenty-four-hour rest periods

Within each seven-day period, the employees must have one weekly 24-hour period off in immediate connection with a daily rest period (section 51(1) of the Working Environment Act).

This provision must be understood to mean that there can be no more than six days between two twenty-four-hour rests.

As the twenty-four-hour rest must be in immediate connection with a daily rest period, the employees will normally have a rest period of at least 35 consecutive hours every seven days (for shiftwork, this may be reduced to 32 hours).

Other exceptions

Otherwise, the general provisions of the Working Environment Act on departures from the daily rest period and the weekly rest day apply, cf. sections 50-55 of the Working Environment Act. In such cases, corresponding compensatory rest periods or twenty-four-hour rests must be provided.

Agreements on the rearrangement of the rest day

- **Agreements on seven days between two twenty-four-hour rest periods**

According to section 22 of the Executive Order, the rearrangement of the weekly rest day may be locally agreed upon. However, there must be no more than seven days between two twenty-four-hour rest periods. The local agreement is entered between the enterprise and the union representative(s) or, if no union representatives have been appointed, a majority of the employees covered by the agreement area. The agreement must be in writing and shall subsequently be recorded in the inspection log. Reference is made to the comments set out in the previous section on the calculation of the daily rest period in connection with the twenty-four-hour rest period and the scheduling thereof.

- **Agreements on seven to twelve days between two twenty-four-hour rest periods**

DI and NNF may approve working schedules with up to 12 days between two twenty-four-hour rest periods. The following procedure applies to the preparation of such

working schedules: The local parties agree on a working schedule which clearly shows how the working hours of the individual employee shall be scheduled. The working schedule must be made in writing between the enterprise and the union representative(s) or, if no union representatives have been appointed, a majority of the employees covered by the agreement area.

Reference is made to the previous section's comments on the term and termination of the working schedule and on the calculation of the daily rest period in connection with the twenty-four-hour rest period as well as the scheduling of the weekly rest day. The local parties shall then submit the working schedule for the approval of the respective organisations, namely DI and NNF, respectively. The working schedule must be submitted to the organisations no later than eight weeks before the working schedule is intended to take effect.

The organisations must reply to the working schedule submitted in writing and no later than five weeks before it is intended to take effect. If written objections to the schedule are made, such objections must be submitted to the organisation forthwith. The conclusions arrived at by the discussions of the organisations must be presented no later than two weeks before the working schedule is intended to take effect. Finally, the approved organisation agreement must be recorded in the inspection log.

- **Agreement on more than 12 days between two twenty-four-hour rest periods**
DI and NNF may approve of working schedules with more than 12 days between two twenty-four-hour rest periods. This is very far-reaching, which is why, to be valid, such agreements must be approved by the Director-General of the Danish Working Environment Authority in addition to being approved by the parties to the collective agreement - DI and NNF.

Otherwise, reference is made to the comments on the procedure for the preparation of such working schedules set out in section (b).

Addendum to appendix 1

Agreement on the practical procedure for the processing of an application for rearrangement of the twenty-four-hour rest period

The practical procedure for the processing of applications for the rearrangement of the twenty-four-hour rest period is subject to the provisions in this appendix 1 of this present shiftwork agreement. NNF and DI agree on the following elaboration of the procedure for the processing of applications from enterprises and their employees for the approval of working schedules with more than seven days between two twenty-four-hour rest periods.

Consideration of the case

In order to promote the consideration of the case, the organisations must notify each other of applications received. If an application has only been received by one of the organisations, this organisation must submit a copy of the case files to the other organisation within three days of the receipt of the application.

Within no later than two weeks of the organisations' receipt of the application, a meeting shall be held between one representative from each of the organisations for the purpose of considering the application. Such meetings must be organised at least three days in advance. If both or one of the organisations find that the information available on the case is insufficient, further information must be obtained from the applicants prior to the meeting.

If the representatives from the organisations agree to approve an application on the re-arrangement of the twenty-four-hour rest period in pursuance of clause 19 of the Executive Order, the enterprise and the employees must be notified thereof.

If the application is rejected, the enterprise and its employees must be notified thereof within three weeks of the receipt of the application by the main organisations.

Applications relating to section 20 of the Executive Order are processed as described above. If the organisations agree, the application is forwarded to the Director-General of the Danish Working Environment Authority with the organisations' signed recommendation.

NNF and DI must notify the enterprise and its employees of the Authority's reply.

GROUP LIFE POLICY FOR PROCESSING AND MEAT

As of 1 July 2025, Meat shall be transferred to the insurance company, Slagteriernes Gruppelivsforsikring (SG).

Reference is made to AP Pension for the terms in force.

Meat, Processing

Group life policy for Processing and Meat.

Reference is made to AP Pension (Processing) and the insurance company, Forenede Gruppeliv (Meat) for applicable conditions.

Agreement on group life insurance with disability sum and critical illness coverage

According to the collective agreement between DI as the one party and NNF and the Danish Metal Workers' Union as the other parties, the above employers' associations are committed to provide group life insurance for all employees at the member enterprises who have attained the age of 18 but have not reached the age of 65 and who:

- a) are members of NNF or the Danish Metal Workers' Union, or
- b) are members of another trade union, albeit at their enterprises paid according to the wage rates applicable at one of the unions mentioned above in (a), or where DI has entered into another special agreement on the participation in the group life insurance scheme with the union in question

Apprentices under the age of 18 will be covered by the insurance scheme from the commencement of their apprenticeship period.

Insurance sum in respect of death

To cover the liability assumed in connection with the above-mentioned agreement, DI and the group life insurance company for the meat industry, SLAGERIERNES GRUPPELIV (SG) have signed a group agreement according to which the insurance sum equals DKK 310,000 if the insured dies before having attained the age of 70.

Children's benefits

In addition, the following amounts shall apply for any children under the age of 21 who are left by the deceased:

DKK 43,500 /child aged 0-16
DKK 37,500 /child aged 17
DKK 31,500 /child aged 18
DKK 25,500 child aged 19
DKK 12,000 /child aged 20

Disability sum

Where an application for public disability pension is being processed in accordance with the rules applicable prior 1 January 2003, an insurance sum equal to DKK 90,000 shall be paid to employees with at least one year's seniority at one and the same enterprise under this agreement who, before attaining the age of 65, are awarded disability retirement pension from the state on the basis of an invalidity degree of at least two thirds.

If, prior to being awarded disability pension albeit after having applied for this pension, an employee attains the age of 65, it shall be decided on the basis of a concrete assessment whether the loss of the capacity for work shall be assumed to have existed within the coverage period and prior to the attainment of the age of 65.

Employees who, prior to the attainment of the age of 65 and with at least one year's seniority at one and the same enterprise under this agreement, and who owing to illness or accident permanently experience a loss of the capacity for work by at least two thirds, shall be paid a disability sum equal to DKK 90,000.

Such loss of capacity for work occurs when the group member, in SG's assessment, is no longer capable of earning more than one third of the usual amount paid to employees with full capacity for work and with similar training and of a similar age. The member's current state of health, training and previous employment must be taken into consideration.

If such loss of the capacity for work was caused by an accident at the enterprise, the above seniority requirement shall lapse.

After the payment of an insurance sum in respect of disability, the disability coverage shall lapse, and the coverage on death will be reduced by the amount paid in damages. The reduced coverage on death will be maintained as a paid-up policy for up to three years after the incapacity for work set in; albeit no longer than until the expiry of the agreement, after which time the coverage will lapse.

Critical illness

If, prior to the employee's attainment of the age of 65, he or she contracts a critical illness, an insurance coverage in the amount of DKK 100,000 shall become payable.

Critical illness shall be construed as cancer, coronary thrombosis or balloon angioplasty, heart valve surgery, cerebral haemorrhage, saccular dilation or the brain arteries, certain benign brain and spinal cord tumours, disseminated sclerosis, ALS (Amyotrophic Lateral Sclerosis), muscular atrophy, H-V infection as a result of blood transfusion or work-related infection, AIDS, Creutzfeldt Jacob disease, kidney failure, major organ transplants, Parkinson's disease, blindness and deafness, such as set out in the special insurance terms.

After the payment of the insurance sum for critical illness, the critical illness coverage will lapse. It is a condition for payment that the diagnosis be made during the policy period. The paid insurance sum shall be deducted from a potential due insurance sum in respect of death coverage, if the death originates from the same cause and takes place less than three months after the payment of the critical illness insurance sum.

If an employee has previously been diagnosed with a critical illness and if, ten years later this employee contracts a new (different) critical illness, he or she shall be comprised by the insurance scheme.

Transitional provisions in force until 1 March 2009:

If a critical illness is diagnosed before 1 March 1999, the employee shall, however, be covered by the scheme in the event that a new (different) critical illness is diagnosed at a later date during the insurance period.

In respect of cancer diagnoses, the following shall, however, apply: If the group member has once earlier been diagnosed with cancer, he or she will be entitled to payment in the event of a new cancer diagnosis, provided that the following conditions are met:

A period of at least ten years has elapsed since the latest active medical treatment of the previous cancer diagnosis without any kind of subsequent cancer treatment or any kind of relapse. This ten-year period shall run as from the date on which the active medical treatment (such as e.g. operation, chemotherapy or radiation therapy) has been terminated and until the date of a new (different) cancer diagnosis. Follow-up appointments shall not be construed as therapy.

In other respects, the insurance agreement is governed by SG's terms on the coverage of critical illness in connection with group life agreements and SG's insurance terms ("Dækning ved kritisk sygdom i tilslutning til gruppelivsaftaler og SG's forsikringsbetingelser"), according to which the following provisions shall apply for the insured's position in respect of the insurance:

Commencement

Cover under the group life insurance commences on the day when SG accepts the insurance, unless another commencement date has been agreed on. Amendments to the group life insurance shall be subject to the same rules as apply to admission into the group life insurance scheme.

Payment in respect of death

The insurance sum becoming payable in respect of a group member's death shall be paid to the member's "next of kin", unless otherwise agreed between the member and SG.

The group member's "next of kin" shall be construed as the group member's spouse or, if the member leaves no spouse, his or her children or, if the member leaves no children, the amount shall become payable to the group member's heirs pursuant to his or her will, or it shall devolve on the Danish state.

Children's benefits payable to joint underage children who are residing with the spouse in the home of the deceased shall be payable to the spouse. Otherwise, the amount devolves on the child/children in question. Payment shall be conditional upon the presentation of such documentation as is considered necessary by the insurance company.

On the basis of recommendation from the Danish Financial Supervisory Authority, the Danish Minister of Industry shall decide whether such a situation shall be deemed to have set in. And, in case of an affirmative answer, he shall also decide from which point in time such an increased risk shall be deemed to have been commenced and terminated. Outside of Danish territory, insurance events that occur as a result of active participation in war, riot or the similar shall not be covered by the insurance.

Availability conditions:

The group life policy must not be disposed of, pledged or otherwise made the subject of transfer and, in the event of exit from the insurance scheme, it shall not have attained any kind of value.

Exemption from payment of premium

If a group member exits the insurance scheme before attaining the age of 65 due to illness or accident causing his or her capacity for work to be reduced to one third or less, insurance coverage may be maintained exemption from the payment of premiums during the period of incapacity for work albeit at the most for a period of three years.

To ensure the continued provision of such exemption and maintenance, respectively, from the payment of premiums, the insured must provide such proof of his or her incapacity for work as SG deems necessary.

Exiting the group

If a group member exits the group, either by resigning from the policy-holding enterprise, or because, otherwise the insured no longer complies with the conditions for being a member of the group, coverage shall lapse at the end of the quarter in which he or she exits.

If a group member resigns from the policy-holding enterprise due to seasonal unemployment, strike, lockout or other kinds of discontinuation of the work, coverage shall remain for a period of up to two months, on the provision of premium payment covering the entire group during this period.

EU DIRECTIVES

Implementation

The parties to the collective agreement agree to enter into negotiations on the implementation of EU Directives of relevance to the trade.

The EU Working Time Directive

The basis of this organisation agreement between DI and NNF's trade areas is Council Directive 93/104/EC of 23 November 1993 concerning certain aspects of the organisation of working time.

Together with current Danish legislation – in particular the Danish Working Environment Act and the Holidays Act, these provisions and the collective agreements shall entail the implementation of the directive.

Normal weekly working hours

The normal weekly working hours and the rules on notified overtime are stipulated in the respective collective agreements. However, the average working time for a seven-day period, including overtime, must not exceed 48 hours, calculated as an average for a 4-month reference period.

Breaks

An employee with daily working hours of more than six hours shall be entitled to a rest break of a duration that takes its purpose into account.

The break must be scheduled in accordance with the general rules for the scheduling of the working time.

Daily/weekly rest period

Daily/weekly rest periods are covered by the provisions of Chapter 9 of the Danish Working Environment Act with the related Executive Order No. 372 of 15 August 1980.

The Parental Leave Directive (introduced in 2010)

During the term of the collective agreement, DI Collective Agreement I entered between DI and NFF, the parties have discussed Directive 2010/18/EU on parental leave.

The parties to the collective agreement take up the implementation of the above as subject for debate.

Implementation of Directive 2008/104/EC of the European Parliament and of the Council of 19 November 2008 on temporary agency work (introduced in 2010)

By agreement entered between the parties to the collective agreement for the food industry, DI and NNF have agreed to strive for the implementation of the Temporary Agency Work Directive. The implementation shall be of such a nature as to approach the directive text to the greatest extent possible.

In the implementation of the Directive, it will be endeavoured to ensure that it is as close to the Directive text as possible.

As certain terms set out in the Directive still need to be clarified, and the parties to the collective agreement will strive to ensure that such clarification is established at the soonest, whereupon the implementation negotiations can commence.

The parties to the collective agreement shall open discussions on the implementation of the above-

The EU Directive on Part-Time Work (introduced in 1999)

The parties to the collective agreement agree that the EU Directive of 15 December 1997 on part-time work has been implemented in the existing collective agreement entered by the parties.

This directive is further deemed to be complied with as the collective agreement does not discriminate between full-time and part-time employees.

Organisational framework agreement on "violence and harassment and at work" (introduced in 2007)

DI and NNF have observed that, on 15 December 2006, a shared proposal for a European framework agreement between BusinessEurope (formerly UNICE), UEAPME, CEEP and ETUC on "violence and harassment and at work"

DI and NNF have agreed to keep within the legislation in force.

Implementation of EU Directive on Working Conditions 2019/1152 of 20 June 2019 (introduced in 2023)

Clause 1 Scope and subject matter (article 1 of the Working Conditions Directive)

- (1)** The purpose of the agreement is to improve working conditions by promoting a more transparent and predictable employment while, at the same time, ensuring the labour market's adaptability.
- (2)** The agreement comprises all employees covered by the Collective Agreement for the Food Industry, albeit cf. subclause 3.
- (3)** Employees, who are covered by the Collective Agreement for the Food Industry and who have an employment relationship in which their predetermined and actual working hours are equal to or less than an average of three hours per week within a reference period of four consecutive weeks, shall not be comprised by the agreement. Working hours for all employers making up or belonging to the same enterprise, group or entity shall be included in the said three-hour average.
- (4)** The exception of the agreement's clause 1(3) shall not apply for employment relationships where, prior to the commencement of the employment relationship, no guaranteed amount of paid work has been set out.

Clause 2 Definitions of concepts under this agreement (article 2 of the Working Conditions Directive)

a. "Work schedule"

Schedule determining the time intervals for certain days on which the work begins and ends.

b. "Reference hours and days"

Time intervals on specified days on which work can take place at the request of the employer

c. "Work pattern"

Means the method pursuant to which the working hours and the allocation thereof are planned in accordance with a certain pattern determined by the employer.

Clause 3 The provision of information (article 3 of the Working Conditions Directive)

The employer shall, in writing, provide each employee with such information as is required pursuant to this present agreement. The information shall be provided and forwarded to the employer in one or more documents – in electronic form if convenient.

If provided in electronic form, the employee shall have access to save and print the information, and the employer must keep documentation for the forwarding and reception thereof.

Clause 4 Duty of Disclosure (article 4 of the Working Conditions Directive)

The employer shall be required to inform employees of the most essential terms of the employment relationship. Such information shall as a minimum comprise the following information – to be provided within the following time limits:

Letter	Disclosure	The means of the provision of information	Time limits
A	Employer's and employee's names and addresses	Individual	7 calendar days
B	The place of work or, where there is no permanent place of work at which the work is primarily performed, information as to whether the employee shall work at different workplaces or is free to choose his or her place of work, information about the domicile of the enterprise, or the employer's address.	Individual	7 calendar days
C	Title or job description	Individual	7 calendar days
D	The date of commencement of the employment relationship.	Individual	7 calendar days
E	The expected duration of the employment relationship, where this is not of indefinite duration .	Individual	7 calendar days

Letter	Disclosure	The means of the provision of information	Time limits
F	In the case of temporary agency workers: the identity of the user enterprises, when and as soon as known.	Individual	1 month
G	The duration and terms of the probationary period, if any.	Can be provided with reference to legislation, collective agreement etc.	7 calendar days
H	The training entitlement provided by the employer, if any.	Can be provided with reference to legislation, collective agreement etc.	1 month
I	The rights of the employee in respect of paid holiday or other paid absence.	Can be provided with reference to legislation, collective agreement etc.	1 month
J	The notice period of employee and employer, respectively notice period or the rules thereon.	Can be provided with reference to legislation, collective agreement etc.	1 month
K	The applicable or agreed remuneration to which the employee is entitled at the commencement of the employment relation plus any allowances and other wage elements not contained therein, e.g. pension contributions and board and lodging where applicable. Also, information about the settlement periods for the payment of wages shall be provided.	Can be provided with reference to legislation, collective agreement etc.	7 calendar days
L	The standard length of the daily or weekly working time and any overtime arrangements and the remuneration thereof, and where applicable, any arrangements applicable to on-duty schedules.	Can be provided with reference to legislation, collective agreement etc.	7 calendar days
M	If the work pattern is entirely or primarily unpredictable, the employer shall inform the worker of: 1) the principle that the time schedule is variable, the number of guaranteed paid working hours and the remuneration for work performed in addition to such guaranteed hours, 2) The reference hours and days within which the worker may be required to work; and 3) the minimum notice period to which the worker is entitled before the commencement of a work assignment, and, where applicable, the deadline for its cancellation.	Individual	7 calendar days

Letter	Disclosure	The means of the provision of information	Time limits
N	Such collective agreements or arrangements that govern the working conditions for the employment relation shall be specified. In addition, the identity of the parties to such collective agreements or other arrangements agreed on by the parties outside the enterprise shall be revealed.	Individual	1 month
O	Where it is the responsibility of the employer: which social security schemes that receive the social contributions linked with the employment relationship as well as any protection linked with social security on the part of the employer.	May be stated with reference to legislation, collective agreement, etc.	1 month

Clause 5 Timing and the means of information (article 5 of the Working Conditions Directive)

The employer shall provide the employee with the information set out in clause 4 in the shape of one or more documents, cf. Clause 3, and in compliance with the time limits stipulated in article 4.

Clause 6 Modification of the employment relationship (article 6 of the Working Conditions Directive)

In respect of modification of such information as is set out in articles 4 and 7, the employer shall, at the soonest and no later than on the day on which they take effect, provide the employee with written information concerning such modification. This shall not, however, apply to modifications that merely reflect legislative, administrative or regulatory changes, or changes of collective agreements cited in the employment agreement.

Clause 7 Additional information for employees being stationed abroad – to another member state or to a third country (article 7 of the Working Conditions Directive)

(1) Where a worker is required to work in one or more countries other than the country in which he or she habitually works, and where the duration of the work period goes beyond a period of four consecutive weeks, the employee shall be provided with the following additional information relative to such information as is provided pursuant to clause 4:

Letter	Information	The means of providing the information	Time limits
A	The country or countries in which the work abroad is to be performed and its anticipated duration.	Individual	Prior to departure
B	The currency in which the wages payment will be made	To be provided by reference to legislation, collective agreement, etc.	Prior to departure

C	Where applicable, the benefits in cash or kind relating to the work assignments	Individual	Prior to departure
D	Information as to whether the costs of the employee's return to his or her home country is provided for free of costs, and if so, the conditions governing the employee's return to his or her home country.	Individual	Prior to departure

(2) In addition, employees who have been posted and who are covered by Directive 96/71/EC shall in be notified of the following:

Letter	Information	The means of providing the information	Time limits
A	The remuneration to which the worker is entitled in accordance with applicable law of the host member state.	Can be provided by reference to legislation, collective agreement, the official national website of the host country, etc.	Prior to departure
B	Where applicable, any allowances specific to the posting and any arrangements for reimbursing expenditure for travel, board and lodging.	Individual	Prior to departure
C	The link to the central official national website established by the host member state(s) pursuant to Article 5(2) of Directive 2014/67/EU of the European Parliament and Council.	Individual	Prior to departure

Clause 8 Protection and burden of proof (articles 15-17 of the Working Conditions Directive)

(1) The provisions on the extension of deadlines set out in Clause 19(3) shall continue to apply.

(2) The parties agree that the employee shall have the possibility to submit a complaint to a competent authority or body and to receive adequate compensation in a timely and effective manner and that protection against adverse treatment, cf. articles 15, 16 and 17 of the Working Conditions Directive , shall be ensured by access to dispute resolution before the industrial arbitration system pursuant to the provisions set out thereon in the collective agreement.

The parties agree that disputes pertaining to the dismissal of employees comprised by subclause (2) shall be processed by the Dismissals Tribunal in accordance with clause 4(3) of the General Agreement.

Clause 9 Protection from dismissal and burden of proof (article 18 of the Working Conditions Directive)

(1) Employees who, on the grounds that they have exercised the rights provided for by this agreement, believe that they have been dismissed, or have been subject to measures with an equivalent effect, may request the employer to provide duly substantiated grounds for their dismissal or for being subjected to similar

measures. The employer shall provide such grounds in writing.

- (2) If an employee demonstrates actual circumstances from which it may be presumed that the employee has been subjected to such a dismissal or similar measures because the employee exercised his or her rights in pursuance of this agreement cf. (1), the employer shall be under an obligation to prove that the dismissal was based on different grounds.

Clause 10 Sanctions (article 19 of the Working Conditions Directive)

Relative to sanctions concerning the infringement of this agreement, the parties agree that there shall be no changes within the scope of such provisions as have hitherto been applicable in respect of employment contracts. Likewise, there shall be no changes in respect of the scope of provisions so far applied in respect of compensating unfair dismissals.

Clause 11 Commencement

This protocol shall come into force on the date on which the Working Conditions Directive is implemented into the Danish legislation. In respect of employees employed prior to the commencement of the protocol, the employer shall solely hand out or supplement such documents as are comprised by clauses 4 and 7 at the request of the employee. The employer shall submit the necessary documents no later than 8 weeks after his or her receipt of the request.

Should a future implementation act that decisively changes the conditions of or set out requirements or criteria that deviate from similar provisions set out in this present agreement,

the parties to the collective agreement shall discuss the consequences thereof with a view to restore the original agreement to such an extent as is technically or legally feasible.

In the event of the collective agreement being terminated, the parties shall be obligated to comply with the provisions concerning the implementing the Working Condition Agreement (EU directive 2019/1152 of 20 June 2019) until another collective agreement shall replace it, or until the amendment of the directive.

In this connection it is immaterial whether the bargaining text is set out in the collective bargaining agreement as such or in a separate collective agreement. Though amendments may, however, be bargained in the usual manner, they can never detract from the value of the minimum provisions set out in the directive.

PROTOCOL 1

Protocol on the green transition (introduced in 2020)

The enterprises are facing drastic changes with regards to the green transition. The decision regarding new and ambitious climate targets will retain the requirement that Danish enterprises apply new technologies as well as develop and streamline their production.

In Denmark, we are already being recognised for our experience and global leadership role within green technology green transition. DI and NNF agree that the green transition holds potential for the continued strengthening of opportunities for enterprises in a global market.

In order for Danish enterprises to be fully equipped for exploiting the opportunities presented by the green transition, it is of decisive importance that the enterprises' adaptability and innovation capacity be further developed, for instance comprising competences and the continued upgrading of skills.

DI and NNF agree that such goals can be underpinned through systematic cooperation between employees and managements at all levels of the enterprise, comprising key elements in a forward-looking enterprise policy. This applies to cooperation with a view to reducing our own environmental and climate impacts as well as what, via their products and services, enterprises can do to affect such impacts throughout the value chain.

By extension, DI and NNF agree that the green transition is a central theme for TekSam in the coming term of the collective agreement. This will continue and expand TekSam's recent years' focus on technological changes, such as Industry 4.0 with automation, and such implications as this has for e.g. new competencies.

It is decisive for enterprises to have the best and broadest possible basis for cooperation in respect of the green transition at the enterprises, and henceforth this issue should be a natural recurring theme for the works councils. The TekSam committee will therefore pay particular attention to the green transition, including the way in which employees and managers can be prepared for such cooperation on sustainability at the enterprises. – comprising the way in which to prepare employees and managers for cooperation on sustainability at the enterprises.

In connection with the period's enterprise-oriented activities, the TekSam committee and the cooperation consultancy services will therefore work towards a strengthening of the systematic cooperation between employees and managements on the green transition at enterprises. This will for instance comprise TekSam's annual events, consultancy assistance for works councils, and newsletters.

PROTOCOL 2

Protocol on the clarification of the use of temporary work (introduced in 2017)

With a view to a swift clarification as to whether specific instances shall be construed as temporary work, the union representative at a commissioning enterprise may request that the commissioning enterprise surrender information about external enterprises that carry out work for the commissioning enterprise – work that would otherwise be natural for the employees of the commissioning enterprise to carry out.

Such a request must be made in connection with one or several external enterprises carrying out work for the commissioning enterprise.

If, after the exchange of such local information and discussion, there is continued disagreement as to whether the work shall be construed as temporary work, the union can demand that a clarifying meeting be held with the employers' association. Minutes of meetings of the local discussions shall be submitted together with the demand for the meeting.

Likewise, if no union representative has been elected at the commissioning enterprise and, hence, it would not be possible to hold a local discussion about an external enterprise carrying out work for the commissioning enterprise, the union can demand from the employers' association that a clarifying meeting be held.

Unless otherwise agreed between the parties, a clarifying meeting must be held as soon as possible and no later than seven working days from receipt of the demand at the commissioning enterprise.

As a minimum, the following must be disclosed at the meeting:

- The name and central business (CVR) number (P number) or registration number of an external service provider (RUT number) in respect of the external enterprise.
- The name of the commissioning enterprise's contact person with the external enterprise.
- A description of the external enterprise's tasks carried out for the commissioning enterprise and the expected time schedule for their completion.
- A description of the management and powers of direction towards the employees of the external enterprise.

Such information may be verbally presented at the clarifying meeting. Meeting minutes shall be taken.

PROTOCOL 3

Protocol on the transfer of seniority from a temporary employment provider to a user enterprise (introduced in 2017)

As long as a temporary worker is employed by a temporary employment enterprise, accrual of seniority shall solely be calculated in respect of the temporary employment enterprise and not in respect of the user enterprise.

If requested by the temporary worker, however, and provided that the temporary employee has carried out work for the user enterprise for a period of at least 3 months without interruption, seniority may be transferred from the temporary employment enterprise to the user enterprise in the following cases:

- The temporary work carried out for the user company is terminated due to shortage of work at the user company, and within 10 working days after expiry, the temporary employee will be permanently employed by the user company, or
- The temporary employment worker is employed at the user company in direct continuation of the temporary employment work. It shall solely be seniority from the most recent employment relation at the user enterprise that will be transferred.

PROTOCOL 4

Protocol on the use of subcontractors (introduced in 2017)

- At the request of its union representative or the union, the enterprise must state such subcontractors as are performing tasks for the enterprise within the industrial scope of the collective agreement in force. This information must include the business name and address which the external enterprise has provided for the enterprise together with CVR number (P number) or RUT number and the name of the enterprise's contact person at the external enterprise. None of the information surrendered may be disclosed or made the subject of any kind of publication.

PROTOCOL 5

Protocol on the increase of the free-choice scheme and fund contribution at the registration of membership of a DA employers' association (introduced in 2017, amended in 2020 and 2023)

1. Newly admitted members of The Collective Agreement for the Food Industry (Danish abbreviation: DIO I) who, prior to the commencement of their membership, have not established particular savings scheme or a similar scheme with lower contribution rates, may enter into the agreement's free-choice scheme subject to the provisions set out below. Enterprises which, prior to their membership, have a free-choice or similar scheme with the same contribution rates as set out in clause 39, "Saving" or "Saving for Processing", shall not be comprised by clauses 2-3 below.
2. Any free-choice scheme or a similar scheme in force on the date of registration shall be discontinued and replaced by the free-choice set out in the collective agreement.
3. No later than as of the date of the Danish Food and Allied Workers' Union (NNF) being notified of the enterprise's enrolment in DIO, the employer's and employee's contribution, respectively, shall constitute at least 25% of the contributions set out in the collective agreement.

No later than 1 year after, the contributions shall equal at least 50% of the contributions set out in the collective agreement.

No later than 2 years after, the contributions shall equal at least 75% of the contributions set out in the collective agreement

No later than 3 years after, the contributions shall equal at least the full contributions set out in the collective agreement.

Increase schemes in respect of pension and/or the free-choice schemes must, no later than 2 months after enrolment, be entered into the records of DIO I and NNF at the request of DIO I – perhaps in connection with adaptation bargaining.

Newly registered members of DIO I may demand that the contribution to the Slaughtering and Meat Industry's Collaboration and Competence Development Fund shall lapse for the first year of DIO I membership. Henceforth, normal contribution will be paid.

PROTOCOL 6

Protocol on a Labour market in balance (introduced in 2017)

FH and DA will contribute to ensure that the Danish model interacts with globalisation and technological developments. The aim is to ensure a flexible labour market in balance where the system of collective agreements, the labour market policy and the development of employee competences contribute to guarantee growth, high employment and job satisfaction.

The Danish Flexicurity model is an excellent point of departure for the future development.

The system of collective agreements provides the flexibility and stability that provide the basis for enabling enterprises as well as employees to reap such benefits as keep up with globalisation and new technology.

The continued development of employee competences and qualifications – in order that they reflect the requirements of the labour market – is an important condition for a continued high employment rate and productivity development.

As an element in the preparations for the Government's initiative about the future labour market, DA and FH will work dedicated and constructively towards delivering a joint input to this.

In addition, DA and FH agree to carry on the work implemented by the organisations in respect of foreign labour, cf. the draft settlement of 26 March 2010.

Protocol on the Meat and Food Industry's Competence Development Fund (introduced in 2007)

1. Objectives

The objectives of the Meat and Food Industry's Cooperation and Competence Development Fund is to ensure the development of the employees' competences with a view to maintain and strengthen the enterprises' competitiveness in a globalised economy. Likewise, the object of the Fund is to support the development of the employees' competences for the purposes of maintaining and strengthening their employment opportunities.

With a view to further strengthen the efforts within this field, the Meat and Food Industry Cooperation and Competence Development Fund is established for the purpose of supporting the employees' participation in competence development of their own choice. With this agreement, the parties to the collective agreement wish to create a dynamic basis for the use and administration of funds agreed to be allocated by said parties. The objective is for the funds to be used for the benefit of the employees' employment opportunities, short term as long term. At the same time, the industry's competitiveness must be taken into account to the best possible effect.

2. Time off for education and training

The employees shall be entitled to take time off for self-elected education and training of relevance to employment within the areas covered by the collective agreements in force for the meat and food industries. It is possible to participate in education and training within the scope of both collective agreements, regardless of by which collective agreement the employee is covered. As a condition for being entitled to take time off for education and training which the enterprise does not deem to be of relevance to the enterprise, the employee shall be able to gain grants for such education and training pursuant to the rules on competence development grants provided below.

Employees with at least nine months' seniority are entitled to two weeks annual freedom for education and training of their own choice that is of relevance to employment within the scope covered by the collective agreements.

Such time off may, for example, be spent on basic or further training, be this general or vocational supplementary training and further education or on the participation in assessments of prior learning provided by public or private bodies.

3. Financial Contributions

- (a) The enterprise pays DKK 520 annually per full-time employee covered by the collective agreement. For part-time employees, this amount will be reduced pro rata.
- (b) Basis of calculation. The contribution is calculated on the basis of the number of employees covered by the collective agreements.
- (c) Employees covered by the collective agreements may apply for grants in pursuant to the rules provided below.

4. The Meat and Food Industry's Competence Development Fund

- (a) The parties to the collective agreement will establish a joint ownership to manage the contributions paid in accordance with clause 3. The rules governing such joint ownership will be laid down in regulations to be prepared jointly by the parties to the collective agreement before 1 October 2007. The parties to the collective agreement are equally represented on the board of the Fund.

(b) The board of the Fund will further determine:

- the administration and collection of contributions to be allocated by Industriens Pension or another administrator,
- the guidelines for the awarding of grants, cf. (d) below,
- financial statements etc., as the Fund's financial statements must be audited,
- the establishment and collection of contributions to the State Grant System for Adult Training (VEU contributions) to the extent that this task is transferred to the labour market parties.

The Fund's board may also lay down guidelines for reporting relating to competence development grants administered by the enterprise as a supplement to the provisions set out in section 5.

(c) Applications. Grants from the Fund may be applied for by employees employed at an enterprise covered by the collective agreements.

Applications must be submitted through the enterprise which must certify that the employment is covered by the collective agreement and, also, disclose the employee's wages.

(d) Use. The Fund may, within the fund's financial capabilities, provide grants for employees' education and training activities, cf. section 2, second paragraph. It is a condition for being eligible for a grant that the enterprise pays neither full nor partial wages during the training period. The funds may be used

- to cover the external costs of training (course fee, course material, any transport costs etc.),
- to partially cover the employee's income loss during the training period, up to an amount corresponding to 85% of the wages. Educational courses awarded and implemented after 1 September 2023, shall be granted full coverage of the employees' loss of wages during their training. With the supplement of any public compensation for loss of wages, this equals 100% of the wages.

Wages and employees' loss of wages shall be construed as the last 4 weeks' average wages

When awarding grants, the Fund must aim at achieving a fair balance between the different trade groups under the collective agreements in proportion to the contributions made for such groups.

Employees undertaking shiftwork in accordance with clause 3, also receive 85% of the shiftwork allowance per hour of absence subject to detailed guidelines

- according to special provision for the milling industry 146
- according to special provision for Processing, clause 12, as well as shiftwork allowance
- according to provisions for shiftwork, clause 3(1) and (2)

5. Other collective agreement areas

Enterprises which are covered by the provisions of the collective agreements without being members of DI, e.g. under adoption agreements, must contribute to the Meat and Food Industry's Cooperation and Competence Development Fund. The Fund's board may instruct such enterprises to pay a cost-related administration fees for the processing of applications from these enterprises' employees. The Fund's board must ensure that receipts and payment of funds in respect of these enterprises and to their employees are kept separate from the DI enterprises' funds in the financial statements.

The parties to the collective agreements agree that, once annually, the daily management will invite IKUF's daily management to a meeting for the purpose of discussing a possible revision of the positive list on agreed training, in order that the daily management may prepare a possible new recommendation for IKUF about the full or partial approval of IKUF's positive list. In respect of the trades covered by IKUF, the daily management of the parties shall further have access to trade programmes within the scope of such AMU courses as are maintained by the Danish Food and Allied Workers' Union NNF

6. Collective agreement provisions

In the event of disagreements between the content of the collective agreements and the organisation agreement, the latter shall apply.

7. Basic conditions for the scheme

The statutes must be approved by the founders following the planned tripartite negotiations on adult training. The final decision on the wording of the provisions on the Meat and Food Industry's Cooperation and Competence Development Fund and other rights to time off for education and training shall await the completion of and follow-up on the above negotiations.

If, during the term of the collective agreement, the Danish Parliament (Folketinget) adopts rules on supplementary training that introduce new payment obligations or other obligations for the parties to the collective agreement, the member enterprises and/or their employees, this agreement shall lapse.

PROTOCOL 8

Protocol on industry and process operator, etc. (introduced in 2020)

The parties to the collective agreement share a desire to work towards the development of career paths within the industry. In this connection, the parties to the collective agreement wish to support the education and training preferences of the employees as well as the needs of the enterprise, for instance including industry and process operator training. This would create better opportunities for the individual employee to contribute to optimising the production as well carry out minor task in respect of technical and maintenance tasks.

The parties to the collective agreement agree that enterprise and employee may agree on a personal allowance which supports this development. The personal allowance can be terminated upon the employee's notice.

At the enterprises where a union representative has been elected, the parties to the collective agreement find it natural to discuss personal allowances with the union representative.

PROTOCOL 9

Protocol on agreement implementation of age and disability provisions of the Council's Directive 2000/78/EC of 27 November 2000 (introduced in 2014)

DI and NNF have concluded the below agreement with a view to implementing the provisions on age and disability set out in the Council Directive 2000/78/EC of 27 November 2000.

The parties to the collective agreement agree on the following:

- that the collective agreement for the food industry entered between the parties does not conflict with the provisions on age and disability of the above directive. To the extent that the collective agreement between the parties contains provisions that differentiate on the basis of age and disability, it has been agreed that such provisions are covered by the below considerations
- that the organisation agreement implements the said Directive's provisions on age and disability.

Clause 1. Object

The object of this agreement is to prevent unfair discrimination in respect of employment on the grounds of age or disability.

Clause 2. Scope of use

This agreement applies to all employees who are covered by the collective agreement for the food industry concluded between DI and NNF.

Clause 3. Equal treatment

(1)

The parties to the collective agreement agree that there must be no discrimination of employees or applicants for vacancies at employment on the grounds of age or disability, dismissal, transfer, promotion or in respect of wages and terms of employment, access to vocational education and training and upgrading of skills; albeit cf. clauses 4 and 5.

(2)

The parties to the collective agreement agree that discrimination shall be construed as follows:

- a. Direct discrimination: It is a question of direct discrimination when due to his or her age or disability, a person is treated less favourably than another person has been or will be treated in a similar situation.
- b. Indirect discrimination: It is a question of indirect discrimination when an apparently neutral provision, condition or practice will cause persons of a certain age or with a certain disability to be in a less favourable position than other persons. However, this shall not apply if such provision, condition or practice is objectively grounded on a factual objective and the means to achieve this are appropriate or necessary, appropriate or constitute a necessary and reasonable measure pursuant to the principles of clause 6 of the agreement for the purpose of remedying any unfavourable effects hereof.

- c. Harassment: Harassment shall be construed as discrimination when a harmful behaviour in relation to a person's age or disability takes place for the purpose or effect to infringe on the dignity of a person and create a threatening, hostile, demeaning, humiliating or unpleasant environment for this person.
- d. Instructions on discrimination: Instructions to discriminate against a person due to age or disability shall be considered as discrimination.

Clause 4. Particularly concerning disability

The parties to the collective agreement agree that, to a reasonable extent, adjustments must be made for disabled persons for the purpose of ensuring compliance in respect of the principle on equal treatment of disabled persons.

The employer must take such measures as are appropriate in view of the actual need for providing persons with disabilities access to employment, to carry out their jobs or to enjoy success in their jobs or for providing such persons with access to education and training unless the employer is thereby faced with a disproportionately large burden. If to a sufficient extent, this burden is facilitated through measures that constitute normal elements in the Danish policy on disability, it is not regarded as disproportionately large.

However, neither employment nor promotion, continued employment or education and training can be demanded by a person who is neither competent, qualified nor available for performing essential functions in connection with the relevant position or for following relevant education or training.

Clause 5. Particularly concerning age

The parties to the collective agreement agree that according to the agreement unequal treatment on the grounds of age does not constitute inequality of treatment if such treatment is objectively and reasonably justifiable, among other things on the basis of targets relating to employment, labour market and business policies, provided that the means to fulfil the purpose in question are appropriate and necessary.

Forms of unequal treatment can for instance include the following:

- a. the establishment of particular conditions for access to employment and vocational education and training, employment and trade, including conditions for dismissal and payment, for young people, senior employees and persons with family obligations with a view to promote their occupational integration or to protect them
- b. determination of minimum conditions concerning age, occupational experience or seniority for access to employment or certain advantages in connection with employment
- c. determination of a maximum age limit for employment that is based on educational requirements for the relevant position or the necessity to have accomplished a reasonable period of employment prior to retirement.

Discrimination is legitimate if it is consequent on specified age limits for access to occupational social security schemes, including specification of different age limits for employees or groups or categories of employees. In addition, the use of the age criterion for actuary calculations within the framework of these schemes shall not be considered as discrimination due to sex, e.g. labour-market pension schemes and work-based insurances, if the employer pays or undertakes the payment all or part of the payments into the scheme.

Clause 6. Burden of proof

If a person, who considers himself or herself to be infringed on, cf. clauses 2-5, is able to demonstrate actual circumstances that give cause for assuming that direct or indirect discrimination takes place, it rests with the opposite party to prove that the principle of equality of treatment has not been violated.

Clause 7. Industrial procedure

Disagreement about unequal treatment due to age and/or disability must be dealt with in accordance with the usual dispute procedures. This also applies to cases instituted in pursuance of this agreement as well as cases in pursuance of the Danish Act on prohibition of discrimination in the labour market.

This agreement is subject to more specific joint provisions.

In case of termination of the collective agreement, the parties are committed to comply with the provisions on implementation of Directive 2000/78/EC of 27 November 2000 until it is replaced by another collective agreement or until amendments to the directive on age and disability takes effect.

PROTOCOL 10

Protocol on the access to wage data (introduced in 2010)

(1)

The purpose of this provision is to prevent wage dumping. The provision may not be used for demanding access to wage data with a view to obtain an overall or general clarification of the standard of wages at the enterprise, including for a general investigation of the scope for instituting industrial proceedings against the enterprise.

(2)

In situations where a union representative solemnly declares to have information that gives reason to suspect wage dumping in relation to one employee or a specific group of employees at the enterprise, the union representative shall be entitled to access the information required for the purpose of assessing whether wage dumping is taking place, cf. however subclause (4).

Prior to this, the union representative shall, in vain, have attempted to retrieve such wage data before making such application for access.

Subject to the same conditions as apply to the union representative, the union may also be granted access to wage data.

(3)

If the issue involves one employee, access to wage data shall be subject to the consent of the employee in question.

If the application for access to pay slips involves a group of employees, the pay slips may be disclosed without consent, albeit on condition of anonymity.

(4)

If there is disagreement at a member enterprise regarding access to the information, or if the union has put in a claim for access to information in respect of DI, a meeting between the organisations must, at the request of the union, be held immediately for the purpose of a discussion of the case, including which information to procure.

When such information has been procured from the enterprise, the organisations will meet again, and if such meeting confirms that the provisions of the collective agreement have been observed, the case will be closed.

If it is established that the provisions of the collective agreement have not been observed, DI must, at the request of the union, give notice to the enterprise for the purpose of the situation being remedied. DI shall send a copy of such notice to the union. If the enterprise fails to remedy the situation forthwith, the union may proceed with the case.

If such negotiations cannot reach an agreement as to whether the collective agreement has been observed, the union may refer the case directly to industrial arbitration or a joint meeting.

(5)

Disclosed wage data must be treated as confidential and may solely be used for as an element in industrial proceedings on the issue of wage dumping and may not be made the object of any kind of publication, unless the case has been settled by industrial arbitration or by the Danish Labour Court.

(6)

On an ongoing basis, the parties to the collective agreement agree to discuss the impact of this agreement during the term of the collective agreement.

PROTOCOL 11

Protocol on the funds under the collective agreement (SFKF, 25 øre and DA/FH) (introduced in 2010, amended in 2020)

The collective agreement comprises the following training, competence and cooperation funds:

- The SFKF Competence Development Fund
- The Food Industry's Cooperation Fund (25 øres fonden)
- DA/FH Development Fund

DI and NNF have appointed a board with equal representation of the parties that by agreement may set out the articles of association, procedures and workflow of the SFKF competence development fund and the Food Industry's Cooperation Fund and The Food Industry's Cooperation Fund.

Biannually, DI and NNF shall prepare protocols for the collection of contributions by the enterprises for all the three funds set out in the above. Two protocols shall be prepared each time; one in relation to payroll amounts and one in relation to the hours worked.

PROTOCOL 12

Protocol on Electronic documents (introduced in 2012, amended in 2014 and 2020)

The parties to the collective agreement agree that the collective agreements should contain the possibility of the enterprises effectively being able to submit holiday cards and pay slips and any other documents that are to be exchanged during or after the continuous employment relation via the available electronic mail solutions, e.g. e-Boks⁷ or email.

If the enterprises wish to make use of this option and unless otherwise agreed, the employees must be given notice thereof three months in advance.

The enterprise may not use electronic mail solutions for employees who are exempt from receiving digital mail from public authorities.

Protocol on the Data Protection Regulation (introduced in 2025)

When is it permitted to disclose personal data?

In several cases, the data protection regulations will allow enterprises to disclose personal data to the union representative. This is, for instance, feasible if collective agreements or legislation entail a duty to disclose the information to the union representative. Likewise, it is feasible to surrender personal data if the union representative has a legitimate interest – for instance on the basis of a local agreement or other trade-related interest that outweighs concerned person's interest in the nondisclosure of the information.

The data protection regulations do not regulate which personal data an enterprise shall be committed to disclose. The regulations solely describe when and how an enterprise or union representative may process personal data.

The parties agree that, by the implementation of the Danish Data Protection Act, it is ensured that the practice hitherto followed in respect of the collection, keeping, processing and disclose of personal data in pursuance of the employment and industrial commitments can continue.

In order that data protection pertaining to employment relations can happen, the parties encourage the seeking of guidance from current guidance notes published by the Danish Data Protection Agency on data protection in respect of employment relations. The guidance notes feature examples of instances in which the disclosure of personal data to the union representative may happen. The guidance notes are available on the website of the Data Protection Agency.

The parties agree that the purposes of this present text shall neither be aimed at curtailing nor expanding the employer's obligations or opportunities for disclosing personal data beyond the provisions set out in the Data Protection Regulation, the data protection legislation or the collective agreement.

PROTOCOL 14

Protocol on committee work concerning the hiring out of labour (introduced in 2020)

During the term of the collective agreement, the parties agree to monitor the results of the discussions between DI and the Danish Central Organisation of Industrial Employees (CO-Industri) concerning the hiring out of labour, and it will be discussed whether the implementation thereof into the Collective Agreement for the Food Industry will be of relevance.

PROTOCOL 15

Protocol on pension provisions for employees with a minimum of working hours (introduced in 2020)

The parties to the collective agreement have discussed situations in which employees with a minimum of working hours may experience that a relatively large proportion of the pension contribution goes towards the financing of costs and insurance premiums, whereas an unreasonably small proportion goes towards pension savings.

The parties to the collective agreement prioritise finding suitable solutions to this issue. And, through their work on the board of Industriens Pension, they will continue to work towards the implementation of possible changes.

PROTOCOL 16

Protocol on assessing the development of alternative work forms (introduced in 2020)

in several contexts, the parties to the collective agreement have discussed the prevalence of work forms that differ from normal full-time work.

For the term of the collective agreement, it has therefore been agreed to launch a joint working committee aimed at disclosing the development of such work forms. If deemed necessary, the parties may involve external partners in this assessment.

PROTOCOL 17

Protocol on standby duty (introduced in 2020)

The local parties may enter into a written local agreement that when employees are called to work during standby duty, the daily 11-hour rest period (for work not covered by the annex to Executive Order No. 324 of 23 May 2002 on rest periods and twenty-four-hour rests), may be deferred so that it is provided immediately after the completion of the last working period, and that the rest period can be taken within the hours of standby duty. If the 11-hour rest period should thereby extend into the following day, the employee shall also take the usual 11-hour rest period within that day. This rest period may be similarly deferred.

If the deferred rest period prevents the employee from attending normally scheduled daily working hours, the hours not worked shall be paid at the same rates as apply to sickness.

Where section 8(1) of the Executive Order applies, the daily rest period may be eight hours.

Such rest period may be deferred for a maximum of 10 days within each calendar month and for at most 45 days per calendar year

At enterprises where no union representative has been elected, the organisations shall be notified of the conclusion of such local agreements.

Like other local agreements, agreements under this provision may be terminated.

PROTOCOL 18

Protocol on Committee work on sickness (introduced in 2020)

In connection with a discussion on amending the provisions of sick pay, the parties to the collective agreement have agreed to discuss the expediency of the existing pay provisions during the term of the agreement period.

In this respect, the parties to the collective agreement will work proactively with models for the purpose of reducing sickness absences to the benefit of both enterprise and employee, for instance by focusing on healthy lifestyles – at and outside the workplace, possibly through funding provided by IKUF.

Jointly, the parties will consider the options for bringing the health and safety organisation and/or the coordination committee into play, just as interaction with the public codes of practice within the area will be discussed.

PROTOCOL 19

Protocol on the shared understanding of the provision on severance pay cf. clause 25 (introduced in 2023)

In connection with the 2023 collective bargaining, the parties to the collective agreement have discussed how the provisions on severance pay shall be understood and construed. In this respect the parties have agreed on the following shared understanding.

Employees who, on the date of resignation, do not receive benefits, such as it has been set out in the provision on severance pay, shall be entitled to severance payment in the following circumstances:

- 1) The employee meets the conditions set out in the provision, albeit he or she is not in fact receiving benefits on the date of resignation.

The reason why the employee will not receive benefits is that, on the date of resignation, he or she is:

- a. on sick leave
- b. taking holidays
- c. on paid leave of absence for the terminal care of a family member pursuant to s.118 of the Danish Social Services Act, or
- d. attending a course such as mentioned in the collective agreement's provisions on dismissal owing to reconstruction, or he or she is participating in a supplementary training course, and in this connection, he or she is receiving VEU contributions (the State Grant System for Adult Training (VEU contributions))

Upon the employee's termination of his or her sick leave, holiday or course attendance, the employee meets all conditions set out in the provision on severance pay.

- 2) The employee's permanent address is outside Denmark and, hence, he or she would otherwise not be entitled to benefits, but:
 - a. Owing to the provisions in force, the employee is prevented from being a member of a Danish unemployment fund and, hence, the employee is not comprised by the Danish rules on benefits.
 - b. The employee is or has been a member of a Danish unemployment fund and would have been entitled to benefits if, on the date of resignation, he or she was still a Danish resident and available on the Danish labour market. However the employee is not entitled to benefits solely on the grounds that he or she has returned to his place of residence outside Denmark.
 - c. During his or her employment, the employee has not been a member of a Danish unemployment fund, albeit during his or her employment in Denmark, he or she was a member of an unemployment fund or a similar insurance scheme in another EU country and is, thus, entitled to insurance equivalent to Danish benefits (unemployment fund) in the country of residence after terminated employment in Denmark.

In respect of the employee's entitlement to the reception of severance pay, it shall further be a condition that the employee meets all other conditions set out in the provision on severance pay.

PROTOCOL 20

Protocol on committee work concerning languages spoken at the workplace

The parties have discussed the challenges facing the industry in respect of the considerable – and increasing – number of workers who speak a foreign language. The parties agree that, today, foreign labour has become an essential prerequisite for the food production in Denmark.

In view of this, the parties have agreed to set up a working committee which, for the next collective agreement period, shall focus on the following tasks:

- The mapping of the proportion of and development in the number of non-Danish speaking employees at the enterprises under the collective agreement for the meat industry.
- The collection of any locally tested experiences with non-Danish speaking employees.
- The investigation into experiences from other industries in respect of a common working language.
- The translation of good experiences from other industries into one or more templates for application at the abattoirs.
- The committee work's pursuance of a description of such challenges as may arise across language and culture boundaries.

This list is not exhaustive.

The parties consider it natural that the above topics be discussed at a local level – in the works committee.

Otherwise, the parties point out that, during the term of the collective agreement, enterprises can solicit funds from the Meat and Food Industry's Cooperation Fund – 25-øresfonden – for local ideas and the testing of initiatives.

The committee's work shall commence immediately after the 2025 renewal of the collective agreement and be terminated no later than on 1 May 2027.

PROTOCOL 21

Protocol on Committee work on the agreement on shiftwork

The parties have discussed the breakthrough settlement between DIO II and 3F Transport who, in their protocol 20, have set up a committee concerning the review of the Collective project concerning shiftwork during the term of the collective agreement.

The parties agree that, when the outcome of this committee work be released, the signatory parties to the collective agreement shall convene for the purposes of discussing whether and to what extent the results thereof shall have an impact on the Collective Agreement for the Food Industry.

PROTOCOL 22

Protocol on Committee work on group life insurance

Relative to the group life insurance scheme set out in the collective agreement, the parties have agreed to launch an investigation into the consequences of the increasing life expectancy and the rise in state pension ages.

For the term of the collective agreement, the parties have agreed to set up a committee tasked with analysing the current group life scheme for the purposes of uncovering a potential need for adjusting the current 65-year age limit that applies to the termination of the scheme.

This committee shall uncover the costs connected with an enhancement of the age limit.

The work must be completed by the end of 2025 at the latest – with updated cost information available on 1 January 2028.

PROTOCOL 23

Protocol in respect of Meat being transferred to Processing Group life insurance

Within the scope of the Food Industrial Agreement, the parties have discussed the agreement on group life insurance pertaining to the Meat sector and have arrived at the following:

The agreement applicable to the Meat sector shall be terminated as of 30 June 2025.

As of 1 July 2025, the employees working at the member enterprise within the scope of the Meat sector shall be encompassed by the coverage applicable to Processing, namely Slakteriernes Gruppelivsaftale (SG) (the group life insurance for abattoirs).