

COLLECTIVE AGREEMENT

for

THE SLAUGHTERING INDUSTRY

Entered between

THE DANISH FOOD WORKERS'
UNION (NNF)

and

and DI Collective Agreement I

2025-2028

THE COLLECTIVE AGREEMENT

between

The Danish Food workers' union NNF

and

DI Collective Agreement I

in force for

**The slaughtering sector (cooperative, private and cattle slaughterhouses
in Denmark)**

Table of Contents

CH. 1 - WORKING HOURS	7
1. Working hours.....	7
2. 40-hour working week.....	7
3. Weekend work	7
4. Shift work.....	8
5. Part-time work	9
6. Cleaning work	10
7. Staggered working hours.....	11
8. Staggered meal breaks.....	12
9. 1 May, Constitution Day (5 June), 24 December and 31 December	12
10. Rescheduling of working days.....	12
11. Changes to normal daily working hours	12
12. Punctuality.....	12
13. The EU Directive on the Scheduling of Working Time	13
14. Special provisions	14
CH. 2 - OVERTIME.....	15
15. Overtime	15
16. General provisions on overtime.....	17
17. Time off in lieu	17
18. Overtime during shift work.....	17
19. Overtime on special occasions	18
CH. 3 - REMUNERATION	19
20. Remuneration.....	19
21. Social responsibility.....	23
22. Employees with reduced working capacity.....	24
CH. 4 - APPOINTMENT	26
23. Appointment	26
CH. 5 - TERMINATION	28
24. Notice.....	28
25. Summary dismissal	30
26. Job security agreement.....	30
CH. 6 - WORKING ENVIRONMENT, SENIOR EMPLOYEES' SCHEME, ETC.....	33
27. Working environment	33
CH. 7 - ABSENCE DUE TO INCAPACITY FOR WORK AND SICK CHILDREN	38
28. Absence due to incapacity for work	38
29. Partial absence day	38
30. Supplementary benefits in case of industrial injury	39
31. Wages during sickness absence	39
32. Maternity/adoption pay.....	40
33. Time off to care for sick children, grandchildren or close relatives	42
34. The TB Foundation and certain infectious diseases	44
CH. 8 - PROVISIONS FOR UNION REPRESENTATIVES	46
35. Election of union representatives	46
36. Rights and obligations of the union representative	47
37. Dismissal of union representatives and health and safety representatives.	49
38. The Meat and Food Industry's Education and Cooperation Fund (25 øres fonden).....	50
CH. 9 - HOLIDAY AGREEMENT	52
39. The taking of holidays	52
40. Holiday allowance	53
41. Transfer of holidays and interrupted holidays	54
42. General holiday provisions	55

CH. 10 – WEEKDAY HOLIDAY PROVISIONS.....	57
43. Accrual of weekday holiday allowance.....	57
44. Payment of weekday holiday allowance.....	57
45. Termination of employment.....	58
46. In case of death.....	58
47. Guarantee scheme	58
CH. 11 – FREE-CHOICE SCHEME	58
48. Free-choice scheme.....	58
49. Senior employees’ scheme	60
CH. 12 – APPRENTICES	62
50. Apprenticeship agreements	62
51. General training provisions.....	62
52. Working hours	62
53. Remuneration.....	62
54. Overtime	64
55. Main holiday	64
56. Seniority and termination.....	64
57. Travel allowance	65
58. Weekday holiday agreement for apprentices.....	65
59. Earning of days off	66
60 Payment of days off	67
61. Remuneration of days off	67
62. Taking of days off	67
63. Provisions on days off not taken	67
64. Apprentices’ access to support from IKUF	67
CH. 13 – TRAINING	68
65. Training in general	68
66 Training at the enterprise.....	68
67 The Meat and Food Industry Cooperation and Competence Development Fund (SFKE)	69
68. Guidance and consulting services.....	71
69. DA/FH Development Fund	71
CH. 14 – ORGANISATION REGULATIONS	73
70. Main agreement.....	73
71. Organisation regulations – regulations pertaining to bargaining and industrial disputes..	73
72. Equal treatment, equal pay and discrimination	73
73. How the renewed agreement shall be construed	74
74. The term of the collective agreement	74
Group life agreement	75
1. Agreement on group life insurance with disability and critical illness coverage	75
2. Commencement	77
3. Payment on death.....	77
4. Excluded risk.....	77
5. Disposal	77
6. Exemption from payment of insurance premium	77
7. Withdrawal from the group	78
Labour market pension scheme	79
1. Object	79
2. Member and seniority provisions.....	79
3. Pension contribution.....	79
4. Rules and pension regulations	80
5. Escalating contributions.....	80
6. Increased pension contribution during maternity leave	81
Framework agreement regarding method development and piecework	82
1. Object	82
2. Local agreements	82

3. Method development and work studies	82
4. Local agreement on other payment	83
5. Work-study technicians	83
6. Work plan and Work study committee (ASU)	83
7. Method development	84
8. Instruction	84
9. Preparation of piecework contracts	84
10. Supplementary hours	85
11. Special breaks (ST)	86
12. Standard time and standard output	87
13. Piecework base rate	87
14. Implementation of the piecework contract	88
15. Acceptance of piecework contracts	89
16. The cleaning of machinery	89
17. Quality requirements	89
18. Procedural rules	90
19. Suspension or discontinuation of piecework	91
20. Time-based work	91
21. Personal allowances	91
22. Overtime	91
23. Ancillary workers	91
24. Payment of piecework profit	92
25. Apprentices	93
26. Special remuneration	93
27. Work-study union representatives	93
28. Work-study committee (ASU) and training	95
29. Weight adjustment	97
30. Change of work pace for production line piecework	97
31. Distribution of production on individual piecework contracts etc.	97
32. Technology agreement for pig-slaughtering lines	98
33. Technology agreement for pig cutting	99
34. Technology agreement for the deboning of pork	99
35. Guidelines for all technology agreements	100
36 . Compensation for technical stoppage	100
37. Fixed-wage agreement	101
38. Other provisions	102
39. Term of the framework agreement	102
Special provisions for meat meal factories and carcass disposal plants	103
Special provisions for the export cattle slaughterhouses:	104
1. Exceptions to the provisions of the collective agreement	104
2. Special provisions on cattle slaughtering	104
3. Framework agreement on piecework (based on time studies)	108
4. Bonus scheme for hourly-paid employees	108
EU DIRECTIVES	110
PROTOCOL 1	116
Protocol on Equal treatment, equal pay and discrimination (introduced in 2007)	116
Organisation agreement on the framework agreement on "harassment and violence at work" (introduced in 2007)	117
Protocol on the Meat and Food Industry Cooperation and Competence Development Fund (introduced in 2007)	118
Protocol on social dumping (introduced in 2010)	121
Protocol on local agreements (introduced in 2014)	123
Protocol on alternative payment, management and/or working time systems (introduced in 1995)	125

Protocol on implementation of Directive 2008/104/EC of the European Parliament and of the Council of 19 November 2008 on temporary agency work (introduced in 2012).....	126
Protocol on temporary agency workers and temporary agency services (introduced in 2014)	127
Protocol on clarification of the use of temporary agency work (introduced in 2017).....	128
Protocol on transfer of seniority from temporary agency to commissioning enterprise (introduced in 2017)	129
Protocol on the use of subcontractors (introduced in 2017).....	130
Protocol on a labour market in balance (introduced in 2017)	131
Protocol on electronic documents (introduced in 2014, text revised in 2023).....	132
Protocol on data protection (introduced in 2025)	133
Protocol on increase at the enrolment in a DA employers' association (introduced in 2017, text revised in 2020 and 2023)	134
Protocol on competence development support in relation to work sharing (introduced in 2020)	135
Protocol on committee work concerning the hire out of labour (introduced 2020)	136
Protocol on the green transition (introduced in 2020).....	137
Protocol on pension provisions for employees with minimal working hours (introduced in 2020)	138
Protocol on uncovering the development of alternative work forms (introduced in 2020) ...	139
Protocol on on-call duty (introduced in 2020).....	140
Protocol 22 on industry and process operator, etc. (introduced in 2020).....	141
Protocol on committee work concerning the framework agreement on method development and piecework plus a changed structure of the slaughtering industry	142
Protocol on committee work on language at the workplace	144
Protocol on committee work on group life	145

COLLECTIVE AGREEMENT FOR COOPERATIVE, PRIVATE AND CATTLE SLAUGHTERHOUSES IN DENMARK

CH. 1 - WORKING HOURS

1. Working hours

(1) Working hours

The normal actual working hours are 37 per week.

The working hours are scheduled in consideration of the individual enterprises' requirements (for at least one year at a time) between the hours of 6.00 am and 6.00 pm.

The length and timing of lunch and dinner breaks must be agreed locally.

The minimum daily working hours are six and the maximum daily working hours are eight.

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

(2) Dayshift work on Saturdays/Sundays

If dayshift work is scheduled for Saturdays/Sundays, only the staff employed for work on such days may be used.

Staff employed at the enterprise have right of first refusal for such work.

It has been agreed that no employees shall be dismissed on the grounds that they do not wish to work during such changed working hours.

(3) Work-sharing

Subject to local agreement and eight days' notice, work-sharing may be introduced for full-time employees for a period of 13 weeks every year due to seasonal fluctuations in production.

2. 40-hour working week

If the local parties agree, the enterprise may introduce 40-hour working weeks where the excess working hours are banked.

The banked hours must be taken as time off in lieu. Such time off in lieu must be taken as full and half days off at a time which is convenient for production, perhaps in connection with weekday holidays.

Both parties are entitled to eight days' notice.

In connection with banking of hours, a locally agreed hourly amount is banked.

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

3. Weekend work

If required, weekend work may be arranged with a view to avoiding or limiting shift work or if

it is not possible to arrange for additional shift work.

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

In exceptional cases, employees hired for weekend work may work in the trade on the first four days of the week, subject to the organisations' approval.

For weekend work, an allowance is paid cf. section 20(7) for work on Fridays and cf. section 20(6) for work on Saturdays and Sundays.

4. Shift work

(1) Working hours for the first shift

The working hours for the first shift are scheduled within the hours of 6.00 am and 4.00 pm. The number of weekly working hours on 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. This corresponds to 34 hours plus differential allowance per working hour. The differential allowance is calculated as three hours multiplied by the standard wages of the collective agreement divided by 34. If the employee is entitled to trade allowance in pursuance of clause 20(3) of the collective agreement, the differential allowance per working hour for the trade allowance shall be calculated in the same way.

Depending of the placing of the working hours in terms of time, an hourly allowance in accordance with clause 20(7) of the collective agreement will be paid for all hours.

Working hours normally start at the end of the working hours for the previous shift.

Individual overlapping or breaks may occur.

(3) Transfer of staff

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

If, for production reasons, the enterprise transfers staff from a shift to work on a dayshift – or vice versa – during the working week, an allowance of DKK 280.00 is paid for such a shift. No allowance is paid when the employees are transferred back to their normal shift.

(4) Shift changes

In connection with two-shift and three-shift working, the shifts do not have to include the same number of employees. Shifts changes take place on Monday morning.

(5) Notice

Shift work is subject to one week's notice and may be established on any day of the week. However, shift work can solely be terminated on the last working day of the week at the end of working hours for the last shift.

(6) Longer operating time

If, for production reasons, a longer operating time than the total working hours stipulated by collective agreement for the first, second and third shifts is required, the remaining operating time may be filled using substitutes or by distributing the working hours on more shifts.

(7) Shift work on Saturdays, Sundays and weekday holidays

An allowance is paid for shift work on Saturdays, Sundays and weekday holidays in accordance with clause 20(8) of the collective agreement.

(8) Moving working hours from Friday to Sunday

Subject to local agreement, and where the purpose is to comply with the wishes of the employees, working hours on Friday evening or night can be moved to Sunday night. Such re-scheduled hours are paid as originally agreed.

(9) Shift changes

Change of shifts, unless otherwise agreed locally.

(10) Conversion of shift allowance to wages

Subject to local agreement, the full amount of the shift allowance may be converted to wages for use for extra holidays.

(11) Settlement of allowances

Shift-work allowance is settled in minutes.

5. Part-time work

(1) Number and scheduling of working hours

If enterprises or employees so request, part-time work may be agreed.

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 day shifts (34 for evening and night shifts).

The weekly working hours for part-time employees must be at least eight. For part-time employees where the work is subordinate to their relevant main activity, such as people on early retirement benefit and the like, there is no lower limit on the average weekly working hours.

(2) Remuneration provisions

Employees are remunerated pro rata in accordance with the weekly wage determined in the collective agreement.

For work outside of the hours of 6.00 am and 6.00 pm, an allowance is paid, cf. clause 20(7).

(3) Paid weekday holidays

The weekly working hours for part-time employees shall be at least 8 hours. For employees to whom the part-time work is subordinate to this person's main activity such as people on early retirement benefit and the like, there is no lower limit to the average weekly working hours.

(4) Employees working normal hours

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

The enterprise may not dismiss full-time employees and replace them with part-time employees. It is considered unfair dismissal if employees are dismissed because they have refused to work part-time or because they have requested to work part-time.

(5) Local agreement

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

Unless otherwise expressly stipulated in the local agreement, the provisions of the collective agreement apply.

6. Cleaning work

In order to enable rationalisation and preparation of piecework contracts for cleaning work, and in an attempt to promote the utilisation of the production apparatus and meet the piecework quota within the enterprise, one or more of the systems below may be introduced, subject to local agreement.

Working hours equal the normal working hours set out in the collective agreement.

The time for meal breaks shall be agreed on locally if staggered hours necessitate a change of the time intervals set out in the collective agreement.

An allowance shall be paid cf. clause 20(7) for the part of working hours outside the period between 6.00 am and 6.00 pm.

(1) Permanent shift work

Cleaning shifts may be established as permanent second shifts. Enterprises with two-shift working in production may establish cleaning shifts as a permanent third shift.

With permanent shift work, the employees do not change shifts.

The working hours start immediately after the end of the working hours for the previous

production shift, unless a different starting time is agreed locally.

(2) Overtime

Cleaning work may be performed as overtime on a voluntary basis, subject to local agreement.

(3) Cleaning contractors

If it is not possible locally on a voluntary basis to agree on any of the above options or to develop another option for cleaning work, it may be requested that the issue be dealt with by the organisations.

If this does not yield a result, the enterprise is entitled to appoint a cleaning contractor to do the cleaning work after the end of normal working hours.

(4) General

The enterprises may leave their cleaning work to be performed as it is currently.

The enterprises do not necessarily have to have their cleaning work performed according to the same principles throughout the enterprise.

The term of the agreements made based on the voluntary schemes in subclauses (1), (2) and (3) above is fixed in the local agreement. Unless otherwise expressly stipulated, the provisions of the collective agreement apply.

On half days off, cleaning staff may be summoned to work at a suitable time relative to the end of production. The work must be completed within two hours of the end of normal working hours, at the latest. Normal wages are paid until the end of normal working hours, after which time overtime allowance is paid.

7. Staggered working hours

(1) Staggered working hours for departments

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

(2) Staggered working hours for individual employees

In order to ensure the best possible organisation of work, daily working hours deviating from the daily working hours in the rest of the department may be agreed with individual employees.

If it is necessary for the above reason to transfer employees who, for personal reasons, are not able to work staggered hours, such employees must be offered a job similar to their current job. The union representative must be informed in any case.

It is agreed that no employees may be dismissed if they refuse to accept such staggered working hours.

(3) Successive staggering of working hours on the slaughtering line and the gut dressing line

Successive staggering of working hours may be introduced on the slaughtering line and the gut dressing line. However, this must be kept within the hours of 6.00 am and 6.00 pm.

(4) Payment for staggered working hours

For work outside of the hours of 6.00 am and 6.00 pm, an allowance is paid, cf. clause 20(7).

Payment is made for full hours.

(5) night-shift work

Pay attention to clause 27(8).

8. Staggered meal breaks

Employees are obliged to hold successive or combined staggered meal breaks, as directed by the enterprise, for up to one hour per employee, as stipulated in the collective agreement. This applies to both normal working hours and overtime.

For staggered meal breaks, the employees are paid in accordance with clause 20(5)(c).

9. 1 May, Constitution Day (5 June), 24 December and 31 December

On 1 May and Constitution Day, work ends at 12 noon. The employees are not entitled to wages for the time off. For Constitution Day, half of the advance payment will be paid, cf. chapter 10.

Only one meal break will be held on these days.

24 December and 31 December are full days off without wage deduction.

In the event of sickness, maternity leave and injury, the payment obligation for 24 and 31 December will apply only for as long as the employer is obliged to pay sickness benefits, sick pay or maternity/adoption pay, cf. chapter 7.

10. Rescheduling of working days

Subject to local agreement, and with due consideration being had to production, half and full working days may be rescheduled to the period immediately before or after the full or half working day. Such rescheduled working hours are subject to the standard hourly wage.

11. Changes to normal daily working hours

The current normal daily working hours for the individual enterprises and the scheduling of such working hours are maintained during the term of the collective agreement, unless the works committee has considered a change to the working hours, or a change is required by reason of a reduction of working hours.

12. Punctuality

If the employee is late for work, his or her wages will be reduced based on the hourly wages calculated for weekly-paid employees. Such reduction is made by the minute/ hundredth part.

If employees, who commence work before 11.00 am, do not appear for work at 12 noon at the latest, and if employees who commence work after 11.00 am do not appear for work within one hour of the commencement of normal working hours, the employment relationship is generally regarded as having been terminated and compensation may be payable under clause 24(3) of the collective agreement.

If an employee is late despite written warnings, the employee may be dismissed for immediate resignation. However, it is a condition that the union representative has been informed of the written warnings.

13. The EU Directive on the Scheduling of Working Time

Council Directive 93/104/EC of 23 November 1993 concerning certain aspects of the organisation of working time is implemented by the present agreement to the extent that it has not already been implemented by existing collective agreements or by legislation in effect on this date. With the six provisions below, together with the current Danish legislation and collective agreements, the Directive has been implemented. DI and NNF intend to ensure that the existing agreements on working time etc. are only affected to the required extent.

(1) Breaks

An employee with daily working hours of more than six is entitled to a rest break, the duration of which must be such that it fulfils its purpose. The break must be planned in accordance with the general rules on the timing of breaks.

(2) Health assessment

An employee who regularly works at least three hours of his or her daily working hours between the hours of 11.00 pm and 6.00 am, or who is expected to work at least 300 hours during this time within a 12-month period, must be offered a free health assessment by his or her employer.

This offer must be provided before the person in question begins night work, and then at regular intervals of no more than 2 years.

The health assessment is an offer, and it is voluntary.

The health assessment should consist of a questionnaire, a subsequent examination with feedback containing advice, and recommendations for the employee. The examination must be carried out by a healthcare professional, e.g. a nurse or doctor, and can take place at the enterprise or at the employee's own doctor.

At larger enterprises where several employees have been offered a health assessment, the enterprise will receive an anonymised report detailing general tendencies about the lifestyle and health of the employees.

(3) Health problems

Employees covered by subclause (2) and suffering from health problems recognised as being connected with the fact that they perform night work are transferred to the day work to which they are suited, whenever possible.

(4) High-risk work

An employee covered by subclause (2) and performing work which is particularly high risk or involves a considerable physical or psychological impact, cf. section 57 of the Danish Working Environment Act, must not work more than eight hours within a 24-hour period.

(5) Reference period for night work per day

The average normal working hours for night work for a 12-month reference period must not be more than eight within a 24-hour period.

DI and NNF may agree on another reference period.

(6) Reference period for night work per week

The average weekly working hours are stipulated in the individual collective agreements and other agreed terms. However, the average working time for each seven-day period, including overtime, must not exceed 48 hours, calculated as an average for a 4-month reference period.

14. Special provisions

Work after slaughtering

Employees working on the slaughtering and the gut dressing lines must be given a 15-minute break after the end of the slaughtering work before starting work in curing facilities or cold stores.

CH. 2 – OVERTIME

15. Overtime

(1) Notice

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 is not required in the event of 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 when the notice is given.

If notified overtime on a day off is cleared less than 36 hours before the commencement time, the employer shall pay a one-hour normal wage on account of the absent notification.

(2) Overtime before normal working hours

If the overtime work is started one hour before normal working hours, a 15-minute rest break is taken. If the overtime work is started two hours before normal working hours, a 30-minute rest break is taken.

(3) Overtime after normal working hours

For overtime of more than one hour, a 30-minute rest break is taken before the start of the overtime work. In addition, a 30-minute rest break is taken for every three hours of actual overtime work.

(4) Overtime not immediately linked with normal working hours

If employees are required to work overtime that is not immediately linked with normal working hours, overtime payment is paid, cf. "Work on days off", subclause (6).

(5) Overtime, on-call

Where employees are called out from home for required overtime work outside of the normal working hours (incl. Sundays and weekday holidays), overtime allowance for a minimum of four hours is paid, including the travelling time to and from the enterprise.

(6) Work on days off

For required collective work on days off which finishes before 10.00 am or is due to circumstances that are not attributable to the employer, overtime allowance for a minimum of three hours is paid. Whereas other work which finishes after 10.00 am, overtime allowance for a minimum of four hours is paid. Specific employees performing different service functions are paid for a minimum of two hours, or at least three hours if the work finishes after 12 noon.

For overtime on Constitution Day (5 June) of up to one hour immediately after the end of normal working hours, overtime allowance for two hours is payable. For longer overtime, the rules on work on days off apply.

(7) Systematic overtime

The associations agree that to the extent possible, overtime should be avoided but that there may be circumstances that will necessitate overtime in order to facilitate the operation of the enterprise or punctual completion of orders, obligations etc.

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

At enterprises with varying production requirements and where local parties have unsuccessfully tried to achieve a local agreement about varying weekly working hours, the enterprise can give notice of systematic overtime. Systematic overtime can at most constitute five hours per calendar week and one hour per day and must be timed in connection with the individual employee's normal working hours.

Notice must be given of systematic overtime at the latest before the end of normal working hours four calendar days before the week in which the systematic overtime is performed.

Systematic overtime must – unless otherwise agreed between the management and the union representative of the enterprise – be taken off in lieu 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, are carried on.

The time for lieu days is determined by the employer according to local negotiations between the parties; however, the employee must be given a notice of at least 6 x 24 hours.

Lieu days stemming from systematic overtime cannot be timed in a period of notice unless the enterprise and the employee agree about this.

The parties to the collective agreement agree to clarify that the model cannot be used for a permanent increase of the enterprise's production capacity in the form of e.g. a fixed 42-hour working week with continuous lieu days, unless the local parties agree to this.

The parties to the collective agreement also agree to clarify that this is not a rolling 12-month phase-out period after the same principle as for lieu days for other overtime with a rolling period of four months. Instead, it is a period of a maximum of 12 months from the start of the systematic overtime in which the systematic overtime must be taken as time off in lieu. If time off in lieu is not taken for systematic overtime within the expiry of the 12-month period, the overtime is considered as compensation and in case of a new notice of systematic overtime, a new 12-month period will commence.

The parties to the collective agreement agree that the existing possibilities of giving notice of overtime according to the other provisions of the collective agreement are not affected by the possibility of giving notice of systematic overtime.

The parties to the collective agreement also agree that to the extent that changes are made otherwise in connection with the provisions of the collective bargaining negotiations which will affect the above, adjustments must be made accordingly.

16. General provisions on overtime

If work is started before and after normal working hours, overtime allowance is paid for full hours.

Meal breaks during overtime and work on days off will not be deducted from the hourly payment.

In connection with overtime on days off, employees are entitled to meal breaks at the times when such breaks are taken on normal working days. If overtime ends before 1.00 pm, only one meal break is held.

17. Time off in lieu

The parties to the collective agreement agree that overtime may occur to the required extent. The individual employees are entitled to time off corresponding to overtime worked.

If employees wish to exercise this right, the enterprise must be notified, and the terms (including amount/time off) must be discussed in the works committee or with the union representative.

Time off in lieu must be scheduled for a time convenient for production.

18. Overtime during shift work

(1) Before or immediately after normal working hours

For overtime before or immediately after the second and third shifts, overtime allowance is paid in addition to the applicable shift allowance.

(2) Not linked with normal working hours

For overtime which is not immediately before or after the normal working hours of the second and third shifts, overtime allowance is paid.

(3) Weekday holidays and days off

Overtime on days off, including weekday holidays, is excluded from the provisions in subclause (2) above if such overtime is scheduled for the normal working hours for the shift on weekdays.

Overtime allowance and the shift allowance for weekdays are paid.

For overtime on weekday holidays, the weekday holiday advance is paid, cf. the provisions on weekday holidays.

19. Overtime on special occasions

If overtime is scheduled for weeks with weekday holidays or periods with large supplies, a plan for this 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 committee.

CH. 3 – REMUNERATION

20. Remuneration

(1) Standard hourly payment

The collective hourly payment, the sum of hourly allowances and basic wages amounts to:

As of 24.2.2025	DKK 171.35 /hour
As of 23.2.2026	DKK 176.10 /hour
As of 1.3.2027	DKK 180.60 /hour

The basic hourly rate for adult workers constitutes DKK 68.85/hour.

An employee who, satisfactorily, performs particularly important work, can be paid an allowance for such work. This allowance shall lapse when the employee is moved to other work.

(2) Hourly allowance

As of 24.2.2025	DKK 102.50 /hour
As of 23.2.2026	DKK 107.25 /hour
As of 1.3.2027	DKK 111.75 /hour

(3) Trade allowance

For employees with a seniority of 6 months or more, a trade allowance of DKK 3.15 /hour shall be paid.

Seniority relative to trade allowance shall be calculated by summing up the period of employment within the same group which may, as a maximum, be interrupted by periods of 6 months' duration.

Seniority shall lapse if the employee hands in his/her resignation.

(4) Overtime pay

	DKK/hour
As of 28.04.2025	96.26
As of 23.2.2026	99.15
As of 1.3.2027	102.13

(5) Special allowances

a. Cattle slaughtering

For every hide and skin delivered without cuts from the slaughtering, and for hides graded as prime quality after biffing, the following is paid:

<u>As of 28.4.2025</u>	<u>DKK 6.33</u>
------------------------	-----------------

<u>As of 23.2.2026</u>	<u>DKK 6.56</u>
<u>As of 1.3.2027</u>	<u>DKK 6.79</u>

The above special allowances shall be distributed evenly among the employees participating in the slaughter shift – from bolt gun operator to (and including) pusher into cold storage.

This distribution takes place with respect to the number of hours that the individual employee works the slaughtering shift.

The foreman or his or her substitute will record the hours.

The above rates and distribution do not apply to the meat meal factories (see page 144).

b. Exposure allowance

At enterprises with a cold storage warehouse, an exposure allowance shall be paid for each full hour of work in the freeze departments. This allowance equals:

<u>As of 28.4.2025</u>	<u>DKK 9.23</u>
<u>As of 23.2.2026</u>	<u>DKK 9.56</u>
<u>As of 1.3.2027</u>	<u>DKK 9.89</u>

c. Staggered meal breaks

The following allowances are paid for staggered meal breaks:

	DKK/meal break
<u>As of 28.4.2025</u>	<u>6.90</u>
<u>As of 23.2.2026</u>	<u>7.15</u>
<u>As of 1.3.2027</u>	<u>7.40</u>

(6) Weekend work

The wages will be paid according to the collective agreement for the hours worked plus an allowance per hour for Saturdays and Sundays as follows:

	28.4.2025	23.2.2026	1.3.2027
The 24-hour Saturday period			
From 2 pm to 10 pm	DKK 55.06	DKK 56.99	DKK 58.98
From 10 pm to 6 am	DKK 73.42	DKK 75.99	DKK 78.65
The 24-hour Sunday period	DKK 98.14	DKK 101.58	DKK 105.13

If 25 December, 26 December or 31 December fall on a Saturday or a Sunday, these days are taken as paid weekday holidays.

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

(7) Work outside the hours between 6.00 am and 6.00 pm. (Applicable to staggered working hours, shift work, part-time and cleaning work)

The following hourly allowance shall be paid for the part of the working hours outside the hours between 6.00 am and 6.00 pm:

	28.4.2025	23.2.2026	1.3.2027
From 6.00 pm to 10 pm	DKK 21,93	DKK 22,70	DKK 23,49
From 10.00 pm to 06.00	kr. 25,38	DKK 26,27	DKK 27,18

(8) Shift work on Saturdays, Sundays and weekday holidays

Shift work is paid per hour as follows:

	28.4.2025	23.2.2026	1.3.2027
From 2.00 pm to 10.00 pm	DKK 55.06	DKK 56.99	DKK 58.99
From 10.00 pm to 06.00 am	DKK 73.42	DKK 75.99	DKK 78.65
The 24-hour Sunday period	DKK 98.14	DKK 101.58	DKK 105.13

In addition to this, the normal shift allowance applicable for the second and third shifts on weekdays shall be paid.

(9) Dayshift work on Saturdays/Sundays

For dayshifts where work is scheduled for Saturdays and/or Sundays, the following is paid per hour:

	28.4.2025	23.2.2026	1.3.2027
Saturday from 2.00 pm to 10.00 pm	DKK 21.93	DKK 22.70	DKK 23.49
Saturday from 10.00 pm to 06.00 am	DKK 25.38	DKK 26.27	DKK 27.18
The 24-hour Sunday period	DKK 25.38	DKK 26.27	DKK 27.18

(10) Weekday holidays

For weekday holidays during the week, the weekly wages will be reduced by an amount corresponding to the wages for the number of working hours that should have been worked on the day(s) in question. Payment for weekday holidays is made in accordance with Chapter 10 (page 59).

(11) Wage settlement

The parties to the agreement encourage the enterprises to construct pay slips on which the wage elements set out in (1) – i.e. piecework, hourly wage, trade allowance plus any locally agreed allowance in addition to the hourly pay – appear as separate lines on the employee's pay slip.

For all employees, the payroll week is the calendar week (Monday-Sunday), and wage settlement takes place on the first succeeding Friday. If this Friday is a weekday holiday, payment will be made on the last working day before this Friday. Subject to local agreement, wages may be paid on Thursday.

The payroll period may be extended to two weeks. In such case, all members of NNF as well as apprentices will be paid DKK 100.00 per year.

The amount will be calculated and paid quarterly to NNF's local branch for use for social and cultural purposes for NNF members employed at the enterprise.

The parties to the collective agreement agree to discuss the above-mentioned collective agreement provision with a view to modernising the text.

At enterprises where the payroll period has been extended to 2 weeks at least one year prior to this, the enterprise can extend the payroll period to 4 weeks. The transition to 4 weeks' wages shall require at least two months' notice.

In relation to the four-week wage transition, the employee is entitled to an advance payment equal to the net wage that the individual in question would have expected to receive in the following payroll period, unless otherwise agreed.

The advance payment is paid at the point when, for the first time, the two weeks' wage are not paid in full. Unless otherwise agreed, the amount is repaid through pay deductions over the following 12 four-week periods with 1/12th of the payment amount per four-week period. However, the remaining amount is deducted from the last wage payment if the employee resigns.

Payment of wages is made into the employee's bank account, and wages must be available at the beginning of bank business hours on the following day.

See protocol 13 on electronic documents (pages 59-60) as well as clause 23(1 (6)).in respect of foreign employees.

(12) Wages paid by the month

Wages can be restructured to payment of wages by the month. Notice of such transition shall be given at least 2 months in advance. Further guidelines for monthly payment of wages can be discussed locally. If no local agreement can be obtained, the wage period shall run from the 20th to the 19th each month.

The parties agree that enterprises, which are already giving their employees DKK 100 annually for the rearrangement of wages shall continue to pay this amount.

The wages shall be available for the employees no later than on the last banking day of the

month.

In connection with the transition to monthly payment of wages, an employee may, unless otherwise agreed, request the payment of an amount on account equal to the net wages which the said employee would have earned for the subsequent wage period.

Employees who are covered by the framework agreement in respect of method development and piecework shall be entitled to weekly payslips.

In connection with the transition to monthly payment of wages, the employee may, unless otherwise agreed, request the payment of an amount on account which the employee would have earned for the subsequent wage period.

The requested amount to be paid on account shall become payable the first time on which the weekly, fortnightly or 4-weekly wages are not paid in full. Unless otherwise agreed, this amount shall be paid back as wage deduction over the following 12 months by the monthly deduction of 1/12 of the amount paid on account. However, in the event of the employee's resignation, the remainder shall be deducted from the last payment of wages to the employee.

21. Social responsibility

It is important that as many employees as possible are involved and retained in employment at the labour market throughout their entire working lives. The parties to the collective agreement aim for boosting the employment of employees with reduced working capacity / vulnerable groups, albeit not to the detriment of those of the enterprise's employees who have been employed at general terms.

Hence, the works committees of the enterprises should set out guidelines for a work retention policy.

At enterprises with no works committee, circumstances concerning the inclusive labour market could be discussed through direct communication between the employee and the management of the enterprise. The employee should be given the opportunity to have the union representative present during such discussions and the entering into individual agreements on working hours, wages, etc.

22. Employees with reduced working capacity

(1) Vulnerable groups

Vulnerable groups shall be construed as:

1. Employees with reduced working capacity (e.g. owing to age, infirmity or injury).
2. Employees with reduced working capacity owing to long-term illness and with an unbroken period of illness constituting at least 8 weeks.
3. For employees who suffer an industry-related injury, an opportunity for remaining at the workplace shall be sought after. It shall be the particular responsibility of the working environment committee to provide working conditions which to the furthest extent possible can be covered by employees with light duty jobs because of an industry-related injury.
4. The parties to the collective agreement recommend that, to a relevant extent, employees in vulnerable groups should enter into the enterprise's various educational programmes and offers of employment.

In the event of an employee achieving/recovering fully normal working capability, the employee shall be transferred to the ordinary terms of employment and collective agreements applicable to the enterprise.

(2) Local agreement deviating from the collective agreement

Employment of such employees/groups of employees as have been set out in subclause (1) above shall be in pursuance of the collective agreement's provisions supplemented by a local agreement entered between enterprise and union representative. The local agreement sets forth deviations from the provisions of the collective agreement, comprising e.g. working time and terms of wages.

The local agreement shall be forwarded to the parties to the collective agreement for their approval. Together, the local agreement and the collective agreement shall constitute the foundation of the terms of employment for employees in vulnerable groups.

Unless otherwise set out in the local agreement, the local agreement can be given notice of termination, at a three-months' notice.

If locally, no agreement can be reached on the conclusion of a local agreement, or if the parties to the collective agreement cannot approve the agreement concluded, the discrepancy can be discussed by the parties to the collective agreement.

Disagreements on the content and violation of the local agreement shall be dealt with in pursuance of the collective agreement's general terms thereon.

(3) Desire by an employee with reduced working capacity

Subclause (3) shall be considered an alternative to subclauses (1-2) in the above.

Should they desire so, employees who, on the grounds of illness, age or other vulnerability, can no longer give full service at the enterprise, can enter into an agreement about remaining employed at the enterprise at wages and terms of employment outside the provisions of this present agreement.

In respect of entering into individual agreements on terms of wages and terms of employment, the enterprise employee is offered the opportunity to have the union representative present as an assessor during the employee's entering into an individual agreement on wages and terms of employment.

An agreement between the enterprise and the individual employee with reduced working

capacity shall further/henceforth be approved by the organisations.

CH. 4 – APPOINTMENT

23. Appointment

(1) Appointment

When appointing employees, the enterprise must take NNF's unemployed members within the area of the local branch into consideration. This does not apply to the cases where the enterprise needs a specialist worker, and such a worker cannot be found among the unemployed members.

An employment contract is to be prepared at the employee's appointment. This is to be received no later than 7 calendar days after commencement of the employment. However certain data can be given no later than 1 month after the commencement of the employment, cf. clause 4 of the protocol on the implementation of the working conditions directive into the employment contract must, as a minimum, contain the same information, as stated in the collective agreement's employment contract (see page 155).

The duty to prepare an employment contract shall apply to employees with an agreed or actual average weekly working time of more than 3 hours per week within a reference period of 4 consecutive weeks, and by the appointment of employees without a guaranteed number of hours or a guaranteed amount of work.

The employment contract shall meet the requirements set out in "Protocol on the implementation of the working conditions directive". A current version of a template for the employment contract is available on www.di.dk.

(2) The employer shall, at the soonest and no later than on the day on which a change comes into force, provide written information about changes of information pursuant to subclause (1). However, this does not apply to changes that merely mirror changed legislation, administrative or regulative provisions or collective agreements to which the employment contract refers.

(3) If the employment contract has not been delivered to the employee in connection with the expiry of the deadlines stipulated in subclauses (1), (2) or (4), the issue can be dealt with pursuant to the provisions of industrial disputes set out in the collective agreement. An employer who, no later than 5 days after a meeting between the organisations, has been directed to deliver the employment contract, has met this direction, unless there is evidence of systematic violation of the provisions of employment contracts.

(4) These provisions came into force on 1 July 2023. If an employee, who was employed before the date of commencement, should wish an employment agreement to be prepared in pursuance of subclause (1) and makes a request thereon, the employer must surrender the necessary documents no later than 8 weeks after the receipt of the request.

(5) Health certificate

The enterprise shall be entitled to requires a valid health certificate for new employees prior to their taking up their duties.

A visit to a doctor after an employee's taking up his or her position in connection with the issuance and/or renewal of a health certificate shall be payable by DKK 150. This amount shall be paid regardless of whether the visit to the doctor takes place during working hours or outside working hours. In none of the cases wages shall be paid. The health certificate shall be paid by the enterprise.

Pursuant to the legislation in force, food enterprises shall be under an obligation to ensure that no food enterprises are contaminated by pathogenic microorganisms

The consideration of the operations of the enterprise necessitates that the enterprises may request information concerning a person's health data where this person is in contact with food in his work.

The objective of the health information data is to ensure that the new employee neither suffers from a disease nor is the carrier of a disease or has been suffering from a disease which can be transmitted to food.

The duty of disclosure shall be limited to the facts set out in the above.

If the enterprise shall be responsible for storing the health data, the employee shall give his consent thereto. Such data shall not be stored for a longer period than what is necessary in respect of the operations of the enterprise.

CH. 5 – TERMINATION

24. Notice

(1) Notice

For employees who have been employed at the same enterprise for the periods of time set out below, the following notice periods shall apply (seniority at the time of termination shall apply). Resignation takes place at the end of working hours on Friday, or at the end of working hours on Sunday for those working weekends:

	From the enterprise	From the employee
Up to 13 weeks' employment	0 days	0 days
After 13 weeks' employment	7 days	7 days
After one year's employment	14 days	7 days
After two years' employment	28 days	7 days
After four years' employment	35 days	7 days
After six years' employment	42 days	7 days

Interruption of seniority shall not be construed as:

- a. Absence entitling the employee to sickness benefits in accordance with Chapter 7.
- b. Maternity leave pursuant to the Danish Act on Benefits in the event of childbirth.
- c. Call-up for military service.
- d. Interruption of the work, albeit not exceeding six months, due to machine shutdown, material shortage, shortage of work or the similar, provided that the employee will resume work when offered.

Recovery of seniority

Employees, who have been dismissed with at least one week's notice or due to shortage of work, will resume their previously achieved seniority at the enterprise if the employee is re-employed within a period of nine months from dismissal.

(2) Dismissal during absence due to sickness and holiday

An employee may not be dismissed during absence due sickness except in the following circumstances:

- An employee, who has been absent due to sickness for less than two weeks at the time of dismissal, may be dismissed.
- Generally, an employment relationship will be considered as terminated when the employee has been absent due to sickness for an unbroken period of more than 18 weeks. The announcement on termination shall not be delivered in the immediate continuation of the 18 weeks, as it can also be delivered at a later point in time during the absence due to illness. The enterprise shall discuss the matter with the union representative prior to the enterprise's execution of the termination of the employment relationship.

The above shall not apply to employees who have been injured during working hours and who,

as a consequence thereof, have been entitled to supplementary sickness benefits cf. clause 30 of the collective agreement or who have obtained critical illness recognition cf. the group life insurance, Slagteriernes Gruppelivsforsikring. In such cases, the employment relationship shall generally be considered to be terminated after 1 year's absence.

In both the above cases, the employee may be entitled to severance pay on the provision that the criteria of clause 26 (2) are met.

Termination cannot take place during absence owing to holiday.

If the employee's planned holiday is assigned to the period of termination, in whole or in part, the employee shall be entitled to request postponement of his/her holiday until after the notice period. In so far as possible, the enterprise should comply with such a request.

(3) Compensation for failure to give notice

If an employee is dismissed for reasons not attributable to him or her without due notice being given as stipulated in the collective agreement, the enterprise must pay compensation to the employee at an amount corresponding to the employee's hourly wages for the number of days of non-compliance.

If the employee leaves the enterprise without giving due notice, the employee must pay compensation to the enterprise at an amount corresponding to the employee's hourly wages for the number of days of non-compliance; however, a maximum of one week's wages as stipulated in the collective agreement.

(4) No requirement for notice

The enterprise's requirement to give notice will be lifted:

- in connection with unemployment due to other employees' work stoppage
- in connection with machine stoppage, material shortage or other force majeure which stops operations fully or partly.

(5) Dismissal in connection with company closures and mass redundancies

a. Company closures:

All employees may be dismissed, including employees who are absent at the time of dismissal due to sickness, injury and holiday.

b. Closure of production departments:

All employees in the relevant department may be dismissed, including employees who are absent at the time of dismissal due to sickness, injury and holiday.

c. Discontinuation of production affecting several production departments:

All employees who work primarily on the relevant production may be dismissed, including employees who are absent at the time of dismissal due to sickness, injury and holiday.

d. Mass redundancies where the enterprise selects employees from among all employees at the enterprise:

Employees who are absent due to sickness for more than three weeks, absent due to injury or holiday may not be dismissed.

Further reference is made to the Danish Act on Mass Redundancies and the guidelines therefore. In the event of disagreement between the local parties on the dismissals, an industrial procedure may be instituted.

(6) Time off for guidance at dismissal

Employees who are dismissed with the notice of the collective agreement due to restructurings, job-cuts, company closure or other matters pending in the enterprise are entitled to wages during time off for up to two hours to seek guidance from the unemployment benefit office/the union. The time off is timed as quickly as possible after the dismissal and under due consideration of the production at the enterprise.

25. Summary dismissal

If an employee commits gross misconduct, such employee may be summarily dismissed. After having notified the union representative and investigated and assessed the event, the enterprise must instruct the employee to leave the enterprise immediately.

In such events, the employee is solely entitled to wages up to the time of such summary dismissal.

On the same day, a written report must be prepared about the event. The union representative is obliged to object immediately in writing if he or she disagrees with the report.

In the event of dismissal where there is no actual cause of summary dismissal, or where the employer has not immediately exercised his right to dismiss the employee summarily, the employee shall be entitled to wages for the notice period stipulated by collective agreement.

An employee who has been dismissed summarily is always entitled to have his or her case heard at an organisation meeting where he or she is entitled to account for the case.

26. Job security agreement

(1) Company closures and mass redundancies

In the event of company closures (with the exception of bankruptcy) and mass redundancies under the Danish Act on Mass Redundancies, the enterprise will pay severance pay in the amount of DKK 20,000 to the employees having more than four years' seniority at the time of resignation.

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

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 beginning of each seniority year. The following table represents the severance pay relative to the expressed seniority.

Seniority	Amount (DKK)	Seniority	Amount (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 for identifying mass redundancies apply; however, the number of redundancies is fixed at 15 employees covered by the collective agreement in relation to entitlement to severance pay under this provision.

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

It is a condition for payment of severance pay that the employee in question has not been transferred to another position in the group/enterprise and that the employee stays at the enterprise until the planned time of resignation.

Employees who have been transferred to another position in the group/enterprise, but who are then dismissed within a period of six months due to shortage of work, are entitled to severance pay.

In connection with company closures and mass redundancies in accordance with the Danish Act on Mass Redundancies, the enterprise is obliged to negotiate the drafting of a social plan with the employees. The purpose of this plan is to offer the affected employees the best possible conditions for planning and realising their future job and training objectives.

Resignation severance pay is paid to employees on care leave, granted under the Danish Act on Social Services, s.118.

(2) Dismissal through no fault of the employee

Employees who are dismissed through no fault of their own, have attained the age of 35 and have a minimum of eight years' seniority, cf. clause 24(1), are entitled to severance pay of DKK 17,500. In addition, DKK 1,500 per commenced seniority year is paid for each seniority year exceeding eight years.

It is a condition for payment of this severance pay that the dismissal is not due to other employees striking, cf. clause 24(4), and that the employee has not received a written offer for reemployment within six months.

The amount may only be paid once.

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

Resignation severance pay is paid to employees on care leave, granted under s.118 of the Danish Act on Social Services.

(3) General

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

CH. 6 – WORKING ENVIRONMENT, SENIOR EMPLOYEES’ SCHEME, ETC.

27. 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.

(1) The Danish Meat Industry’s Working Environment Committee (SAU)

There is a long tradition of cooperation on working environment conditions within the industry. In November 1991, SAU was established as a central sector working environment committee.

SAU consists of employer and employee representatives from the Danish Employers’ Association of the Meat Industry member enterprises, and organisational representatives from DI, NNF and The Danish Association of Managers and Executives.

The purpose of SAU is to provide knowledge and tools to support enterprises in their preventative health and safety work. SAU has been a part of the Farm to Fork sector working environment council since 1998, and since 2016 has been a committee under BAU Farm to Fork, which is a part of Transport, Service, Tourism, and Farm to Fork.

Over the years, SAU has developed a number of materials and has been the coordinator for several industry projects. Materials can be found 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 36).

Chapter 1 sets out the possible framework for working hours. Clause 13 details a number of restrictions on working hours in relation to health and safety.

If the enterprise has acceded to the framework agreement (page 88), attention is also drawn to clauses 7 and 31 of the framework agreement (pages 11 and 44).

Health and safety representatives are protected against dismissal in accordance with the guidelines in clause 37.

(3) Tasks 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) Time for tasks of health and safety representatives

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 NNF's relevant health and safety courses.

Access to participate in NNF's 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, s. 10(1).

NNF undertakes to ensure that employees elected as health and safety representatives, who have not already completed health and safety training, complete such training as soon as possible after their election. 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) Consideration of organised health and safety representatives

Health and safety representatives, who are members of NNF, shall receive an annual consideration in the amount of DKK 9,000.

This amount shall be subject to a pro rata reduction on the provision of the health and safety representative vacating his/her position in the course of the year. This is a fixed amount, regardless of the size of the area covered by the health and safety representative. NNF shall ensure that the health and safety representative is a member.

The consideration for the period beginning on 1 March 2025 shall be paid on 28 February 2026.

In connection with the discontinuation of the health and safety representative commission, the consideration shall be discontinued.

Consideration of working environment representatives organised in NNF shall be financed via the Meat and Food Industry's Education and Cooperation Fund.

NNF shall pay the consideration directly to the working environment representatives and subsequently collect the unpaid considerations from the foundation, attaching a name list stating the name of the employer. Once annually, the board of the foundation is empowered to set out the particular contribution for the purpose of achieving a balance between payment to and from the contribution.

(7) Workwear

All clothing items supplied, including any non-slip footwear, belong to the enterprise and must not leave enterprise premises.

Both ordinary workwear (tunics/shirts and trousers) as well as specialist workwear (oilskin clothing and other specialist clothing, etc.) is to have been freshly washed when supplied to the employee.

It is up to the individual employee to properly take care of the clothing items provided, including any tools, etc. Every employee must furthermore comply with the enterprise's applicable rules of procedure with regards to supplying, storing, washing and returning items.

WORKWEAR IN REFRIGERATED ROOMS

Temperature		5 °C		8 °C		12 °C	
Activity level		Low	High	Low	High	Low	High
Inner wear: High-necked, long-sleeved shirt	Pro- vided 2 units	X	X	X	X		
Long trousers	2 units	X	X	X	X		
Intermediate wear: Padded thermal or fibre jacket/vest	1 unit	X	X	X			
Padded thermal or fibre trousers	1 unit	X	X	X			
Footwear: Thermal socks	2 pairs	X	X				
Insulating boots	1 pair	X	X				
Lace shoes, clogs with flexible sole or rubber boots	1 pair			X ¹	X ¹	X ¹	X ¹
Hand wear: Outer gloves	-	(X) ²	(X) ²				
Inner gloves	-	(X) ²	(X) ²				

"Low activity level" means: Sedentary or static light work.

1) Footwear according to the local agreements in force.

2) The use of gloves and the choice of type and number of pairs provided depend on temperature, type of work and the veterinary regulations.

(8) Night work and health assessment

An employee who regularly works at least three hours of his or her daily working hours between the hours of 11.00 pm and 6.00 am or who is expected to work at least 300 hours during this time within a 12-month period, must be offered a free health assessment before starting night work and thereafter at regular intervals of no more than two years. The parties agree that the free health assessment should be covered by the National Health Service.

This means that the employer must offer night workers a health assessment before the start of employment and thereafter at regular intervals of no more than two years.

The health assessment should consist of a questionnaire, a subsequent examination with feedback containing advice, and recommendations for the employee.

At larger enterprises where several employees have been offered a health assessment, the enterprise will receive an anonymised report detailing general tendencies about the lifestyle and health of the employees.

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.

At enterprises with very few night workers, the health assessment can be performed at the employee's own G.P.

The health assessment is an offer, and participation is voluntary.

Whenever possible, employees suffering from health problems recognised as being connected with the fact that they perform night work are transferred to such day work to which they are suited.

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 night shift a week in order to minimise the risk of miscarriage and other pregnancy complications.

Therefore, enterprises with night workers must 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.

This discussion shall:

- a. be performed at the commencement of night work and subsequently once annually on an ongoing basis.
- b. be documented by the completion of a scheme prepared by one of the parties – a scheme that contains a review of the recommendations.

If, perhaps in collaboration with the working environment organisation, it is the assessment of the local parties that NFA's recommendations are followed, the general rules set out in the collective agreement shall be applied without change, comprising the provisions on health control:

If, perhaps in collaboration with the working environment organisation, it is the assessment of the local parties that NFA's recommendations are followed, the following general rules of the collective agreement are initiated for employees whose normal working hours in the night have not been scheduled in compliance with NFA's recommendations:

- a. The enterprise shall provide annual medical check-ups for the night workers
 - i. Biennial medical checks are mandatory for the night worker.
 - ii Night workers over the age of 50 shall undergo an extended health check.
- b. The annual performance of a special workplace assessment focused on night work
 - i. The identification and mapping of risks related to night work.
 - ii. An assessment of risks related to night work.
 - iii. The prioritisation and preparation of an action plan.
 - iv. The follow-up on action plan.

Night work during pregnancy:

As of 1 October 2024, the parties to the collective agreement have agreed to follow NFA's recommendation to the effect that pregnant employees will, as a maximum, work one weekly night shift for the purposes of minimising the risk of abortion and other pregnancy complications.

When the enterprise has been notified or otherwise been made aware of an employee's pregnancy, the enterprise shall, at the soonest possible and no later than 2 weeks later at the end of a week, reorganise the working hours of the employee or transfer the employee to other assignments in order that the said employee shall, at the most, work one weekly night shift.

If it is not feasible for the employer to reorganise the working hours in order that the employee in question shall work 1 weekly night shift or transfer the employee to other assignments, the employee shall be entitled to paid non-attendance similar to pregnancy leave pursuant to clause 32 of the collective agreement. This is solely a payment rule that applies regardless of the employer's seniority and regardless of the number of weeks during which the employee is absent from other nightshifts in excess of 1 weekly nightshift.

(9) Inclusive labour market

Clauses 21-22 describe the framework along with a number of opportunities for enterprises to contribute to an inclusive labour market and ensure a good working environment for employees with a reduced capacity for work and special needs.

(10) The TB foundation and certain infectious diseases

The framework of the foundation is described in clause 34.

CH. 7 – ABSENCE DUE TO INCAPACITY FOR WORK AND SICK CHILDREN

28. Absence due to incapacity for work

(1) Notification and documentation

It shall be the responsibility of the enterprise to instruct all newly employed employees on the regulations applicable to incapacity for work.

The organisations shall recommend that the enterprises shall prepare guidelines for the notification on incapacity for work. If the enterprise has no such guidelines, the following guidelines shall apply.

- Unless otherwise agreed, or unless special circumstances shall prevent this, notification on incapacity for work shall take place by telephone on the first day of incapacity for work. The enterprise shall inform the employee about the telephone number to be used.
- Concerning the day shift notification shall take place at the commencement of the working hours, albeit no later than 3 hours after the commencement of the working hours
- Concerning day and night shifts, notification shall, at the latest, take place at the commencement of the working hours.
- The enterprise may request documentation of such absence due to illness.
- In respect of any kind of absence of which the enterprise has not been notified in time and as prescribed, the enterprise shall be released from the duty to pay sickness benefits/sick pay.

(2) Delayed notice

In case of absence of any kind of which due notice has not been given to the enterprise, the enterprise will not be liable to pay sickness benefits.

If notice has not been given to the enterprise by 12 noon for employees starting work before 11.00 am and one hour after the start of the working hours for all other employees, the employment relationship is generally regarded as having been terminated and compensation may be payable by the employee under clause 24(3) of the collective agreement.

(3) Delay in the submission of documentation

If the documentation required by the enterprise has not appeared within the time-limit, the enterprise shall set out a new time-limit for submission. If this time-limit is also neglected, the employment relation shall be considered as having been terminated. In case of later documentation of illness in the way required by the enterprise, the compensation claim shall lapse.

(4) Incorrect health information

The right to sickness benefits lapses if the employee has provided incorrect information on his or her health on appointment.

29. Partial absence day

In the event of sickness or injury during working hours, the enterprise will pay full wages for the hours worked.

For the remaining working day, the following is paid as of:

24 February 2025, full wages albeit up to a maximum of DKK 162.75 per hour.

23 February 2026, full wages albeit up to a maximum of DKK 167.50 per hour
1 March 2027, full wages albeit up to a maximum of DKK 172.00 per hour

30. Supplementary benefits in case of industrial injury

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 before the accident.

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

It is a condition that an industrial injury 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.

This provision also applies to injury occurring when the employee has changed clothes and is travelling to/from work at the enterprise, but before/after clocking in.

31. Wages during sickness absence

(1) Wage conditions

For employees with nine months' seniority or more, the enterprise pays full wages for a period of up to 16 weeks on the provision of the sickness or injury having been duly reported and documented

As of 27 February 2025, full wages albeit up to a maximum of	DKK 162.75 hour
As of 23 February 2026, full wages albeit up to a maximum of	DKK 167.50 hour
As of 1.3.2027 full wages albeit up to a maximum of	DKK 172.00 hour

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

It is a condition that the employee is entitled to sickness benefits in accordance with the Danish Act on Sickness Benefits (cf. s. 56) during the period of absence.

The above provision does not apply to sickness covered by an agreement concluded between the employer and the employee in accordance with the provisions of the Act (cf. section 56) on people suffering from chronic or long-term illness.

Holiday allowance is calculated in accordance with the provisions of the holiday agreement (see Chapter 9.)

If the employee has a relapse due to the same illness within 14 calendar days of his or her resumption of work, the employer's payment period for wages during absence will be considered as beginning on the first day of absence in the first period of absence.

(2) Sickness and time off in lieu

Sickness is regarded as an inability to take time off in lieu on condition that the employee reports sick before the start of normal working hours on the day where 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.

32. Maternity/adoption pay

1.

Employees having 12 months' seniority at the expected date of delivery receive full wages during absence due to maternity leave from four weeks before the expected date of delivery and up to 10 weeks after delivery (pregnancy leave/maternity leave).

Adopters receive full wages during maternity leave for up to 10 weeks after having received the child. The 12 months' seniority must have been earned at the time of receipt of the child.

Full wages are calculated as an average of the wages for the past four weeks before the absence.

Subject to the same conditions, the other parent shall receive full wages for up to two weeks' leave in connection with delivery.

2.

In addition, the employer shall pay full wages during leave for up to 24 weeks (for children born/received on 1 June 2025 or later: 26 weeks).

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

The remaining 5 weeks leave (for children born/received on 1 June 2025 or later: 7 weeks leave) shall be paid to one or the other parent or divided between them.

Payment for these 24 weeks (for children born/received on 1 June 2025 or later: 26 weeks' leave) shall be equal to the pay the employee would have earned during the period:

As of 24 February 2025	DKK 200.50/hour or DKK 32,146/month
As of 23 February 2026	DKK 205.25/hour or DKK 32,908/month
As of 1 March.2027	DKK 209.75/hour or DKK 33,629/month

However, the parent taking the maternity/paternity leave shall be entitled to full wages for up to 4 weeks of the 24 weeks' (for children born/received on 1 June 2025 or later: 26 weeks') parental leave

The 24 weeks (for children born/received on 1 June 2025 or later: 26 weeks) leave must be taken within 52 weeks after delivery.

All the above amounts shall appear as a supplementary appendix to the by legislation stipulated unemployment benefits with the addition of labour-market contribution.

During the 10 weeks' maternity/paternity leave, there shall be an increase in pension contributions, cf. the labour-market pension provision.

Unless otherwise agreed, each of the parents' leave may, as a maximum, be split up into two periods.

It is a precondition for the payments that the employer is entitled to a refund of the maximum unemployment benefits. Should the refund be smaller, the payment to the employee shall be similarly scaled down.

3 Social parents and close relatives

The following shall apply in respect of children born or received on 1 June 2025 or later:

to a social parent having been given leave by the one parent and/or the other parent pursuant to the provisions set out in s. 23(b) of the Danish Act on maternity/paternity, the employer shall pay wages pursuant to clause 32(1) of the collective agreement.

The leave shall be taken subject to the same conditions as apply to leave pursuant to clause 32(2) of the collective agreement and with payment as the leave that has been assigned. To be eligible for wages the social parent or close family member who has been assigned the entitlement to maternity/paternity leave must meet the conditions set out in clause 32(1) of the collective agreement.

Unless otherwise agreed, notification of paid leave pursuant to subclauses 1, 2 and 3 shall be at 3 weeks' notification.

Absence with full pay	Mother	The other parent	The social parent	Close family members
Absence before expected delivery:	4 weeks	0 weeks	0 weeks	0 weeks
Absence after delivery: Firs 10 weeks after delivery	10 weeks	2 weeks	8 weeks	0 weeks
Absence after delivery: The remaining weeks shall be used within 52 weeks	9 weeks *	10 weeks *	10 weeks	10 weeks
Voluntary distribution: To be used within 52 weeks	5 weeks (As of 1 June 2025: 7 weeks for sharing) (to be shared with the other parents)	5 weeks (as of 1 June 2025: 7 weeks for sharing) (to be shared with the other parents)	5 weeks (as of 1 June 2025: 7 weeks for sharing) (to be shared with the other parents)	5 weeks (as of 1 June 2025: 7 weeks for sharing) (to be shared with the other parents)
Collectively:	4 weeks before expected delivery and up to 24 weeks (as of 1 June 2025: 26	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

	weeks) after de- livery			
--	----------------------------	--	--	--

*can also be taken within the first 10 weeks

After reception of the child, adopters shall be entitled to the same paid absence as the one or the other parent. There is no entitlement to wages prior to the reception.

33. Time off to care for sick children, grandchildren or close relatives

(1) Sick children

An employee covered by the collective agreement and having at least six months' seniority at the enterprise is entitled to take time off when this is necessary for the caring of the employee's sick child/children under the age of 14, living at home.

This payment amounts to:

As of 24 February 2025 full wages albeit a maximum of	DKK 162.75/hour
As of 23 February 2026 full wages albeit a maximum of	DKK 167.50/hour
As of 1 March 2027 full wages albeit a maximum of	DKK 172.00/hour

This only applies to one of the child's parents and until such time as other care arrangements have been made, and it only extends to the child's first 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 from the child's first full day of sickness

If the child continues to be ill after the first full day of sickness, the employee is entitled to an additional day off. This day off is taken without wages but the employee will be able to get payment from his/her free-choice scheme.

The above provisions have been put up with the following examples:

Employee's working hours:	7:00 am to 3:00 pm each day	Sick child	Day	Payment/ hour of absence
Example 1 (sick child less than 1 day)		10:00 am (call from e.g. day-care facility)	0	Eligible for wages
		Child reported well again/ other childcare solution found after closing	1	Not eligible for wages as the employee is again working according to schedule.
Example 2 (child sick for exactly 1 entire day)		During the night before the beginning of work	1	Wages.
Example 3 (child sick for 2 entire days)		10:00 am (call from e.g. day-care facility)	0	Wages.
		Child continues to be sick and no other care available	1	Wages.
Example 4 (child sick for 3 entire days)		10:00 am (call from e.g. day-care facility)	0	Wages.
		Child continues to be sick and no other care available	1	Wages.
		Child continues to be sick and no other care available	2+3	Possibly paid via the free-choice account

The enterprise may require documentation, e.g. in the form of a solemn declaration.

Documentation for the absence due to sick children is considered as having been received in due time if the employee brings such documentation on the first day after the absence.

(2) Doctor visits with a child

Employees and staff members with at least six months' seniority who have the right to take the child's first day of sickness, are entitled to time off in connection with doctor visits accompanying the child.

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 his/her free-choice scheme of an amount corresponding to wages lost.

(3) Hospitalisation

Employees having at least six months' seniority are entitled to take time off when it is necessary for them to be hospitalised with their child. This rule only applies to children under the age of

14.

Only hospital stays requiring staying overnight and hospitalisation in full or in part in the home are considered as hospitalisation and are covered by the provision.

This freedom solely applies to one parent who is entitled to collectively 1 week per child within a 12-month period.

The employee must produce documentation for such hospitalisation on request.

The following will be provided:

As of 24 February 2025, full wages, albeit a maximum of DKK 170.80/hour

As of 23 February 2026, full wages up to a maximum of DKK 175.55/hour

As of 1 March 2027, full wages up to a maximum of DKK 180.05/hour

(4) Family days with grandchildren

Employees and staff enrolled in education and with at least 9 months' seniority are entitled to take time off for family days with grandchildren for 2 days per calendar year. This rule only applies to children under the age of 14.

An employee may as a maximum take 2 family days with grandchildren per calendar year, regardless of the number of grandchildren the employee may have.

(5) Accompanying a close relative

Employees and staff enrolled in education with at least 9 months' seniority are entitled to take time off for a period of 2 days per calendar year for the purpose of accompanying close relatives in urgent emergencies as well as for planned health consultations, treatments and for attending meetings with public authorities. The entitlement to freedom shall apply on the provision that the presence of the employee is crucial. The employee may solely take 2 days' freedom per calendar year, regardless of how many close relatives the employee may have.

In addition to the above and in connection with critical illness or the diagnostic assessment thereof, the employee shall be entitled to freedom with respect to accompanying a close relative for up to 5 days per calendar year. Subject to the circumstances, further absence may be agreed between the employee and the enterprise.

Unless it is a matter of an acute emergency, such freedom shall be taken subject to agreement between the enterprise and the employee, taking the interests of the enterprise into account.

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

When the employee has learnt that escorting a close relative is required, the employee shall immediately notify the enterprise thereof in writing.

Such freedom shall be without pay, whereas an amount from the employee' free-choice scheme may become payable.

34. The TB Foundation and certain infectious diseases

The organisations agree that the agreement on tuberculosis examination and establishment of a foundation to aid employees suffering from pulmonary tuberculosis will lapse.

It is agreed that if problems related to tuberculosis should later arise again, the organisation

will start negotiations thereon.

The Foundation's assets will be kept intact and may, subject to agreement, be used for providing support in connection with absence due to contagious diseases where the employees are not allowed to work in the industry.

An amount may be paid with the sickness benefits up to a total of 90% of the average wages for the past 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 is payable on the allowance from the Foundation.

CH. 8 – PROVISIONS FOR UNION REPRESENTATIVES

35. Election of union representatives

(1) Union representatives

The organisations agree that a union representative must be elected at each enterprise from among the employees with at least one year's seniority at the enterprise to represent the employees in dealings with the enterprise regarding all matters relating to the current collective agreements and other agreements.

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

A union representative who enters into an agreement on education with the enterprise according to the Danish Act on Vocational Education and Training (adult apprentices) may continue as a union representative. However, it is a condition that during the duration of traineeship, the union representative works together with his/her election basis.

If the employees at an enterprise so request, they may elect an alternate union representative. During his or her term, the alternate union representative has the same rights and obligations as the union representative. The training stipulated in the Framework Agreement on Piecework ("Rammeaftale om akkord") does not apply to the alternate union representative.

(2) Organisation

There shall be no hindrances to neither the enterprise's nor the employees' organisation.

(3) Shift work

In connection with shifts comprising more than 30 employees, a deputy union representative with the same rights and obligations as the union representative may be elected. If shift work is terminated, or if the deputy union representative is transferred to the day shift, such rights and obligations will cease immediately. If the shift work is made permanent, the union representative should receive the training stipulated in the Framework Agreement on Piecework ("Rammeaftalen om akkord").

(4) 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 24(1).

Newly elected union representatives and spokespersons are offered participation in a training and cooperation programme of 2 x 2 days offered by TekSam.

(5) Approval of election

The election of union representative is not valid until it has been approved by the Food Workers' Union, NNF, and this has been communicated to DI.

36. Rights and obligations of the union representative

(1) Obligations to employers and organisation

The union representative is under an obligation, to his organisation and to the employer, to do his or her utmost to maintain and promote a calm and fruitful cooperation at the workplace.

(2) Employment

The union representative must, upon agreement with the enterprise, have a job from which he or she may be summoned if his or her participation shall be required.

The union representative must perform his or her duties as union representative with the least possible inconvenience to his or her work.

If it is necessary for the union representative to interrupt his or her work to fulfil the duties as union representative, he or she must notify the employer's representative in advance.

(3) Remuneration

The time spent on the union representative duties to the shared benefit of enterprise as well as employees must not cause the union representative's income to be reduced.

(4) Meetings outside of working hours

If the union representative participates in a meeting outside of working hours at the request of the employer, the employer must pay the same fee as applies to participation in works committee meetings.

(5) Rights, duties and tasks

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 requests 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 accidents and injuries.

The union representatives' rights, duties or tasks, other than those dealt with in this present Chapter 8, are mentioned in the following provisions:

- 6(5) Cleaning work
- 7(2) Staggered working hours
- 12. Punctuality
- 15(7) Systematic overtime
- 17. Time off in lieu
- 19. Overtime on special occasions
- 21. Social responsibility
- 22 Employees with reduced capacity for work
- 24(2) Dismissal during absence due to sickness and holiday
- 25. Summary dismissal
- 27. Working environment
- 28(1) Notice of incapacity for work
- 38. The meat and Food Industry's Education and Cooperation Fund (*25-øres fonden*)
- 68. Guidance and consulting services

Framework agreement regarding method development and piecework:

- 2. Local agreements
- 3. Method development and work studies
- 4. Local agreement about other payment
- 5. Work-study technicians
- 6. Work plan
- 7. Method development
- 8. Instruction
- 11. Special breaks (ST breaks)
- 14. Implementation of the piecework contract
- 15. Acceptance of piecework contracts
- 16. Cleaning of machines
- 18. Procedural rules
- 19. Suspension or shutdown of piecework
- 24. Payment of piecework profit
- 26(2) Special payment
- 27. Work-study union representatives
- 28. Work-study committee (ASU) and education
- 31. Distribution of production on individual piecework contracts etc.g
- 36. Compensation for technical stoppage
- 38. Other provisions
- 39. Term of the framework agreement

Special provisions for export cattle slaughterhouses:

- 2(1) Slaughtering
- 4. Bonus scheme for hourly-paid employees

Protocol on:

- Local agreements (protocol 5)
- Testing of an alternative payment and/or management system and alternative working time systems (protocol 6)
- Temporary employees and employment services companies (protocol 8)
- Clarification of the use of temporary agency work (protocol 9)
- The use of subcontractors (protocol 11)

The list is not exhaustive.

The parties to the collective agreement agree that the above 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 daily cooperations.

(6) Meetings with newly employed

The union representative shall have the opportunity of meeting newly employed during working hours. The purpose of this meeting is to brief new employees about the union representative's cooperation with the enterprise and the opportunity of becoming a member of the Food Workers' Union, NNF. For 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.

(7) Pay information

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

(8) Complaints procedure

If a satisfactory solution is not achieved, the union representative must refer the case to NNF.

(9) Joint programme for new union representatives

Future newly elected union representatives are offered participation in a training and cooperation programme of 2 x 2 days duration provided by TekSam. The union representative is entitled to participate in such a programme within the first 18 months of his or her term.

The employer will compensate the union representative for the income loss suffered by the union representative due to participation in such programmes.

The training and cooperation programme must comprise subjects which may enhance the union representative's knowledge on the enterprises' conditions in terms of development, production, business economics and competition and the importance of having a good psychosocial working environment, just as the programme must focus on the importance of good mutual communication between the local parties.

The parties to the collective agreement agree that the future secretarial duties in respect of the activities launched will be undertaken within the framework of DI and NNF.

(10) Access to IT facilities for union representatives

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

As of 1 June 2020 this also applies to the health and safety representative.

(11) Participation in information meetings on the renewal of the collective agreement

The union representative shall be entitled to paid leave in connection with his or her participation in the closest (in respect of transportation) information meeting concerning new elements adapted in the collective agreements between DI Collective Agreement I and NNF after an agreement result has been reached. This entitlement to paid leave shall apply to information meetings in which the union is represented, and it shall apply until the completion of the ballot.

37. Dismissal of union representatives and health and safety representatives.

A union representative may only be dismissed for compelling reasons. The notice period is the longest notice period plus six weeks in accordance with the provisions in clause 24 of the collective agreement. If NNF considers that the dismissal is unfair, the enterprise is obliged to accept settlement of the case by industrial arbitration.

An employee who ceases as a union representative after having functioned as such for a consecutive period of at least three years and who is still employed at the enterprise is entitled to a discussion with the enterprise about the employee's need for updating of his or her professional competences. This discussion is held within one month after the employee has ceased working 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 this 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.

38. The Meat and Food Industry's Education and Cooperation Fund (25 øres fonden)

Globalisation is consistently imposing new demands on the elected representatives as well as tightening requirements for good and constructive cooperation with management at the enterprises. At the same time, the requirement for a competent and well-trained workforce has increased.

The demographic development will increase competitive pressures from other industries to attract young people, in particular to the meat and food industry. An incentive for young people to choose the meat and food industry could be that they are able to see career opportunities through systematic education and training programmes developed by DI and NNF together with other relevant partners.

In order for the local parties to be best equipped to solve this task, DI and NNF agree to perform and support e.g. the education and training of union representatives as well as information activities focusing on cooperation, education and trade.

The objectives of the fund are directly or through support:

- to strengthen the union representative function and local cooperation
- to strengthen the union representative's knowledge of the enterprise's development, production, operation and competitive conditions and the importance of a good mental working environment
- to offer newly elected union representatives and spokespersons participation in a training and cooperation programme provided by TekSam of 2 x 2 days' duration
- to develop education relevant to the Danish meat and food industry and to promote the educational level for employees in the slaughtering and food industry
- to establish joint courses and other forms of joint training for NNF's members and representatives of enterprises within areas that are relevant for the slaughtering and food industry
- to support analysis of the industry's development of trends and competence requirements
- to support campaigns that increase the focus on educational planning, motivation and implementation of education and training programmes
- to support more widely based development tasks – including the performance of special test courses – in internal and external supplementary and further education of adult employees
- to develop and support projects that may promote increased productivity, including maintenance of productivity-enhancing wage systems
- to arrange conferences, etc. for NNF's members, as well as representatives of the management of the enterprises about education and cooperation relating to the developmental opportunities within the slaughterhouse and food industry
- to perform specially planned projects and tests with a view to obtaining experiences and knowledge about new education and training opportunities and modes of cooperation

- to implement and support study trips in Denmark and abroad of relevance to the development in the meat and food industry
- to perform or support activities that benefit the technological development, employment and the meat and food industry in general, including information activities focusing on co-operation, education and trade
- to support further education of union representatives
- to provide support for projects, campaigns and other joint activities to promote internships in the industry, thereby training skilled professionals in order to secure a capable workforce for future enterprises
- to perform and support other activities at the discretion of the board of the fund in each individual case

The funds contributed shall only be used for the above-mentioned purposes. Objectives for health and safety purposes, etc. are therefore not included. The annual payment made to the health and safety representatives shall be paid by NNF, as the union will collect such payment from Meat and Food Industry's Educational and Cooperation Fund (25-øres fonden)

The following amounts per hour worked will be collected from the enterprise:

- As of 1 March 2025 – DKK 0.70
- As of 1 March 2026 – DKK 0.75
- As of 1 March 2027 – DKK 0.80

These amounts shall be paid into the Meat and Food Industry's Educational and Cooperation Fund (25-øres fonden) in accordance with current guidelines and articles of association. DI and NNF will continuously assess guidelines and articles of association for the Meat and Food Industry's Educational and Cooperation Fund.

CH. 9 – HOLIDAY AGREEMENT

39. The taking of holidays

Since the Danish Holiday Act applies, the provisions below supersede the provisions set out in the Holiday Act.

(1) Holiday year

The holiday year is amended as of 1 September 2020 to the period between 1 September and 31 August.

Holiday allowance (clause 40) accrued during the holiday year is accrued so that the holiday is taken during the period between 1 September and 16 months on, i.e. until 31 December.

(2) Timing of the holiday

- a. Holiday periods can be initiated by the individual enterprises either by closing the enterprise or by successively providing employees with holiday.
If the latter procedure is followed, the enterprise must submit a sign-up sheet at the latest on 15 January, on which the individual employee may indicate the time at which they wish to take their summer holiday.

In case of drawing of lots, all permanent employees and any other employees who have been employed at the enterprise for a short or long period of time will participate. The employees may switch holidays, subject to notice given in due time to the enterprise. The enterprise may move holidays to the extent required in consideration of the enterprise's operations.

- b. At enterprises where holidays are initiated successively, an employee who has not been fully employed during the previous year of accrual, may claim holiday days reduced in relation to the smaller holiday payment.
- c. If the employee is entitled to three weeks' holiday or less, it must be given and taken in a consecutive period between 15 May and 30 September (the holiday period) or at another time as agreed between the employer and the relevant employee – within the holiday year.

The allocation of holiday, to be taken within the first two weeks of the holiday period, should as far as possible be in respect of employees wishing to take their holiday during this period. 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 locally agreed with employees.

- d. On the provision of a local agreement thereon – for instance between an individual employee and the employer – the main holiday may be placed outside period between 1 May and 30 September (the holiday period).
- e. If an employee changes workplace within the collective agreement's coverage area, such an employee will participate in any drawing of lots with all his or her holidays earned during the year taking place at the enterprise where the employee is employed at the commencement of the holiday period.
- f. If an employee wishes to take more holidays than those to which he or she is entitled under the Holiday Act, such a wish may be accommodated, and an agreement thereon

must be made before the beginning of the holiday. The employee will not receive wages during such additional holidays.

- g. If an employee is called up for military service during the holiday period, he must notify his employer thereof no later than three weeks before the commencement of such military service in order to ensure that the issue of holiday may be settled before the employee leaves the enterprise.
- h. Employees who are fully or partly prevented from taking 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 from home shall, after the expiry of the holiday period, be entitled to have their holiday allowance transferred to the subsequent holiday period, cf. the provisions of the Danish Holiday Act. In the event of the termination of the employment relationship, any unused holiday may be payable upon resignation.

(3) Holidays in full weeks

If holidays are taken for full weeks, the holiday shall end at the beginning of normal working hours on the first normal working day after the end of the holiday.

(4) Taking of holidays as hours:

Locally, a written agreement can be made stating that holidays can be taken as hours

In connection with this, it must be ensured that the holiday is not taken for fewer hours than the planned number of working hours on the day in question and that the total holiday will not be less than five weeks counted as 25 full days, where days off, that are not compensatory days off, and working days are included proportionately. Holidays should insofar as possible be taken as full weeks.

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

40. Holiday allowance

(1) Payment

- 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 will be taken.

- b. Holiday allowance paid to employees during paid holidays with pay can be paid prior to the holiday being taken. In such cases it may require deduction upon resignation to the extent that there have been paid holiday allowances for holidays not taken.

(2) Basis of calculation

- a. The annual holiday to which an employee is entitled is calculated on the basis of the employee's employment conditions and amounts to 2.08 days per month of work at the enterprise. In connection with employment of a shorter duration than one month, the holiday entitlement will be calculated in proportion to the duration of the employment period. The entitlement to holiday is also earned during such time in which an employee has taken holiday or has been entitled to holiday allowance in accordance with clause 39 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 or injury of more than one day's duration, the employer shall calculate holiday allowance as of the second day of absence on the basis of the employee's wages for the past four weeks before the period of absence.
- d. No holiday allowance will be calculated on the basis of the 4.0% of the weekday holiday payment.
- e. Clause 20 of the Danish Holiday Act provides sick leave allowance for employees who are not entitled to full pay during sickness.
- f. Complaints regarding the employer's calculation of holiday allowance must be made by presenting pay slips or other payroll statements.

41. Transfer of holidays and interrupted holidays

(1) Transfer of holidays

- a. Employee and employer may agree that accrued and not taken holidays of more than 20 days per qualifying year can be transferred to the following holiday period. Prior to 31 December, the employer and employee shall in writing agree on the transfer of holiday.
- b. If an employee who has transferred holiday, resigns prior to having taken all transferred holiday, holiday allowance for the remaining transferred holidays shall become payable.
- c. Taking holiday corresponding to transferred holiday during a notice period cannot be imposed on an employee, unless, subject to agreement, cf. the above, the holiday has been scheduled to be taken within the period of notice.

(2) Fitness for duty report in connection with collective holiday closure

If an employee who is on sick leave before the commencement of the holiday reports to be fit for work during a collective holiday closure, the employee resumes 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 commenced at the time the employee reported fit for work. Unless otherwise agreed, the holiday that the employee in question was prevented from taking due to illness shall be taken in continuation of the originally notified holiday.

(3) Interrupted holidays

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, time off elapses, whereas the money is paid.

(4) Payment of holiday allowance without holiday having been taken

After the expiry of the holiday period, not taken holidays in excess of 20 days shall become payable to the employee, unless such days have been transferred to the subsequent holiday period.

(5) Departure from the Holiday Act

By way of local agreements, it is feasible to depart from the provision on anticipated holiday set out in s.7 of the Danish Holiday Act as well as the principle set out in s.15 of the act concerning notice of holiday that has not yet been earned on the date of taking the holiday. Such a local agreement must be in writing and can solely be entered with a union representative having been elected in pursuance of the provisions set out in the collective agreement.

It can thus be agreed that:

At the commencement of the holiday year, on 1 September, the employees will be allocated up to 5 weeks' holiday. Employees taking up their position during the holiday year will be allocated a pro rata number of holidays.

The enterprise is entitled to give notice of holiday at a point in time on which the holidays have not yet been earned (giving notice of "anticipated holiday"). The enterprise shall not be entitled to give notice of more holidays than it is feasible for the employee to earn before the expiry of the holiday year.

Should an employee resign in the course of the holiday year, and provided that, on the date of resigning, the employee has used more holiday than earned, the enterprise shall be entitled to set off such used holidays against the employee's entitlement to wages and holiday allowance.

If the employee's resignation is owing to the enterprise giving notice of dismissal, the enterprise shall not be entitled to set off more holidays than the employee is able to earn before his or her resignation – unless the dismissal is owing to the employee's fundamental non-performance.

In the event of the employee's cancellation or termination of his or her employment relationship owing to the enterprise's fundamental non-performance, set off will not be feasible.

The enterprise shall make up and make supplementary payment to the employee in case the employee was paid less holiday allowance than he or she would have been entitled to if the employee had not taken "anticipated holiday".

42. General holiday provisions

(1) Death

On death, the holiday allowance is paid to the deceased's estate, cf. the Danish Holiday Act.

(2) The guarantee scheme

- a. The parties to the collective agreement agree that the holiday guarantee scheme is to be used by NNF members working at enterprises under the Collective Agreement for the Slaughtering Industry (DIO I).
- b. If an enterprise wishes to keep holiday allowance at the enterprise instead of making ongoing payments into the *FerieKonto* (holiday account) holiday payment scheme, the parties to the collective agreement agree that this shall be feasible. 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. DI guarantees all earned holiday allowance, including any transferred holiday.

(3) Disputes regarding holidays

Holiday payment is a part of the employee's wages and - in the same way as working wages - the lack of such payment can be recovered by a court action against the employer concerned. The settling of legal disputes deals solely such deviations from the Danish Holiday Act as have been set out in the collective agreement.

CH. 10 – WEEKDAY HOLIDAY PROVISIONS

43. Accrual of weekday holiday allowance

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

(1) Accrual scheme

The employer allocates an amount corresponding to 4% of the employee's holiday-qualifying wages to cover payment for the weekday holidays. This amount is deposited into the employee's weekday holiday account.

(2) Statement

The amount allocated will be settled every year at the end of week 26.

44. Payment of weekday holiday allowance

(1) Payment

The weekday holiday payment will be paid partly as an advance payment in connection with the individual weekday holiday and partly as a payment of the remaining balance which will become payable in the payroll period which includes week 28.

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

(2) Advance payment

The advance payment amounts to DKK 1,000 for adult employees. For weekend work, the advance payment amounts to DKK 2,000 per weekday holiday, cf. clause 20(7) of the collective agreement.

Constitution Day (5 June) is considered a half weekday holiday.

The advance payments shall be payable regardless of the balance on the account.

Any negative balance will be set off against the next weekday holiday account. If an employee resigns before earning the weekday holiday allowance paid, the remaining amount will be set off against the wages due.

The advance payments are not made for weekday holidays falling on Saturdays off or Sundays. For weekend work, advance payments are not made for weekday holidays falling on the first five days of the week.

The above-mentioned advance payments will be made together with the wages for the payroll week in which the weekday holiday(s) fall(s).

(3) Work on the day before and after

- a. It is a condition for receiving the advance payments mentioned in subclause (2) above that the employee is working on the last normal working day before the weekday holiday. In the event of two consecutive weekday holidays, the employee must be working both on the day before and the day after the weekday holidays in question to be entitled to receive advance payment for both days.

If the employee is only working on the day before or on the day after the days in question, the advance payment is only made for one weekday holiday. The amounts not paid will remain in the weekday holiday account.

- b. With regard to weekend work where one day is a weekday holiday, it is a condition for receiving the advance payment mentioned in subclause (2) above that the employee is at work on the other working day.

If both days are weekday holidays, advance payment will be made for both days.

- c. In case of documented sickness (solemn declaration), advance payments shall also be made for weekday holidays. However, it is a condition that there are sufficient funds in the employee's weekday holiday account to cover the advance payment.

In case of sickness absence extending beyond the period in which the enterprise has obligations towards the employee, advance payments will stop until such time as the employee has reported fit for work. The amounts will remain in the weekday holiday account.

(4) Work on a weekday holiday

In case of work on a weekday holiday, the employee is entitled to an advance payment pursuant to this present agreement in addition to the weekday holiday payment stipulated by the collective agreement.

45. Termination of employment

On resignation, the weekday holiday account will be settled, and any balance due will be paid together with the last payment of wages made by the enterprise. Any negative balance in the account will be set off against wages due.

46. In case of death

In case of death, any accrued weekday holiday payment will be paid into the deceased's estate.

47. Guarantee scheme

DI guarantees payment in accordance with the above provisions.

CH. 11 – FREE-CHOICE SCHEME

48. Free-choice scheme

(1) Objectives

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

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

(2) Accrual scheme

The following of the employee's holiday-qualifying wages is allocated to the free-choice model as of

24 February 2025	11.20%
23 February 2026	12.20%
1 March 2027	13.20%

During absence due to sickness or child's sickness and injury for up to six months; during maternity and paternity leave stipulated by the collective agreement; and during paid leave for training, time off shall accrue corresponding to 37 hours per year with payment according to clause 31 – payment of wages during sickness, which equals the following hourly rate:

24 February 2025	DKK 3.57
23 February 2026	DKK 3.67
1 March 2027	DKK 3.77

(3) Use

The individual employees must make their choice on how to use the free-choice model by 8 December of every year. This option will come into force for the subsequent year.

Employees have the following options:

(a) Wages:

If the employee chooses wages, the agreed percentage will be paid by instalments, 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 under the collective agreement.

If the employee chooses pension, the agreed percentage will be paid to the pension company by instalments as extraordinary pension contributions. In connection with the calculation of holiday allowance, tax etc., this amount is considered an ordinary pension contribution. Payment of extraordinary pension contribution does not imply that the employer must pay a similar contribution.

(c) Time off:

If the employee chooses time off by way of extra holidays, the agreed percentage will be deposited by instalments into the employee's free-choice account.

Extra days off must be taken on an ongoing basis as agreed between the enterprise and the individual employee. Extra days off must be taken and timed with due consideration of the enterprise's interests and, insofar as possible, the individual employee's preferences.

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

The free-choice days may be held for up to one year after having been accrued on the provision that an agreement can be reached between the enterprise and the individual employee.

In connection with extra days off being held, an amount is withdrawn from the employee's free-choice account to cover the relevant income loss. However, amounts disbursed may never overdraw the balance of the employee's free-choice account from time to time.

(d) Family days – freedom in connection with children, grandchildren and close relatives

The employees shall be entitled to take time off in such cases as have been described in clause 33.

(4) Combinations:

The employee may choose a combination of days off without wages plus pension divided into six portions of 0.45%.

In addition to being entitled to a combination of wages, time off and pension, employees entitled to family days can choose a further two days as family days off.

The free-choice percentage stipulated by the collective agreement can, when locally agreed, be divided into six equally large amounts on the existing six free-choice portions.

Employees, who are entitled to family days, cf. section 48(3), schedule D, are entitled divide these into eight equally large portions, of which two portions shall cover family days.

(5) Settlement of the free-choice account

The free-choice account is settled once a year. Any balance is paid to the employee in connection with the second payment of wages of the following year, at the latest.

(6) Resignation

Extra holidays may not be taken during the notice period, unless otherwise agreed between the enterprise and the individual employee.

On resignation, the free-choice account will be settled, and any balance shall be payable together with the last payment of wages from the enterprise.

(7) Increase upon enrolment into a DA employers' association

See protocol 5.

49. Senior employees' scheme

5 years prior to the state pension age in force at all times, employees may choose to enter into a Senior employees' scheme.

(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 48 (3) 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 48 (2)
- b) Via a conversion of regular pension contributions pursuant to clause 3 , 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 placed to the employee's free-choice account.

Senior days off shall be taken without pay as, instead, an amount shall be paid via 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 resignation from the enterprise, any amount owed to an employee in respect of the free-choice scheme shall become payable.

(3) Entering and leaving 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 the 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 statutory retirement age in force from time to time.

(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 supplement of this provision.

DI shall provide a guarantee in respect of the payment of these amounts.

CH. 12 – APPRENTICES

The parties to the collective agreement agree jointly to implement activities to promote apprenticeships. The activities will help create attention on the education of both young people as well as adults as competent skilled workers and thereby ensure access to qualified skilled employees for the enterprises of the industry in the future.

The parties to the collective agreement agree that the costs for the project and the joint activity for promoting apprenticeships are to be financed through the Meat and Food Industry's Education and Cooperation Fund.

50. Apprenticeship agreements

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.

51. 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.

During the apprenticeship period, the employer must ensure that the apprentice receives all-round training.

Before the end of his or her apprenticeship, the apprentice must take a test in accordance with the rules applicable to the trade. If the apprentice passes the test, the enterprise must ensure that a certificate of completed apprenticeship is drafted by the board on apprenticeship tests and forwarded to the apprentice.

The enterprise must take reasonable steps to ensure that the apprentice attends such classes as are approved in relation to the profession, cf. the Danish Act on Vocational Education and Training.

The organisations agree to recommend that apprentices, where practicable, receive coaching on the theoretical work at the correspondence college.

The organisations agree that adult apprentices are apprentices concluding an apprenticeship agreement after having attained the age of 25.

52. Working hours

The working hours for apprentices are the same as for adult employees.

53. Remuneration

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

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

Adult apprentices	28 April.2025	23 February 2026	1 March 2027
	DKK	DKK	DKK
Basic rate + piecework guarantee	68.85	68.85	68.85
Hourly allowance	102.50	107.25	111.75
Hourly rate	171.34	176.10	180.60
37-hour weekly rate	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 rates, regardless of whether the apprentice is at work, attending school, or enjoying planned absence, holiday, collective closing days or weekday holidays (see clause 58 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.

Adult apprentices are covered by the collective agreement's clause 29, "Partial absence day", clause 30, "Supplementary benefits in case of industrial injury", clause 31, "Wages during sickness absence", clause 32, "Maternity/adoption pay", and clause 33, "Time off to care for sick children".

Other apprentices having more than 12 months' seniority are covered by clause 32 "Maternity/adoption pay" with full wages.

Apprentices between the ages of 18 and 25 are entitled to take time off to care for their sick child/children under the age of 14, living at home. Payment constitutes:

As of 28 April 2025	DKK 130.24 hour
As of 23 February 2026	DKK 134.04 hour
As of 1 March 2027	DKK 137.64 hour

Such freedom only applies to one of the child's parents and only until such time as other care arrangements have been made, and it solely extends to the child's first day of sickness (as a maximum).

The enterprise shall be entitled to require documentation, e.g. by way of a solemn declaration.

In case of an apprentice's unscheduled absence which is not covered by the above paragraph of this provision, such absence shall be remunerated by the hourly rate set out in clause 52.

Staggered breaks

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

As of 28 April 2025:	DKK 6.90/meal break
As of 23 February 2026:	DKK 7.15/meal break
As of 1 March 2027:	DKK 7.40/meal break

54. 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 the age of 18	87.31	89.93	92.63
Adult apprentices	96.26	99.15	102.13

It is a condition for apprentices working overtime that this only takes place in the presence of adult employees.

55. Main holiday

Holiday pay follows the hourly wages set out in clause 53.

In connection with the taking of the main holiday, one half week's extra apprentice wages are paid.

If the apprentice finishes his or her apprenticeship before their holiday can be taken and, provided that the apprentice stays on in the merger/enterprise, one week's extra apprentice wages are paid when the holiday is taken.

56. Seniority and 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 24(1) of the collective agreement. Currently, such notice is 28 days.

57. Travel allowance

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

(2) Apprentices who will be required to work at more than one place of work due to restructuring of operations, or where the place of work is permanently relocated, must be indemnified for their travel expenses. Travel time is not including in the working hours.

58. Weekday holiday agreement for apprentices

During their education, apprentices are paid normal hourly wages on weekday holidays.

As apprentices in training are not covered by the weekday holiday account scheme, apprentices will be in a less favourable position than the other employees during the year after the end of their apprenticeship when they will start contributing to the account in accordance with clauses 42-46 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 year in which the apprenticeship period ends shall be 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 deducted. However, the amount deducted must never be more than the amount corresponding to 4.0% of the wages earned during the apprenticeship period.
- c. After the end of the apprenticeship period, the normal advance payment will always be made in the current year, regardless of the balance on the account. Any negative balance will be covered by future income (subject to (f) below, however).
- d. The balance due will be calculated in week 26.
- e. On resignation, any balance due will be paid together with the last payment of wages from the enterprise.
- f. Cover of any negative balance at the end of the apprenticeship year or on resignation during such year cannot be claimed.

59. Earning of days off

Days off are earned based on employment, cf. Chapter 9 "The holiday agreement", i.e. the periods of time during which the apprentice is working, during absence due to sickness and injury for up to six months, during maternity and paternity leave stipulated by collective agreement, and during paid training periods as well as during holidays.

One day off is earned for each 2.4 months of employment.

60 Payment of days off

Apprentices are entitled to days off. Payment of days off follows the hourly pay set out in clause 53.

61. Remuneration of days off

For a 37-hour, 34-hour or 40-hour working week as well as a four-day working week, one day off corresponds to 7.4 hours of paid time off.

Holiday allowance and pension contribution are paid on the above amounts.

62. Taking of days off

As far as possible, the day off must be taken and timed with due consideration of the enterprise's interests and the individual apprentice's preferences as far as possible.

The day off must be taken within one year after it was earned, at the latest. The days off must be taken within the phase-out period. Time off which does not add up to full days may be disbursed on resignation.

The timing of days off may be agreed from day to day.

Subject to local agreement, a day off may be taken as two half days. A half day off corresponds to 3.7 hours.

63. Provisions on days off not taken

If the time off is not taken – due to sickness, pregnancy, maternity, parental leave transfer to self-employment or transfer to work at home, stays abroad, imprisonment or preventive detention, military service or other similar circumstances – the wages earned for the time off may be disbursed.

64. Apprentices' access to support from IKUF

The parties to the collective agreement agree that apprentices are to have access to apply for support from the Industry's Competence Development Fund for education and training in their spare time.

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.

CH. 13 – TRAINING

65. Training in general

DI and NNF agree that in the coming years, education will be vital to the enterprises' competitiveness. In a broader context, it is important for the individual employees to be given a possibility for and to contribute to raising their competence level. It is the personal responsibility of the individual employee and the obligation of the enterprise to contribute to increasing the level of qualifications and education at the enterprise in the long term. DI and NNF undertake to contribute to a strengthening of the enterprises' education and training planning, if required.

DI and NNF agree that the enterprises' employees should have 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. DI and NNF agree to endeavour to ensure that the employees at the individual enterprises obtain the required qualifications through relevant training (at plant operator level). Further reference is made to protocol 22 Protocol on industry and process operators, etc. (introduced in 2020)

DI and NNF encourage enterprises and employees to establish an education and training plan based on the courses offered by the trade. The framework of education and training planning may be agreed locally.

66 Training at the enterprise

(1) Planning and organising education and training

DI and NNF 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 at the individual enterprise.

Where required, the work on education and training is undertaken by the enterprise's works committee, perhaps in a joint education and training committee set up by the works committee or by appointed education ambassadors at the enterprise.

Likewise, an education ambassador may be appointed at small enterprises without a works committee.

The tasks to be dealt with may for instance include:

- a description of the objectives of the enterprise's education and training activities
- 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 workers
- planning of specific education and training activities supporting the 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 to ensure whether the development of objectives and activities are in step with technological advances.

(2) Wages

Cf. clause 20(1), the education rate equals the normal hourly rate.

During the training course, the employer must pay free choice contribution cf. clause 48(2), last paragraph, holiday allowance, weekday holiday payment and pension. Any compensation for loss of wages will accrue to the enterprise.

(3) 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 needs. For education and training activities aimed at employment covered by the collective agreements for the meat and food industries, the requirement is nine months of continuous employment.

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

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

The history and detailed guidelines regarding SFKF are described in "Protocol 3 on the Meat and Food Industry Cooperation and Competence Development Fund".

The Meat and Food Industry Cooperation and Competence Development Fund (SFKF) is managed on a daily basis through the Industry Competence Development Fund (IKUF) and the website www.ikuf.dk.

Should the enterprise and/or the employee wish to derogate from the provisions set out in clauses 64-67, such a wish should be forwarded 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 year. For part-time employees, this amount is reduced pro rata.

(2) The employee may apply for a grant for education and training covered by subclause (3).

Thus, a grant will not be provided for education and training during which the employee receives full or partial wages.

(3) Education and training of the employee's own choice

After 9 months' employment, the individual employee is also entitled to two weeks off a year - scheduled in consideration of the enterprise's production conditions - for supplementary and further training of his or her own choice, relevant for employment in the areas covered by the

collective agreement, cf. subclause (6) of the Protocol on the Meat and Food Industry Cooperation and Competence Development Fund, provided that a grant for such training has been issued.

(4) Accumulation of time off for education and training of the employee's own choice

Employees are entitled to participate in unused education and training of their own choice, cf. subclause (3), from the previous two calendar years. The oldest weeks are 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 before the dismissal.

(5) Arranged education and training

DI and NNF agree that employees should be entitled to take time off to participate in supplementary training courses and other relevant further training, with due consideration being had to the interests of the enterprise.

After nine months of employment, the individual employee is entitled to two weeks off a year for industry-relevant supplementary and further training. Support can be granted to selected education and training programmes within preparatory activities, at vocational education level and training and academy profession and diploma programmes.

Based on this, the employee and the enterprise can set up a training plan.

If the training plan comprises training activities targeted at skilled education under the Meat Industry's Joint Trade Committee (Slagterfagets Fællesudvalg), the number of weeks to which the employee is entitled on an annual basis will be extended so as to enable the employee to follow the relevant school periods and take the tests for completed apprenticeship (the employee will retain his/her employment contract rather than be transferred to an employee-training programme).

It is a precondition that the employee has undergone real-competence clarification for the purpose of his or her completion of the intended vocational training under the Meat Industry's Joint Trade Committee. An employee can solely achieve funding for one vocational training plan under the Meat Industry's Joint Trade Committee.

The employee will again earn the entitlement to self-elected training from the first calendar year after the completion of the training programme.

The employee will be paid according to applicable provisions pursuant the Competence Development Fund or other similar competence scheme. Any subsidies and contributions from the Competence Development Fund will accrue to the enterprise.

Support for arranged education and training will replace support for education and training of the employee's own choice (subclauses 4 and 5) in the calendar years during which the training plan is in force.

In connection with agreed education and training, the enterprise may apply for funding by SFKF. The plan must be filled in subject to the template for this purpose (available on www.ikuf.dk) and signed by employee and enterprise prior to being submitted to ikuf.dk.

The enterprise may, however, apply for funding as a group application prior to the creation of individual training plans with the following objectives:

- Screening for FVU training.

- Real-competence clarification prior to vocational training.
- The AMU package – The Digital Driving Licence

The group application must be certified by the same employee representative that certified the framework agreement. The application must state the names of the employees for whom funding is applied. The application can be created both before and after the completion of the screening/real-competence clarification, as the enterprise will bear the risk in the event that no SFKF funding will be granted.

Where applicable, the employee will exchange two weeks' self-elected training with funding for The Digital Driving Licence.

(6) IKUF support at dismissal

It has been agreed to increase the possibility of having time off at dismissals for education and training with support from the SFKF (see Protocol 16)

Employees who are dismissed due to restructurings, job-cuts, company closure or other matters pertaining to the enterprise and who have at least six months' seniority at the enterprise are entitled to one further week of time off during the period of notice with contributions. 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 in connection with dismissal on the provision that the employee has not used the previous two years' entitlement to education and training.

68. Guidance and consulting services

The Central Organisation of Industrial Employees in Denmark (CO-Industri), DI and NNF have established the cooperation body, TEKSAM.

The enterprise's education and training committee (alternatively the works committee, secondarily union representative/management) can request a visit by TEKSAM's process consultant when requested by one of the parties.

A catalogue has been prepared that is used by the TEKSAM consultants in their dialogues with the local parties. The catalogue contains examples of user-friendly tools together with guidelines on how to further the educational effort in respect of using the educational opportunities set out in the collective agreement and the many developed educational opportunities, including for example the competence packages established by the parties to the collective agreement. In addition, the catalogue will contain instructions on how to establish contact to the relevant training providers and how to perform competence clarifications.

Reference is made to www.teksam.dk for further inspiration material.

69. DA/FH Development Fund

The main objective of the DA/FH Development Fund is to ensure continued development of the Danish model focusing on flexible collective agreement regulation combined with a robust framework for the employees' adaptability and mobility. FH and DA intend to follow trends

which may challenge the Danish model and, in that connection, strive to prevent social dumping.

The Fund's assets will be applied for:

- a) Increasing efficiency and the further development of the cooperation and dispute resolution system at main organisation level within the FH/DA area as well as following up on EU and global development trends, in particular, which may challenge the Danish model.
- b) Information and training, for instance for union representatives and safety stewards within the FH/DA area.

Allocation of the funds for items (a) and (b) above is decided by the individual main organisation; however, funds must be allocated for both purposes.

The employer must contribute to the DA/FH Development Fund as follows:

	DKK 0.47/ per hour worked
As of 1 January 2026	DKK 0.49/ per hour worked
As of 1 January 2027	DKK 0.51/ per hour worked

This contribution is collected as stipulated by the provision set out by the main organisations.

The assets of the Fund will be distributed with 25% of the total annual proceeds being allocated to DA and 75% of the annual proceeds to FH.

Fondens midler fordeles således, at DA til disposition modtager 25% af det samlede årlige provenu, og at FH modtager 75% af det årlige provenu.

CH. 14 – ORGANISATION REGULATIONS

70. Main agreement

The main organisations' agreement dated 31 October 1973, with later amendments, shall apply.

71. Organisation regulations – regulations pertaining to bargaining and industrial disputes

(1) Regulations pertaining to bargaining and industrial disputes

Regulations applicable in respect of reviewing industrial disputes shall be the latest standard agreed upon and adopted by the main organisations.

As regards clause 10 of the Norm, it has been agreed that, no later than 3 months after the mediation meeting/organisation meeting has taken place, the organisation requesting the continuation of the dispute shall, in writing, make a request for industrial arbitration. Other than the requirement that the request shall be in writing, there are no further formal requirements concerning the request. The matter shall lapse in the event of failure to observe the deadline. The deadline may be departed from pursuant to agreement between the organisations.

(2) Conflict restricting measures

For the purposes of avoiding work stoppage in contravention of the collective agreement and ward off such harmful effects as a potential work stoppage will entail, the following shall apply:

1. If industrial unrest is brewing and to the extent that the local parties cannot solve the disagreement locally, the parties shall be under an obligation to summon the organisations that, on the same or the next day at the latest, shall convene for the purpose of obtaining a solution to the disagreement or otherwise take immediate steps to commence industrial proceedings in respect of the disagreement.
2. Should the employees fail to wait for the convening of the organisations and cease work, or cease work in violation of the organisations' recommendations, the employer shall be entitled to attempt to get the unperformed work carried out by giving notice of his intention to have the unperformed hours' work carried out without overtime pay.

The unperformed hours must be carried out within a fortnight after the employees have resumed work after the work stoppage in contravention of the collective agreement.

Besides, this shall not have any effect on the provisions on overtime work set out in the collective agreement. Disputes in respect of this provision shall be settled by industrial action.

72. 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.

Should NNF find reason for taking industrial action pursuant to the above provisions, a survey may be conducted at the enterprise with the participation of the organisations, prior to the matter being dealt with by industrial proceedings.

In connection with industrial matters concerning equal pay and for the purpose of establishing an assessment of the case, such information as shall be surrendered to NNF shall be agreed on at a mediation meeting, or prior to this. The parties to the collective agreement agree that matters concerning equal pay shall be settled by the Board on Equal Pay ("Ligelønsnævn") set up by the parties to the collective agreement.

The parties to the collective agreement further agree that, prior to introducing the pro-cessing of industrial procedures, any principal issues should be presented to the committee set up between DI and NNF

73. How the renewed agreement shall be construed

For the purpose of avoiding industrial disputes that are based on misinterpretation of the agreement entered into in connection with the renewal of the collective agreement, the parties to the collective agreement have agreed that at any point in time in the course of the term of the collective agreement following the renewal of the collective agreement, there shall be access to submit such disputes to the narrow circle that constitutes the bargaining committee for the purposes of obtaining an opinion prior to any industrial arbitration.

Opinions made by the narrow bargaining committee shall be binding on the organisations.

At the same time, it has been agreed that the organisation committee established between the parties to the collective agreement shall continue to perform the functions which have hitherto been practiced.

74. The term of the collective agreement

This present collective agreement shall be in force as of 1 March 2025 and until, pursuant to the provisions in force at all times, it is terminated by one of the undersigned organisations for expiry on 1 March, albeit 1 March 2028 at the earliest

Any amendments to the collective agreement, comprising revision of rates, shall take effect as of the commencement of the payroll week of the effective date.

Copenhagen, March 2025

DI	The Danish Food Workers' Union (NNF)
----	--------------------------------------

Signed by
Jesper Z. Kock
Jesper Sørensen

Signed by
Ole Wehlast
Jim Jensen

Group life agreement

See AP Pension for the applicable rules.

1. Agreement on group life insurance with disability 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 yet 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 but paid by their enterprises according to the wage rates applicable to one of the unions mentioned above under section A, or where DI has made another special agreement with the union in question on participation in the group life insurance scheme.

Apprentices under the age of 18 will be covered by the insurance scheme from the commencement of their apprenticeship period.

Insurance amount 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 SLAGTERIERNES GRUPPELIV (SG) have signed a group agreement according to which the insurance amount 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 per child aged 0-16
DKK 37,500 per child aged 17
DKK 31,500 per child aged 18
DKK 25,500 per child aged 19
DKK 12,000 per 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 health-related early retirement pension by the state on the basis of a degree of permanent injury of least two thirds. The difference between employees processed according to the legislation on health-related early retirement pension prior to 1 March 2003 and the legislation after 1 March 2003 should no longer be of any significance.

If an employee reaches the age of 65 before being awarded health-related early retirement pension but after applying for health-related early retirement pension, it must be assessed in each specific case whether the loss of capacity for work must be assumed to have existed within the period of cover and before the employee reached the age of 65.

In respect of employees, whose capacity for work is permanently reduced by at least two thirds

owing to illness or injury, who, after 1 January 2003 but before attaining the age of 65 and after at least one year's seniority at one and the same enterprise under this agreement, shall be paid an insurance sum equal to DKK 90,000.

Such loss of capacity for work exists when the group member in SG's opinion is no longer capable of earning more than one third the amount usually paid to employees with full capacity for work and with similar training and of a similar age – assessed in consideration of the member's current state of health, training and previous employment.

If the loss of capacity for work is due to an accident occurred at the enterprise, the seniority requirement will lapse.

After payment of an insurance amount on disability, disability cover will lapse, and the coverage on death will be reduced by the amount paid. The reduced cover 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 at the expiry of the agreement, whereupon coverage will lapse.

Critical illness

If an employee develops a critical illness before having attained the age of 65, an insurance amount of DKK 100,000 is paid.

Critical illness shall be construed as: cancer, coronary thrombosis, bypass surgery or balloon angioplasty, heart valve surgery, brain haemorrhage, cerebral aneurysm, certain benign tumours in the brain and spinal cord, disseminated sclerosis, ALS (amyotrophic lateral sclerosis), muscular atrophy, HIV infection due to a blood transfusion or work-related transmission, AIDS, Creutzfeldt-Jakob disease, kidney failure, major organ transplants, Parkinson's disease, blindness and deafness, as stated in the special insurance terms.

After payment of the insurance amount for critical illness, the critical illness coverage will lapse.

It is a condition for payment that the diagnosis is made during the insurance period. The insurance amount paid is deducted from any cover on death due at a later time, if the death is caused by the same illness, and if the insured dies less than three months after the payment of the insurance amount on critical illness.

If an employee has previously been diagnosed with a critical illness, the employee will be covered by the scheme if he or she develops a new (another) critical illness after more than 10 years.

The following shall however apply to cancer diagnoses:

If the group member has been diagnosed with cancer once before, he or she will be entitled to payment in the event of a new cancer diagnosis subject to the following conditions:

The last active medical treatment for the previous cancer diagnosis took place at least 10 years previously without any form of subsequent cancer treatment or any form of relapse. The 10-year period runs from the last day of active medical treatment (such as surgery, chemotherapy or radiation therapy) and until the date of a new (another) cancer diagnosis.

Follow-up appointments are not regarded as treatment.

In addition, the insurance agreement is governed by the SG terms on critical illness coverage in connection with the group life insurance terms and SG's insurance terms, according to which the following provisions apply to the insured:

2. Commencement

Cover under the group life insurance commences on the day when SG accepts the insurance, unless another commencement date has been agreed.

Amendments to the group life insurance are subject to the same rules as apply to admission in the group life insurance scheme.

3. Payment on death

The insurance sum payable if the group member dies will be paid to the group member's "next of kin", unless otherwise agreed in writing between the member and SG.

The group member's "next of kin" shall be construed as the group member's spouse or, if there is no surviving spouse, the group member's children or, if there are no surviving children, the group member's heirs according to his or her will or by law.

Children's benefits payable in respect of minors living in the deceased's home with the deceased's spouse become payable to the spouse. Otherwise, the payment will be made to the child in question.

Payment is conditional upon the presentation of such documentation as required by the company.

4. Excluded risk

In a state of war or in case of similar heightened risks on Danish territory, cover under the group insurance is suspended.

On recommendation from the Danish Financial Supervisory Authority, the Danish Parliament/Government decides whether the above circumstance has arisen and if so, from which point in time such heightened risks must be deemed to have commenced and concluded.

Outside of Danish territory, insurance events that are caused as a result of active participation in war, rebellion or the similar shall not be covered.

5. Disposal

The group life policy may not be disposed of, pledged or otherwise be bought and sold, and if the insured leaves the insurance scheme, the policy will be of no value.

6. Exemption from payment of insurance premium

If a group member leaves 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, cover may be maintained without the payment of premium during the period of incapacity for work, albeit no longer than three years.

For the purposes of providing and maintaining such cover, the insured must present such

documentation for his or her incapacity for work as SG deems necessary.

7. Withdrawal from the group

If a group member withdraws from the group, either by resigning from the policy-holding enterprise, or because the insured no longer fulfils the conditions for being a member of the group, cover will lapse at the end of the quarter in which he or she withdraws.

If a group member resigns from the policy-holding enterprise due to seasonal unemployment, strike, lockout or any other form of work stoppage, cover will continue during such work stoppage for up to two months, on the provision that premium is paid for the entire group for this period.

Labour market pension scheme

1. Object

The individual employers are obliged to report and pay the pension contribution stipulated by collective agreement to *Industriens Pension* 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. Employees and employers are equally represented on the boards of the two companies.

The board of *Industriens Pension* determines the content of the pension scheme within the framework agreed on by the two sides of industry.

Industriens Pension invests the funds in the company with the aim of achieving the highest possible yield in consideration of the risk and within the framework agreed on by the board of *Industriens Pension*.

The composition of benefits offered by *Industriens Pension* will be the same for all members of the pension scheme in respect of all future contributions. For current members, this means that the composition of their benefits may be changed and that their entitlement to certain benefits may lapse.

2. Member and seniority provisions

Membership of the pension scheme is mandatory for all employees who have attained the age of 18, have at least five months' seniority and are employed under the collective agreement between DI and NNF.

All seniority accrued at enterprises that are members of DI are covered by the said collective agreement and must be included as seniority with pension entitlement.

The seniority requirement is regarded as having been met by employees who, at the commencement of employment, have previously been covered by this pension scheme or by a similar labour market pension scheme.

It is not permitted to make admission to the pension scheme conditional on the employees' fulfilment of health requirements.

If the employee remains in employment after reaching retirement age, the employee can choose whether to continue saving for his/her pension or whether the pension is to be paid on an ongoing basis as wages.

The insurance coverage ends when the employee reaches the state-pension age.

The provision applies to employees who reach retirement age.

3. Pension contribution

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

Pension is also calculated from any sick leave allowance for employees who are entitled to pension (see clause 2, above). Both the employer's contribution and the employee's own contribution are calculated from 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 money. The employee's share is deducted from the holiday allowance before the final settlement thereof.

	Employer contribution	Employee contribution	Collective contribution
1 June 2023	10.0%	2.0%	12.0%
28 April 2025	11.0%	2.0%	13.0%

The employer must pay monthly pension contributions to *Industriens Pension*, by the 10th day of every month at the latest.

The parties to the collective agreement agree that the pension contribution constitutes a part of the employee's wages.

DI guarantees payment of the pension contribution.

Pension of holiday allowance is covered under the holiday warranty scheme and calculated concurrently with the accrual of the holiday allowance. Thus it is of no significance that tax of the holiday allowance will not become payable till the point in time when the allowance is paid to the employee.

4. Rules and pension regulations

The rules and pension regulations may be found at www.industrienspension.dk.

5. Escalating contributions

The following shall apply to new member industries that at the commencement of their membership have an existing company pension scheme at a higher level than 20% of the contributions to be paid under the collective agreement but a lower level than the full amount of the contribution rates:

- The escalating period will commence at the beginning of the membership and will run independently of the enterprise's existing pension scheme.
- Employees who are already employed will continue with the agreed amounts of contribution in the enterprise's existing pension scheme. As a minimum, however,
- contributions must always be at the same level as the escalating contributions.
- Employees who are employed after the commencement of the membership are entitled to the same pension contributions as employees who were employed prior to the membership registration.
- It is a condition for escalating contributions for employees covered by the collective agreement that the employee in question is a registered member of *Industriens Pension*.

Newly registered members of DI that have not already established a company pension scheme for their employees within the agreement area of the collective agreement, or that have a

pension scheme with lower contributions for such employees may demand that the pension contribution be determined as follows:

- As of DI's notice to NNF on the enterprise's entry into DI, at the latest, the employer contribution and the employee contribution, respectively, must make up at least 20% of the contributions to be paid under the collective agreement.

After one year, at the latest, the contributions must make up at least 40% of the contributions to be paid under the collective agreement.

After two years, at the latest, the contributions must make up at least 60% of the contributions to be paid under the collective agreement.

After three years, at the latest, the contributions must make up at least 80% of the contributions to be paid under the collective agreement.

After four years, at the latest, the contributions must, at least, make up the full amount of the contributions to be paid under the collective agreement.

If the contributions to be paid under the collective agreement are increased during the period, the enterprise's contribution must be increased pro rata to ensure that the share of the contributions to be paid under the collective agreement is always paid into the pension scheme.

6. Increased pension contribution during maternity leave

During the 10 weeks of maternity leave, pursuant to clause 32(1), an extra pension contribution shall be paid to employees having nine months' seniority on the expected date of delivery. Subject to clause 32(3) this shall not, however, apply to social parents to whom the entitlement to leave has been conveyed. The pension contribution constitutes:

	Labour market contribution	Employee contribution	Collective contribution
DKK/hour	18.45	3.69	22.14
DKK/month	2,957.00	592.00	3,549.00

If, during the period of maternity leave there are no wages of which to stop out the employee contribution, the enterprise shall solely pay the employer's contribution. If the employee also wishes to pay the employee contribution, the employee shall notify the enterprise thereof.

Framework agreement regarding method development and piecework

1. Object

In order to strengthen the enterprises' competitiveness and continued development and, thus, the employment opportunities, the parties to the collective agreement agree that it is necessary to 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.

To promote this and to provide the employees with the opportunity of obtaining a reasonable extra income, the parties to the collective agreement agree that, as to health and safety, such efforts must always observe all requirements. Then, on the provision of a local agreement, the enterprises may introduce work studies and piecework in accordance with the guidelines below.

2. Local agreements

Piecework may only be introduced at the individual enterprises when the organisations have issued their final approval of a local agreement thereon.

The parties to the collective agreement agree that the framework agreement essentially covers issues relating to piece-rate fixing and that the local agreements must contain items 1, 2 and 3 set out in clause 2 of the framework agreement:

1. Provision on the fixing of piece rates, cf. clause 3
2. Determination of additional hours, cf. clause 10
3. Any use of the special additional hours set out for combined rest breaks, cf. clause 11 of the framework agreement.

When the local agreement has been finally approved, the required preparatory work will be initiated, including any appointment and training of a work-study staff and implementation of the work study method.

3. Method development and work studies

Work studies are used for method development, and such studies are carried out after having been discussed in the work study committee using the study method best suited for the relevant production or operation, as assessed by the enterprise.

Time studies (the continuity method), unit time systems, synthetic material and frequency studies are used for the fixing of piece rates. The local parties must agree on the fixing of the piece rate, and it must be set out in the local agreement.

More advanced time study methods or systems and the use of synthetic times from other enterprises within the area may be used subject to prior agreement between the organisations.

Time studies must be used for checks, regardless of the system applied, cf. clause 18.

4. Local agreement on other payment

If it is not possible to fix piece rates due to technical, operational or similar reasons based on other provisions of the framework agreement, or if the local parties otherwise agree that it would be expedient, other types of piecework schemes may be agreed with the organisations based on work studies and/or quality and benefit measurements.

5. Work-study technicians

The enterprise will appoint its own consultants and work-study staff. They will be in charge of method development and the fixing of piece rates, and their instructions thereon must be observed by the employees subject to agreement with the foremen. The organisations agree to recommend that the work-study union representative participate in the work study department's tasks and that a local agreement on this subject shall be drawn up.

If a work-study union representative is replaced, cf. clause 27, the local agreement will be reviewed. The work-study union representative participates in the department's tasks under the management and responsibility of the work study manager.

6. Work plan and Work study committee (ASU)

On the recommendation of the work study committee, the enterprise decides which work is to be carried out as piecework, how it shall be implemented and in which order. The enterprise prepares a plan thereon, stating work areas, types of goods etc. to be included in work studies and the fixing of piece rates.

When the enterprise launches the piecework scheme, it is a condition that it must continue without interruption until all the areas stated in the work plan have been included under the new payment system. The local parties are obliged to contribute to the success of the scheme in a professional and positive manner.

If the fixing of piece rates has been initiated, it must as far as possible be finalised without interruption. In the event of interruption, the union representative must be notified of the reason for this.

On an ongoing basis, the work study committee will be kept informed of the planned programme for the fixing of piece rates and any changes made to that programme, and it is always entitled to make proposals for new assignments in that connection. Minutes of the ASU meetings shall be taken.

If one of the local parties does not contribute positively to the execution of the work plan, the opposite party is entitled to refer the issue to a discussion between the organisations.

If there are any other work areas which NNF deems to be suitable for inclusion in the work plan, the union is entitled to raise the issue in negotiations with DI in accordance with the general rules of employment law.

When work studies are initiated within a work area, the union representative, the work-study union representative and the affected employees must be notified.

7. Method development

The parties to the collective agreement agree that the part of the work studies aiming to determine the most practical production method and comprising examinations of the workplace, working conditions, tools, ancillary equipment, machines, material, means of transport etc. as well as the actual working process must normally take place before the actual fixing of piece rates.

In addition, it is assumed that both the union representative and the work-study union representative have access to the material used by the enterprise for method development.

The working environment committee must take part in this planning and organisation of the work in order to ensure that the work may be performed in compliance with all health and safety requirements, cf. the Danish Working Environment Act, which the working environment committee must certify in writing.

With their signature, the working environment committee may propose changes and make objections, albeit proposals for amendments and objections do not, in principle, have any suspensory effect on the completion, release and testing of the piecework agreement.

8. Instruction

(1) Training and instruction

If new working methods and piecework contracts are to be introduced successfully, it is necessary to ensure that the employees receive thorough training and instruction. It is therefore the responsibility of the enterprise management to monitor that the aforementioned training and instruction are provided for the employees in question before piecework contracts and new working methods are launched.

Employees who are transferred to a new or a different piecework area must be trained and instructed according to the same guidelines. In the event of doubt, the union representative must be summoned.

(2) Protocol regarding substitutes and untrained employees on production lines/group piecework

To alleviate any consequences as to wages for a piece worker who, owing to his or her versatile skills, is moved from piecework to hourly-paid work, the relevant operator will, for a period of three weeks, receive an allowance that meets the usual average wages of such an operator.

If untrained employees are moved to work together with more experienced employees at production line piecework (group piecework), it will be ensured that the untrained operator gets the required help in order not to slow down the piecework.

9. Preparation of piecework contracts

(1) Preparation of piecework contracts

The piecework contracts are prepared as time piecework contracts for groups or individual employees.

Piecework contracts may only be prepared once method determination, training and instruction have been completed.

Regardless of the system used by the enterprise, all piecework contracts must be based on complete work analyses with related work studies, just as any piece rate must be based on a detailed work description, specified work phases and the related phase times, specified additional time, any work pace assessment applied immediately and specification of the quality requirements and other guidelines governing the piece rates.

In addition, the work description must be reviewed by the affected operators and must consider the working environment regulations and any orders issued from time to time for the piecework area by the working environment organisation, the Danish Working Environment Authority and the enterprise.

(2) Temporary piecework contracts

In order to mitigate the disadvantages of any changes and new studies, the parties to the collective agreement agree that temporary fixed-term piecework contracts may be concluded between the local parties. Such contracts must be as realistic as possible and justified by any synthetic times or, if necessary, study/studies in accordance with the work description prepared. If it is not possible to agree on a realistic contract, hourly wages must be paid for such work, cf. the provisions of the collective agreement.

The parties to the collective agreement recommend that temporary fixed-term piecework contracts be of a duration of about 1-2 months.

The agreement will be replaced by the piecework contract prepared according to a time study, cf. clauses 14 and 15 of the framework agreement.

Any subsequent adjustments will have retroactive application from the implementation of the contract, cf. clause 18 of the framework agreement.

10. Supplementary hours

In addition to the processing time, a number of hours will be required for various work necessitated for the performance of the work processes.

Such supplementary hours work thus concern conditions related to the general working conditions at the enterprise as a whole, in individual departments, or at the individual work sites, and DI and NNF agree that the supplementary work be divided and treated as follows:

- a. Operational time (DT)
= the part of the supplementary hours relating to the technological and organisational performance of the work. This may for instance include preparation, clearing, the collection and delivery of goods etc. The hours are measured and assessed, cf. clause 3, and added to the processing time.
- b. Machine time (MT)
= the part of the processing, treatment or transport time on which the employees have no influence. Compensation shall be payable for the lack of opportunity for earning the piece rate.

The machine time supplement is fixed at 54% for the term of the collective agreement.

The machine time supplement is added to the processing time.

However, the machine time is not added for line work with mechanical feed, such as e.g. a slaughtering line and a cutting belt, conveyor belt and the like.

c. General time (GT)

= the time spent during piecework on changing between different piecework methods, clocking in/out, having necessary talks with the foreman, instructor etc.; putting on, removing and cleaning protective equipment; receiving wages and similar minor periodic interruptions of the piecework.

The supplementary hours equal 2½% of the processing time, including operational and machine time.

In respect of Operations necessitating the use of personal protective equipment, comprising chainmail gloves, arm guards and chainmail aprons, are mandatory or have been agreed on, the supplement shall equal 3%.

The half percentage point is added for putting on, removing and cleaning personal protective equipment.

d. Special time (ST)

= the part of the supplementary hours that compensates for the psychosocial and physical conditions under which the work is carried out as well as the external conditions at the individual work site such as light, heat, cold, humidity and noise.

The special time supplement as of 1 March 2004 is 7½% of the processing time plus time and machine supplements, if any. However, in respect of areas requiring high hygiene standards and that the employees change into overalls/work wear, footwear, headgear etc., the supplement will be 8½%; 12½% for the pig slaughtering and gut dressing line; and to 10½% for pig cutting and the cattle slaughtering line plus the related gut dressing line. Subject to the parties' agreement thereon, special supplementary hours will be used for combined rest breaks.

Special time is described in more detail in clause 11.

e. Personal time (PT)

= time that, in the given circumstances, must be available to the employees to meet strictly personal needs such as visits to the lavatory and personal hygiene.

The size of the supplement, to be agreed locally in consideration of the conditions existing at the enterprise, is normally 5% of the processing time, including operational time and machine supplement.

The supplements described in c, d and e above are calculated as a total percentage of the processing time, including operational time and machine time.

11. Special breaks (ST)

(1) Scope of the agreement

Clause 11 only covers employees who are pieceworkers and only if such employees do piecework during the periods of time in which such rest breaks are held.

No employees are obliged to take rest breaks, unless special provisions have been set out thereon in the local agreement.

(2) The timing of breaks

At the individual enterprise, it may be agreed locally that the individual employee or group of employees shall be allowed to use the special supplementary time in accordance with clause

10(d) for combined rest breaks.

The timing of breaks is determined by the enterprise in such a way that they do not interfere with the working process.

The enterprise may, subject to agreement with the union representative, change the timing of breaks in the event of breakdown of machinery or similar operational interruptions.

It is a condition that the breaks be held within the actual working hours and are included in the rate fixing as working time, just as they will automatically be suspended if the individual employee's output drops below the normal processing.

(3) Special breaks

The special breaks equal 30 minutes per working day albeit 34 minutes for areas with high hygiene standards necessitating the employees' mandatory change into overalls/work wear, footwear, headgear etc., and 45 minutes in respect of pig slaughtering and gut dressing line.

The special breaks for pig cutting and the cattle slaughtering line are agreed locally, at either 30 or 45 minutes.

The breaks must not be scheduled together with ordinary meal breaks or be used to shorten the working day. The breaks may under no circumstances be banked or combined.

The calculation of break times includes time spent walking to and from the break facilities.

The enterprise is entitled to demand that employees shall clock in and out at the beginning and end of breaks.

The employees must not leave the enterprise during breaks.

(4) Break facilities

The enterprise designates the facilities that can and must be used for breaks.

12. Standard time and standard output

(1) Standard output

The standard output is the work output required to perform a job within the standard time under normal working conditions.

The standard output equals 100% piecework output and corresponds to a normal walking pace of 5 km per hour on a plane road without obstacles or load.

(2) Standard time

The standard time is calculated by adding the time set out in clause 10 to the processing time, if relevant and as described.

13. Piecework base rate

The piecework base rate, which is the hourly earnings agreed on for the standard wages, constitutes:

As of 24 February 2025 DKK 66.29 per hour.

The base rate paid to employees occupied with the pig slaughtering and work at the gut dressing line must always be 7% higher than the piecework base rate applicable from time to time.

The hourly earnings for apprentices working piecework are 75% of the wages paid to adult employees with the same performance. For adult apprentices, the hourly earnings are the same as for adult employees.

14. Implementation of the piecework contract

Any piecework contract prepared by the enterprise must be reviewed together with the union representative and the work-study union representative no later than three working days before implementation, cf. this present agreement and the provisions of the local agreement. However, subject to the local parties' agreement, the contract may be implemented immediately after the review.

The material provided must clearly state the following:

- a. what the piecework contract concerns
- b. when it begins and ends
- c. work and method description, in which the employees have been instructed and trained, stating the safety regulations and any orders issued by the health and safety organisation, the Danish Working Environment Authority and the enterprise.
- d. quality requirements corresponding to the quality approved during the studies with the highest possible level of specification and documentation
- e. applied machinery, equipment, materials etc. used, as well as requirements and properties pertaining thereto
- f. a roughly outlined work-site layout, photo or the like
- g. processing time (in phase times)
- h. operational time
- i. machine-time supplement
- j. general time
- k. special time
- l. personal time
- m. standard time (in minutes) per unit – piece, kg or the like
- n. standard output per piecework hour
- o. piece rate per unit (on delivery)

In addition, it is assumed that both the work study and the union representative, as the parties' representatives, have access to the study material used to fix the piece rates and stored by the enterprise, and that such obtained information is confidential. It is ensured that the work study and union representative can file and record the submitted piecework contract in an

appropriate manner at the enterprise.

15. Acceptance of piecework contracts

The piecework contract it may be implemented immediately upon the review thereof cf. clause 14, and the employees will then be remunerated according to output.

It is a condition that all new piecework contracts are tested loyally and that any objections to a new piecework contract may only be raised after 35 hours worked or a maximum of one week. However, if a piecework contract replaces a temporary piecework contract, cf. clause 9(2), checks may be requested and initiated immediately.

If no written objections to the piecework contract have been raised after 160 hours of work on the contract, at the latest, it is considered to be accepted by the employees.

If objections to the piecework contract are raised, the procedure set out in clause 18 must be followed. The union representative must be informed of the expiry of the deadline in due time. According to agreement between the enterprise and the union representative, the work-study union representative must be given an opportunity to check whether the work description is observed. Following this procedure, the piecework contract is the only valid piecework payment agreement concerning the said work, and changes may only be made in the event of one of the following circumstances:

- a. Changes to existing work methods (due to changes in production, production plant, tools, work site, manual method, the raw material used, quality requirements, packaging types used and the like, cf. the work description). Such changes must be discussed in the work study committee before implementation.
- b. Miscalculations, to which both parties are obliged to call immediate attention.
- c. Unrealistically high or low productivity figures and/or efficiency figures.

Similarly, the organisations are obliged to address such situations and check whether there are errors in the piecework material such as work descriptions, quality requirements or work pace assessments.

Should the occasion arise, the time for the work phase(s) to which the change relates must immediately be corrected.

A piecework contract may not be changed due to increased piecework earnings as a result of the employees' work pace, skills and experience.

16. The cleaning of machinery

In the event of failure to clean machines and work sites or the neglect of machinery, cf. the work descriptions, the enterprise is entitled to remove the person responsible from the work.

In the event of doubt, the union representative must be summoned.

17. Quality requirements

It is a condition for any piecework contract, both during the trial period and after acceptance,

that in every respect, the work performed as well as materials, machinery etc. observe the conditions stipulated in the specifications.

If the work performed does not fulfil the quality requirements, the enterprise may demand that the work be redone or that work not performed be performed and perhaps withdraw the distribution of any piecework profit pertaining to the work in question.

The enterprise is obliged to ensure that raw materials processed by piecework are always in accordance with the piecework material, cf. clause 9.

If the enterprise fails to fulfil these requirements, the employees may demand that the work be performed as time-based work provided for by the collective agreement.

18. Procedural rules

If the parties fail to reach an agreement on a proposed piecework contract or piecework contract amendment, simultaneous, yet independent checks must be made by the enterprise and the work study representatives (cf. clause 27).

Local checks must be initiated within two weeks of a written request to that effect submitted by the union representative.

A piecework contract which has been made subject to checks and on which agreement has been reached after local discussions on the result of such checking shall be considered to be approved, and the parties must confirm this in writing, for example in the minutes presented by the work study committee (ASU).

If the parties still do not agree after the checks, the issue must be dealt with by the work study committee (cf. clause 28).

If, after local negotiations on the issue in all instances, no agreement has been reached on the piecework contract, the case is referred to DI and NNF which bodies shall be committed to settle the case as speedily as possible.

The piecework material must be checked by the piecework supervisory committee established by the organisations. If required, the committee will undertake its own measurements and assessments of the work and present a final piecework proposal containing concrete piecework data. If this piecework proposal is accepted by the local parties, the piecework contract will be considered to be approved.

During the checks and any negotiations/processing between the organisations, payment will be made according to output based on the piecework contract in dispute. If agreement cannot be reached on the piecework contract in question, an adjustment may be made for the period passed since the piecework contract was initiated.

If no agreement has been reached within two months of the objection, the work must be performed pursuant to hourly wages.

If production ceases before the initiation of checks, payment will be made on the basis of the productivity achieved plus 10%. If no piecework profit has been achieved, the time-based rates prescribed by the collective agreement shall be paid.

19. Suspension or discontinuation of piecework

The enterprise may suspend or discontinue piecework in the event of the breakdown of machinery, material shortage, lack of orders, changed export and market conditions, interruptions of operations or the similar. The work will subsequently be performed as time-based work pursuant to the collective agreement.

In addition, the enterprises are entitled to reorganise work procedures and production methods, subject to notice to the union representative. In such cases, however, they must notify the union representative thereof.

20. Time-based work

To the extent that piecework cannot fulfil the collectively agreed number of working hours per week, employees are required to work at normal time-based wages for the remaining period. It follows that the normal weekly wages in pursuance of the collective agreement in force at all times shall always be guaranteed to employees paid weekly.

Where documentation is provided in respect of a collective reduction of productivity that is below the level corresponding to the basic rate plus piecework guarantee payment and in respect of work according to approved piecework contracts, payment shall be made on the basis of the achieved productivity.

Should subsequent control studies show that changes have been made relative to the work description having constituted the basis of the piecework contract, adjustment equal to any percentage change demonstrated by the control study check must be made.

Employees transferred from piecework to time-based work are paid the time rate stipulated by collective agreement. Payment for time-based work is based on hours and hundredths thereof. All work which has not been made subject to a piecework contract must be considered time-based work according to the provisions of the collective agreement.

21. Personal allowances

When doing piecework, any previous personal allowances in addition to the weekly wages will cease to be paid to the extent that they are covered by the employee's piecework profit during the week in question.

22. Overtime

Ordinary piecework payment is payable for piecework during overtime. In addition, the overtime payment stipulated by the collective agreement is paid per hour of overtime worked (clause 20(5)).

23. Ancillary workers

Ancillary workers on whom a piecework area is constantly directly dependent, but who do not participate in the piecework, receive the average piecework profit for the piecework area.

If technically viable, the piecework profit must be paid in the subsequent week, cf. clause 24

of the framework agreement.

Hjælpearbejdere, af hvem et akkordsat arbejdsområde konstant er direkte afhængigt, men som ikke deltager i dette, aflønnes med akkordområdets gennemsnitlige akkordfortjeneste.

Ancillary workers who only work in a piecework area periodically shall receive the average piecework profit in force for the area for the time during which their assistance was required. If technically viable, the piecework profit must be paid the subsequent week, cf. clause 24 of the framework agreement.

Hjælpearbejdere, der kun periodisk er tilknyttet et akkordsat arbejdsområde, aflønnes med akkordområdets gennemsnitlige akkordfortjeneste for den tid, der fastsættes som nødvendig hjælpetid. Hvis det er teknisk muligt, udbetales akkordfortjenesten den efterfølgende uge, jf. rammeaftalens § 24.

Determination of the required periodic ancillary work must as far as possible be based on a measurement and work pace assessment of the ancillary work.

It is a condition that the ancillary worker observes the work descriptions and any schedules issued, cf. the framework agreement and that the work be carried out in such a way that the piecework circumstances in which the person is ancillary worker will not be slowed down.

24. Payment of piecework profit

(1) Statement

The piecework profit is settled per calendar week as the total result of the piecework hours worked. Payment is made in the following week. In addition, the parties to the collective agreement agree that the union representative is given access to monitor the individual piecework contracts in terms of productivity and profit for information purposes, not least after the initiation of new piecework contracts and the continuous fixing of piecework contracts.

Approved piecework sub-contracts may be recorded under one general piecework contract. During the time until the piecework contract has been approved, the union representative is given access to monitoring the individual piecework sub-contracts. In the event of problems with a piecework sub-contract, the union representative must be given access to monitoring this agreement for an agreed period of time.

(2) Protocol regarding statistics to be provided for the union representative

The parties agree that the following statistics must be provided for the union representative:

1. Weekly statistics showing average productivity for the individual piecework contracts (average efficiency/week/piecework).
2. Weekly statistics showing total productivity for the individual pieceworker (efficiency total/week/employee).
3. Weekly statistics showing the individual pieceworker's efficiency for the individual piecework contract until the expiry of the trial period, cf. clause 15, (efficiency /week/employee/piecework).
4. The opportunity of reviewing the time earned and spent by the pieceworkers.

The above statistics can be available to the union representative by the union representative having access to read and/or print the wage administration system of the enterprise or by his

or her reception of the statistics in paper format.

(3) Protocol regarding monthly piecework statistics to be provided for NNF

DI must provide monthly statistics for the trade union including piecework statistics and absence statistics. Statistics are forwarded electronically or in paper format.

25. Apprentices

Piecework must never interfere with the apprentices' vocational training, and a six-month training plan must be drafted for apprentices, describing the work areas with which the apprentice must be acquainted to ensure that the apprentice regularly changes work areas. The union representative has the right to take proceedings.

For the purposes of generating apprentices' routine and professional skills, apprentices can participate in piecework on an equal footing with all other employees. Before the apprentice begins performing all kinds of independent work, the enterprise must ensure that the apprentice has received the necessary training and instruction. If apprentices participate in piecework in the course of the first year of apprenticeship, this shall require a local agreement.

Piecework profit for apprentices is described in the clause 13 of the framework agreement.

26. Special remuneration

(1) Instructor

If an employee, who is occupied within a piecework area which is subject to piecework payment and who will be working as an instructor or test developer, such an employee must be paid the piecework profit achieved within the preceding four weeks for the time during which the operator is unable to obtain a piecework profit.

(2) Union representatives

For such hours during which the union representative and the work-study union representative are not occupied with piecework or work under local agreements, the union representative and the work-study union representative are paid average wages calculated on the basis of all activities at the individual enterprise.

The local parties must conclude a local agreement on the payment of piecework wages to union representatives and work-study union representatives based on the piecework base rate applicable to pig slaughtering and the gut dressing line. Existing local agreements on the remuneration of union representatives and work-study union representatives

The rights of union representatives and work-study union representatives under existing local agreements on their remuneration in effect as of 1 March 2007 must not be impaired.

27. Work-study union representatives

The employees nominate candidates for the position of work-study union representative at the enterprise. For each work-study union representative to be appointed, three must be nominated. The three nominees must complete a test, whereupon the enterprise will select one in consultation with the union representative. If, after the test, none of the nominees are found to be suitable, new nominations must be submitted.

The work-study union representative must be trained in all the methods used for preparing piecework contracts at the enterprise.

Both during method development and the preparation of piecework contracts, in which work the work-study union representative may participate actively, the work-study union representative must contribute to the settlement of any disagreements. Consequently, the work-study union representative must be capable of performing the required checks/controls.

The work-study union representative is covered by the provisions on union representatives in clause 36 of the collective agreement.

If no agreement is reached as to which of the suitable work-study union representative candidates to elect, the counterparty shall accept that the matter be subjected to industrial arbitration.

For the time during which the work-study union representative is not doing piecework, he or she is paid the piecework wages calculated on the basis of the enterprise's average productivity and the piecework base rate applicable to pig slaughtering and the gut dressing line. This payment will take effect from the commencement of the training.

If a work-study union representative resigns, the enterprise must replace him or her as soon as possible, unless otherwise justified by structural changes in the production.

Where relevant, structural changes may also justify the increase of the number of work-study union representatives .

The decision thereon shall be made in the event of local disagreement between the organisations.

28. Work-study committee (ASU) and training

(1) Work study committee (ASU)

A work-study committee is set up comprising representatives for employees, who are entitled to be equally represented, and management. The employee representatives on the committee are the union representative and the acting work-study union representatives , and it is assumed that all members of the committee are reasonably acquainted with method and work-study techniques (see subclause 2).

By keeping both parties informed, the work-study committee must aim at a quick and smooth method development and piecework contract preparation and, if possible, clarify the facts behind any disagreements.

The work study committee has an advisory role, as the final decision will still be left with the union representative and the management and perhaps, as a final resort, the usual industrial dispute bodies.

The management will, in consultation with the union representative, set the time and date of meetings in the work-study committee. Minutes from these meetings must be adopted and signed by both parties.

Remuneration for participation in such meetings outside of working hours is subject to the same rules as works committee meetings. If meetings are held during working hours, remuneration for the meeting will be calculated as provided in clause 27.

(2) Work-study education

The basic work-study course is normally completed annually. The course is made up of a theoretical component followed by a practical component as well as an exam.

Work-study technicians (clause 5) and work-study union representatives (clause 27) must pass the exam.

At a minimum, union representatives must complete the theoretical part of the course, thereby becoming reasonably acquainted with work-study techniques. If union representatives so request, they will have an opportunity to participate in both the practical component of the course and the exam.

After the basic work-study course, the acquired knowledge is maintained through continuous training and adjustments (see subclauses 3 and 4).

For use in the basic work-study course, training in and adjustments to work pace assessment, work pace assessment films and training materials are made available, prepared and approved of by DI and NNF.

(3) Adjustment

Every six months, the work-study knowledge pertaining to the industry's work-study staff and union representatives shall be adjusted in order to ensure their continued ability to perform a correct and uniform work-pace assessment and treatment of the work study material.

Adjustments are normally arranged regionally with an appropriate number of participants. They include assessment exercises, partly assessing approved work pace films and partly direct studies of the relevant professional work.

The ability to treat the work study material correctly will be tested by reviewing sample studies, frequency assignments, etc., and the calculation of standard times. The work study material used for adjustments is approved by DI and NNF.

The work-study staff and union representatives must participate in adjustment. For union representatives it is not required that a satisfactory result be achieved.

DI and NNF participate in every adjustment.

If DI and NNF agree that a participant's knowledge is not satisfactory, the enterprise and the participant in question will be notified. Such notification will contain information on the follow-up or measures to be taken to ensure satisfactory performance of the work study activities.

(4) Training

DI and NNF are responsible for holding two training days every six months (four training days annually) for work-study staff with the following content:

- Feedback on the latest adjustment, including review and discussion of the adjustment assignments.
- Resolution and subsequent review and discussion of study examples, frequency assignments, etc., as well as work-study issues.
- Assessment of approved work pace films.

In addition to two training days every six months, enterprises should also ensure that the work-study staff receive the necessary ongoing local training.

Exercise material used is reviewed and approved by the DI and NNF.

29. Weight adjustment

The standard time for piecework in respect of pig slaughtering, gut dressing line and cutting are adjusted by 0.6% for each kilo of change in weight compared to the weight basis on which the piecework contract is calculated.

However, no piecework may be adjusted below the average weight of 63 kg.

The weight basis constitutes pigs entitling to supplementary payment, and the weight adjustment is performed each quarter (13 weeks) unless otherwise agreed locally.

The standard time for piece rates is adjusted by 0.6% each time the average weight is changed by 1.59% as compared to the average weight of the time study.

1.59% corresponds to an increase in weight percentage of 1 kilo as compared to 63 kg.

If individual weighing of the raw material has been performed during the time studying of the piece rates, the lowest and highest registered individual weight can be multiplied by the number that during day-to-day operations is delivered on tray, Christmas tree or the similar, and the resulting minimum and maximum weight per tray, Christmas tree or the similar shall then constitute the lower and upper limit for the piecework basis.

Weight adjustment of piece rates is performed each quarter (13 weeks) unless otherwise agreed locally.

Kilo-based piece rates and the slaughtering and processing of sows, boars and porkers are not covered by the provisions above.

30. Change of work pace for production line piecework

Change of the work pace (efficiency) for production line piecework is subject to two months' notice, unless otherwise agreed by the local parties.

If for technical reasons, it is not feasible to implement such change within two months, e.g. because the production implementation either will require the preparation of a new piecework contract or changes in respect of machinery or changes of a structural nature, such issues must be considered by the work-study committee (ASU) (with the presentation of the relevant material) and perhaps referred to the organisations.

31. Distribution of production on individual piecework contracts etc.

The organisations recognise that some of the working environment problems cannot be solved in the short term and believe that the work on improving the working environment must be strengthened.

This may be achieved through more varied work (job rotation), training in the new work operations and through technical solutions alleviating any heavy strains on the employees.

According to clause 1 of the framework agreement and the Danish Working Environment Act, the work must be carried out observing all safety and health requirements, and any inconvenient strains on the body together with a high work pace must be avoided.

A much higher work pace during the first part of the working day may cause harmful strains on the body. At the same time, an uneven work pace could make production conditions more difficult for subsequent departments/areas.

For this reason, the organisations agree that, in connection with the continued reduction of repetitive work (EGA), the enterprises' working environment organisations must expand their field of activity to include limitation of high work paces. For this reason, the health and safety organisation is charged with analysing the individual job functions and recommend which action the enterprises should take for the purpose of minimising any ensuing damages.

The organisations recommend that, assisted by the union representatives, operators and management should conclude local agreements on the limitation of performances and an equal distribution of work over the entire working day applying to the individual employee and groups of employees alike.

It must be emphasised that it is important that the agreed working hours and special breaks are observed, cf. the local agreements concluded.

During the term of the collective agreement, the Danish Meat Industry's working environment committee will monitor the work and the results of such work.

32. Technology agreement for pig-slaughtering lines

In the coming years, on the basis of technological and capacity changes and in connection with updates and new studies of piecework contracts for slaughtering, certain limitations may be imposed on employees' opportunities for receiving the desired earnings, cf. the provisions set out in the framework agreement

Prior to updates or new studies of piecework contracts for slaughtering, the enterprise must carry out such method work as is required pursuant to the framework agreement. Based on this method work, the relevant employees must be briefed on expected consequences. This briefing must contain information on any changes to staffing, chain speed, earning opportunities and production requirement.

Based on this information, the employees at the slaughtering line must state which earnings level a new piecework contract for slaughtering should pursue.

In this process, the local parties may take their point of departure in the guiding values pertaining to standard times for pig slaughtering such as prepared by the organisations, just as the organisations' consultants may be involved.

If, due to circumstances within technology and capacity changes, it is not possible to prepare a piecework contract that accommodates the employees' desired earnings level, using a combination of the number of operators and speed, according to the provisions of the framework agreement, the employees' wages are calculated on the basis of a technology allowance based on 108.14% being added to the cycle time.

Based on the technological and capacity-related slaughtering speed, the cycle time is calculated as a TTU value per unit.

The resulting TTU value plus an addition of 108.14% then constitutes the standard time and payment basis for the slaughtering line and appertaining gut dressing line. The standard time is weight-adjusted to the current average weight for the slaughtering line, cf. clause 29 of the framework agreement, based on an average weight of 75.91 kg/pig.

Under clause 1 of the framework agreement, the enterprise may then make a balanced adjustment relative to this standard time.

The recommended standard times prepared by the parties to the collective agreement will be updated in step with technological advances affecting the slaughtering lines.

Otherwise, the provisions of the framework agreement shall apply.

33. Technology agreement for pig cutting

In the coming years, technology and capacity changes may lead to the employees' opportunities for maintaining the desired earnings level, cf. the provisions of the framework agreement, being limited in connection with updates and new studies of piecework contracts for cutting.

Prior to updates or new studies of piecework contracts for cutting, the enterprise must carry out such method work as is required pursuant to the framework agreement. Based on this method work, the relevant employees must be briefed on expected consequences. This briefing must contain information on any changes to staffing, conveyor speed, earning opportunities and production requirement.

Based on this information, the employees occupied at cutting must state which earnings level a new piecework contract for cutting should pursue.

In this process, the local parties may take their point of departure in the guiding values pertaining to standard times for cutting such as prepared by the organisations, just as the organisations' consultants may be involved.

If, due to circumstances within technology and capacity changes, it is not possible to prepare a piecework contract that accommodates the employees' desired earnings level, using a combination of the number of operators and speed, according to the provisions of the framework agreement, the employees' wages are calculated on the basis of a technology allowance based on 116.43% being added to the cycle time.

Based on the technological and capacity-related cutting speed, the cycle time is calculated as a TTU value per unit.

The resulting TTU value plus an addition of 116.43% then constitutes the standard time and payment basis for the cutting. The standard time is weight-adjusted to the current average weight for cutting, cf. clause 29 of the framework agreement, based on an average weight of 77.20 kg/pig inclusive of tail, stab wound, trotters and ears

Under clause 1 of the framework agreement, the enterprise may then make a balanced adjustment relative to this standard time.

The recommended standard times prepared by the parties to the collective agreement will be updated in step with technological advances affecting the cutting plants.

Otherwise, the provisions of the framework agreement shall apply.

34. Technology agreement for the deboning of pork

In the coming years, it is expected that new technologies will be introduced in the deboning

departments, which may lead to a limitation of the employees' opportunities for maintaining the desired earnings level, cf. the provisions of the framework agreement.

To remedy this situation, the organisations shall undertake to conclude new technology agreements covering the deboning and cutting processes affected by such new technologies as soon as the decision to introduce the technology has been made.

These technology agreements will be concluded according to the same principles as apply to the technology agreements set out in clauses 32-33.

If externally imposed orders to reduce the strain on the individual employees should limit the daily working hours, the enterprise shall be committed to assess the financial consequences and propose solutions that will alleviate the impact on the individual employee.

The local parties may request that the organisations' consultants provide advice and counselling in connection with the preparation of piecework contracts after the introduction of new deboning technologies.

35. Guidelines for all technology agreements

The parties to the collective agreement agree that new technology and automation are vital for enterprises to be able to maintain and expand their competitiveness. At the same time, the enterprises express that they intend to focus on employee development and retention.

In connection with the introduction of new technology and automation and the resulting structural rationalisations, the parties to the collective agreement are aware that jobs may be lost. In this situation, the following terms apply:

- ♦ Collectively agreed terms in force between DA and FH.
- ♦ Clause 26 of the collective agreement on job security.

The parties to the collective agreement agree to work towards ensuring that the current workforce will be used for the operation of the new plants. In support of this, the provision on systematic training planning of the training protocol may be applied.

36 . Compensation for technical stoppage

The local parties are obliged to conclude a local agreement compensating for technical stoppage on pig slaughtering lines with appertaining gut dressing line, pig cutting and cutting conveyors in accordance with the guidelines below.

Based on a 13-week reference period, the average performance relative to the piecework quota for the entire department or piecework contract is found.

The piecework quota result forms the basis of a local agreement for the department or piecework contract to compensate for minor technical stoppages.

The local agreement must not compensate for stoppage due to:

- Work stoppage in own or other departments
- Staff meetings in own or other departments

- Failure to appear for work within the working hours
- Reduced production time due to
 - pig deliveries
 - supplier failure
 - carrier failure
 - pig diseases
 - order mix/cancellation of orders
 - weather
 - force majeure

After the commencement of the local agreement, the performance relative to the piecework quota must be assessed per payroll period, and any failure to meet the piecework quota will be paid in the subsequent payroll period. The local agreement may supplement a maximum of DKK x.xx hours per week.

37. Fixed-wage agreement

Subject to local agreement, a fixed-wage agreement may be concluded for line, group and collective piecework agreements following the guidelines below:

(1)

Staffing, productivity and chain and line speed are determined in accordance with the provisions of the framework agreement.

(2)

A quarterly average production time per arriving-and-leaving hour. This calculation must include any overtime.

For the average production time per arriving-and-leaving hour, employees are remunerated by piecework rates, cf. the provisions of the framework agreement, whereas remuneration for the hourly-pay period is subject to clause 20 of the collective agreement.

The wages per thus calculated per arriving-and-leaving hour less the hourly rate applicable from time to time shall equal the fixed-wage allowance for the following quarter.

(3)

Fixed-wage allowance is subsequently paid in addition to the hourly wage rate if, in accordance with subclause (1), the staffing and chain/conveyor speed determined are observed.

(4)

Overtime in connection with a fixed-wage agreement is remunerated as follows:

- Overtime on days off is remunerated by a fixed-wage agreement during the arriving-and-leaving hours plus an overtime allowance.
- Overtime before the start of normal working hours is remunerated by a fixed-wage agreement as to arriving and leaving hours plus an overtime allowance.
- Overtime after the end of normal working hours due to breakdown of machinery is remunerated by overtime allowance and hourly wages.

- ♦ Overtime after the end of normal working hours extending the production time is remunerated by a fixed-wage agreement during arriving and leaving hours plus an overtime allowance.

(5) For apprentices who participate under a fixed-wage agreement after the first year of their apprenticeship period, the fixed-wage allowance equals:

Apprentices under 18	105%
Apprentices over 18	81%
Adult apprentices	100%

of the adult employee's fixed-wage allowance for the same work.

(6)

In the event of production stoppage due to delivery failure, as a result of weather conditions or wildcat stoppages by other employees, the fixed-wage agreement will be cancelled, and in these cases, the hourly wages stipulated by collective agreement will be paid.

(7)

The fixed-wage agreement may be terminated by giving three months' notice to expire at the end of a quarter.

38. Other provisions

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

If there are any other specific matters not covered by the framework agreement, they must be stated in the local agreements, cf. clause 2.

39. Term of the framework agreement

This framework agreement, which is valid from 1 April 1975, and the local agreements approved under this framework agreement may be terminated together with the collective agreement by giving notice such as stipulated therein.

Special provisions for meat meal factories and carcass disposal plants

Special provisions for the export cattle slaughterhouses:

1. Exceptions to the provisions of the collective agreement

The employees employed by members of the employers' association for export cattle slaughterhouses are covered by all provisions of the collective agreement with the following exceptions:

- Clause 20(6)(a) Slaughtering of animals (hide allowance, see clause 2(2)(d) below).
- Clause 23 Appointment and termination

and the following special provisions for the export cattle slaughterhouses apply:

Re chapter 2. Overtime

The following provisions for skilled meat factory workers doing piecework:

For the occupation concerning activities set out in "special provisions on piecework slaughtering", an allowance of 50% is paid in addition to the applicable piecework rates for all work before and after the working hours stipulated in clause 1. However, for loading within the hours of 8.00 pm and 6.00 am and for loading on Sundays and weekday holidays, an allowance of 100% is paid in addition to the applicable rates.

Re chapter 3. Remuneration

Special provisions for skilled meat factory workers doing piecework:

For skilled meat factory workers, the provisions on remuneration set out in the collective agreement are replaced by the payment stipulated in "special provisions on piecework slaughtering" for the activities mentioned below.

2. Special provisions on cattle slaughtering

(1) Slaughtering:

All slaughtering is carried out as collective piecework.

In consultation with the union representative and in consideration of the enterprise's interests, the enterprise will determine the number of employees on the slaughter shift. If the union representative has not been chosen from among the skilled meat factory workers, the spokesperson for the slaughter shift must also participate in the bargaining. If agreement cannot be reached, the issue must be referred to the organisations for a decision.

When appointing slaughtering staff, the enterprise shall be committed to appoint qualified employees or to ensure that employees receive the required training before such employees can be incorporated in the slaughter shift.

(2a) Payment basis

The schedules of work content and piece rates constitute the basis of payment at the enterprises under the current working conditions.

If, in connection with the activities mentioned in subclause (2b), the enterprise requires that work, which cannot be categorised in accordance with subclause (2c), be performed, the issue

of payment for such work may be agreed locally.

If local bargaining produces the no result, the work must be performed as directed by the enterprise. The issue must be referred to negotiation in accordance with the rules on industrial disputes, perhaps involving subsequent adjustment.

In case of changed working methods resulting from the use of more technically advanced equipment which makes the work easier and, thus, enables higher productivity, the employer is entitled to demand bargaining between the organisations on a change of existing rates in the schedule of wages.

The union agrees that such bargaining must be started in close connection with the changes made and accepts that the standard rules on industrial procedure may be applied.

Any previous local agreements on piece rates for activities not included in the schedule may, to the extent necessary, be maintained as local agreements based on the existing agreements.

(2b) Working conditions

For the slaughtering of oxen and calves performed by the skilled export slaughterers under a collective piecework contract.

The organisations agree that piecework comprises the activities below; however, some deviations may occur subject to local agreement thereon, meaning that the below activities may be exchanged, for instance for other work not included in the mandatory work content below:

1. Collect and/or herd animals to the stunning pen and stun them by spinal anaesthesia
2. Cut off/remove halter/nose ring
3. Shackle, hoist and stick the animal with a normal knife or a hollow tube knife
4. Record ear number, cut number in bag, bag on animal
5. Slaughter head, loosen tongue, cut off and wash head
6. Hang head or put head in cart
7. Lower to scraping table/belt, remove stick chains, put stick chains on hook, stick chains to stunning pen
8. Slaughter legs, shear/cut off legs, slaughter sides, slaughter/cut off/hang up udder, cut off genital organs
9. Cut free, loosen, pull/push free oesophagus
10. Insert hooks/gambrels, hoist on sliding rack
11. Cut loose rectum, ligate rectum or attach bag to rectum
12. Slaughter, loosen, cut off tail
13. Slaughter back, remaining skin, throw skin and waste in cart or the similar
14. Operate skin puller, cut off switch, attach and remove chains from skin and front legs

15. Cut loose midline above chest, open chest
16. Saw, cut, chop or chip up between in lock
17. Remove abdominal organs, pull/cut off gall bladder, pull off spleen, suspend spleen
18. Remove thoracic organs, rinse and suspend organs
19. Cut through cervical ligament, separate the meat from the spine, halve, round sirloin
20. Cut out fat, cut off thin skirt
21. Trim neck and chest
22. Rinse carcass
23. Number carcass, head and waste

Slaughterers are obliged to perform quality work in accordance with rules.

(2c) Piece rates in force for the term of the collective agreement:

	24-02-2025	23-02-2026	01-03-2027
Slaughtering:	DKK	DKK	DKK
Cattle/calves over 400 kg	90.41	92.36	94.21
Cattle/calves from 350 kg to 400 kg	85.48	87.33	89.08
Cattle/calves from 300 kg to 350 kg	81.63	83.39	85.06
Cattle/calves from 250 kg to 300 kg	71.31	72.85	74.31
Cattle/calves from 200 kg to 250 kg	65.02	66.42	67.75
Cattle/calves from 100 kg to 200 kg	61.26	62.59	63.84
Cattle/calves under 100 kg	34.46	35.21	35.91
Splitting of calves outside slaughtering line	7.56	7.73	7.88
Horses	93.24	95.25	97.16
Foals	66.60	68.04	69.41
Sucking calves	21.30	21.76	22.20
Sheep and rams	30.68	31.34	31.97
Lambs (until 1 September, after which time the price of sheep will apply)	21.30	21.76	22.20
Sick and injured animals	+10.0%	+10.0%	+10.0%
Polling by machine	1.36	1.39	1.42
Cutting of skull	1.36	1.39	1.42
Recording and cutting off of CKR numbers	1.78	1.82	1.86
Trimming of skin	0.54	0.55	0.56
Extra removal of fat w/wizard or normal knife.			

Calves/oxen:			
Remove fat from pelvic floor, inside of abdomen, inguinal fat pads, abdominal membranes and fat from the hip sockets to navel.	0.94	0.96	0.98
Cutting off of cod fat: Cut off cod fat between the hip sockets, approx. 4 cm below the flank tap, from the flank and down to the navel, fatty membrane on abdomen.	0.69	0.70	0.71
Collect and record blood samples, deliver to cold store.	0.69	0.70	0.71
Removal of net and shell	1.36	1.39	b1.42

	24-02-2025	23-02-2026	01-03-2027
Cutting down	DKK	DKK	DKK
Splitting of pistols and wings	5.34	5.46	5.57
Loading:			
Animals over 120 kg	7.37	7.53	7.68
Animal under 120 kg	4.72	4.82	4.92
Reloading of lorries:			
Animals over 120 kg	12.67	12.94	13.20
Animal under 120 kg	7.37	7.53	7.68

The following guidelines apply to sick and injured animals:

1. The local veterinary authorities must assess whether the animals are sick or injured.
2. The additional payment of 10% stipulated in the collective agreement is only made when it is necessary for the slaughter shift to do extra work entailed by the slaughtering of sick and injured animals.

Pricing of other work

With regard to rate fixing of work not mentioned in the special provisions for export cattle slaughterhouses, including cutting work, taking down and loading etc.

Payment for work not mentioned in the special provisions for the export cattle slaughterhouses may be determined and agreed locally.

If the local negotiations produce no result, the work must be performed as directed by the enterprise and for the proposed payment.

The issue is referred to the organisations that will determine the payment based on work measurements/assessments, possibly leading to adjustments from the time when the work was initiated.

Wage indexation

Working hours paid according to the rate schedule will be added.

As of 24 February 2025	69.10 DKK/hour
As of 23 February.2026	70.59 DKK/hour
As of 1 March.2027	72.01 DKK/hour

Wage adjustment

Employees not paid in pursuance of clause 2 – Special provisions on cattle slaughtering, sub-clause (2c) – shall be remunerated in accordance with the following piecework guarantee payment for all hours:

As of 24 February 2025	23.32 DKK/hour
As of 23 February.2026	23.82 DKK/hour
As of 1 March.2027	24.30 DKK/hour

(2d) Cut hides

For cut hides, the enterprise is entitled to deduct 5.0% of the value of the hide, albeit a maximum of DKK 5.00 per hide.

(2e) Locally agreed rates

will be adjusted by:

As of 24 February 2025	2.33%
As of 23 February.2026	2.16%
As of 1 March.2027	2.00%

3. Framework agreement on piecework (based on time studies)

If piecework contracts based on time studies are used, and subject to local agreement between the parties on the introduction of piecework contracts to be based on time studies, the framework agreement regarding method development and piecework will apply.

Piecework contracts based on time studies may not be used for slaughtering.

However, if it is locally agreed that slaughtering must change to piecework contracts based on time studies, this may be established.

It is a condition that piecework contracts based on time studies for weekly-paid employees have been introduced beforehand, as far as technically viable, cf. clause 6(3) of the framework agreement.

The piecework base rate for slaughtering is determined by negotiation between the organisations.

4. Bonus scheme for hourly-paid employees

The organisations agree to recommend that a bonus scheme be introduced for the hourly-paid employees, cf. the provisions of the framework agreement.

The basis of these bonus agreements must be determined by workload assessments of the hourly-paid employees' work. The union must review the material before implementation of the bonus scheme.

If the local parties agree to transfer a bonus scheme from one enterprise to another, this is allowed.

The organisations agree that all hourly-paid employees will be included in the bonus scheme.

The bonus scheme must be set up in such a way that the operators covered by the scheme in the individual areas will receive an equal share of the bonus earnings.

The number of employees under the bonus scheme is agreed between the enterprise and the spokesperson/union representative for the hourly-paid employees.

Earnings must not be reduced as a result of the introduction of bonus schemes.

A copy of the final agreement must be submitted to the organisations.

EU DIRECTIVES

Protocol on EU directive on working conditions 2019/1152 of 20 June 2019 (implemented 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 more transparent and predictable employment while ensuring labour market adaptability.
2. The agreement comprises all employees covered by the Collective Agreement for the Meat Industry, albeit cf. paragraph 3.
3. Employees who are covered by the Collective Agreement for the Meat 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 in a reference period of four consecutive weeks are not included in the agreement. Working hours with all employers forming or belonging to the same enterprise, group or entity shall count towards the said three-hour average.
4. Clause 3 shall not apply to an employment relationship where no guaranteed amount of paid work is predetermined before the employment starts.

Clause 2 Definitions of concepts under this agreement (article 2 of the working conditions directive)

- a) **“Work schedule”**
Schedule determining the hours and days on which performance of work begins and ends.
- b) **“Reference hours and days”**
Time intervals on specified days during which work can take place at the request of the employer.
- c) **“Work pattern”**
Means the organisation of the working hours and their distribution according to a certain pattern determined by the employer.

Clause 3 Provision of information (article 3 of the working conditions directive)

The employer shall provide each employee with the information required pursuant to this agreement in writing. The information shall be provided and transmitted 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 save documentation for the forwarding and reception thereof.

Clause 4 Obligation to provide information (article 4 of the working conditions directive)

The employer shall be required to inform employees of the most essential aspects of the employment relationship. Such information shall as a minimum comprise the following information – to be provided within the following time limits:

Letter	Information	The means of providing the 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 fixed or main workplace or a place at which the worker is mainly employed, information about the employee being free to determine his or her place of work, and the registered place of business or, where appropriate, the domicile of the employer.	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	In the case of a fixed-term employment relationship, the end date or the expected duration thereof.	Individual	7 calendar days
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 conditions of the probationary period, if any.	Can be provided with reference to legislation, collective agreement etc.	7 calendar days
H	Training entitlement provided by the employer, if any.	Can be provided with reference to legislation, collective agreement etc.	1 month
I	The paid holiday to which the worker is entitled or other paid absence.	Can be provided with reference to legislation, collective agreement etc.	1 month
J	The length of employer's and employee's 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 allowance and other component elements not contained therein, e.g. pension contributions and board and lodging where applicable. Also, there shall be information about the settlement periods.	Can be provided with reference to legislation, collective agreement etc.	7 calendar days
L	The length of the worker's standard working day or week and any arrangements for overtime and its remuneration and, where applicable, any arrangements for shift changes.	Can be provided with reference to legislation, collective agreement etc.	7 calendar days
M	If the work pattern is entirely or mostly unpredictable, the employer shall inform the worker of: 1) the principle that the work schedule is variable, the number of guaranteed paid hours and the remuneration for work performed in addition to those 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
N	Any collective agreements or other agreements governing the conditions of work or agreements governing the employment relationship. In case of collective agreements or other agreements concluded by parties outside the enterprise, the name of such parties with whom such agreements were concluded.	Individual	1 month
O	Where it is the responsibility of the employer, the identity of the social security schemes receiving the social contributions attached to the employment relationship and any protection relating to social security provided by the employer.	Can be provided with reference to legislation, collective agreement etc.	1 month

Clause 5 Timing and 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 form 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)

The employer shall – in writing – provide the employee with any changes to the information set out in articles 4 and 7 at the soonest possible and, at the latest, on the day on which they take effect. This does not apply to changes that merely reflect a change in the laws, administrative provisions or provisions in accordance with regulations, or the collective agreement cited in the employment contract.

Clause 7 Additional information for employees sent 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 information in addition to such information as shall be 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 laws, 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 repatriation is provided for free of costs, and if so, the conditions governing the employee's repatriation.	Individual	Prior to departure

2. In addition, expatriate workers covered by Directive 96/71/EC, shall in addition be notified of:

Letter	Information	The means of providing the information	Time limits
A	The remuneration to which the worker is entitled in accordance with the applicable law of the host member state.	To be provided by reference to laws, 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 Nachfrist provisions set out in clause 23(1) number 3 of the Collective Agreement for the Slaughtering Industry shall continue to apply.

2. The parties agree that the employee shall have the possibility to submit a complaint to a competent 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 in the event of disputes, including those pertaining to contracts of employment, in compliance with the provision set out thereon in the Collective Agreement for the Slaughtering Industry.

The parties agree that disputes pertaining to the dismissal of employees comprised by sub-clause (2) shall be dealt with by the Dismissal 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 consider that they have been dismissed, or have been subject to measures with equivalent effect, on the grounds that they have exercised their rights provided for in this agreement, may request the employer to provide duly substantiated grounds for the dismissal or the equivalent measures. The employer shall provide those grounds in writing.

2. If an employee establishes facts from which it may be presumed that there have been such a dismissal or equivalent measures because the employee exercised his or her rights in pursuance of this agreement cf. (1), it shall be for the employer to prove that the dismissal was based on other grounds.

Clause 10 Sanctions (article 19 of the working conditions directive)

Relative to sanctions concerning infringement of this agreement, the parties agree that there shall be no changes in the scope of provisions already in force in respect of employment contracts. Likewise, there shall be no changes in the scope of provisions so far applied in respect of compensating unprofessional dismissals.

I forhold til sanktioner for overtrædelse af denne aftale er parterne enige om, at der ikke er tiltænkt nogen ændringer i de hidtidige niveauer for bod for mangelfulde ansættelsesbeviser. Der er heller ikke tiltænkt nogen ændring i de hidtidige niveauer for godtgørelse for usaglige afskedigelser.

Clause 11 Commencement

This protocol shall come into force on the same date as the Danish legislation implements the working conditions directive. In respect of employees already employed in advance of the commencement of the protocol, the employer shall solely hand out or supplement such documents as are dealt with in clauses 4 and 7 by request of the employee. The employer shall hand out the necessary documents no later than 8 weeks after his or her receipt of the request.

Should a future implementation act decisively change the conditions of or set out demands or criteria that differ from similar provisions 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 agreement being terminated, the parties shall be obligated to comply with the provisions of implementing the working condition agreement (EU directive 2019/1152 of 20 June 2019) until another agreement shall replace it, or until the amendment of the directive.

The parties agree that there shall be no conflict access in connection with this protocol. In this connection it is immaterial whether the bargaining text is placed in the collective bargaining agreement as such or in a separate collective agreement. Amendments may, however, be bargained in the usual manner but can never detract from the value of the minimum provisions of the directive.

PROTOCOL 1

Protocol on Equal treatment, equal pay and discrimination (introduced in 2007)

The parties to the collective agreement agree that the industrial procedure must as far as possible be used in the resolution of disputes concerning discrimination.

Also, the parties to the collective agreement agree that any matters of principle must be referred to the organisation committee between DI and NNF prior to launching an industrial procedure.

The parties to the collective agreement agree that cases concerning equal pay are to be resolved by the equal pay committee set up by the parties to the collective agreement.

PROTOCOL 2

Organisation agreement on the framework agreement on "harassment and violence at work" (introduced in 2007)

DI and NNF have noted that a joint proposal for a European framework agreement between BusinessEurope (formerly UNICE), UEAPME, CEEP and ETUC on "harassment and violence at work" was entered on 15 December 2006.

DI and NNF have agreed to act according to applicable law.

PROTOCOL 3

Protocol on the Meat and Food Industry Cooperation and Competence Development Fund (introduced in 2007)

1. Objects

The object of the Meat and Food Industry Cooperation and Competence Development Fund is to promote the development of the employees' competences with a view to maintaining and strengthening the enterprises' competitiveness in a globalised economy. In addition, the object of the Fund is to support the development of the employees' competences in order to maintain and strengthen their employment opportunities.

With a view to further strengthening the efforts in this field, the Meat and Food Industry Cooperation and Competence Development Fund is set up with 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 allocated by the parties to the collective agreement. The objective is for the funds to be used for the benefit of the employees' employment opportunities in the short and in the long term. At the same time, the industry's competitiveness must be taken into account in the best possible way.

2. Time off for education and training

The employees are entitled to take time off for education and training of relevance to employment within the areas covered by the collective agreements for the meat and food industry. It is possible to participate in education and training within the areas of both collective agreements, regardless of which collective agreement the employee is covered by. It is a condition for being entitled to take time off for education and training, which the enterprise does not assess to be of relevance to the enterprise, that the employee is entitled to a grant for such education and training under the rules on competence development grants provided below.

Such time off may, for example, be spent on basic or advanced training, general or vocational supplementary and further education and training or on participation in competence clarification provided by public or private bodies.

3. Contributions

- (a) Annually, the enterprise pays DKK 520 per full-time employee covered by the collective agreement. For part-time employees, this amount is reduced pro rata.
- (b) Basis of calculation. The contribution is calculated based on the number of employees covered by the collective agreements.
- (c) Employees covered by the collective agreements may apply for grants in accordance with the rules provided below.

4. The Meat and Food industry Cooperation and Competence Development Fund

- (a) The parties to the collective agreement will establish a joint ownership to manage the contributions paid in accordance with item 3 above. 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 adopt the rules for:

- the administration and collection of contributions to be allocated to the administration company *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 determination and collection of Adult education and continuing training (VEU) contributions to the extent that this task is transferred to the two sides of industry.

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 item 5.

(c) Applications. Grants from the Fund may be applied for by employees employed at an enterprise and covered by the collective agreements, provided that such enterprise has not set up its own competence development account etc., cf. item 5.

Applications must be submitted through the enterprise which must certify that the employment is covered by the collective agreement and, at the same time, disclose the employee's wages.

(d) Use. The Fund may spend its available funds on grants to employees for education and training activities, cf. item 2, para. 2. It is a condition for being eligible for a grant that the enterprise does not pay full or partial wages during the training period. The funds may be used:

- to partially 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, albeit an amount that as a maximum corresponding to 85% of the wages, including any public compensation for loss of wages, calculated on the basis of the average for the past four weeks.
- for training processes granted funding and completed after 1 September 2023, funding for full coverage of the employees' loss of wages in connection with the training which with the addition of any public remuneration of loss of wages amounts to 100% of the wages, calculated on the basis of the average of the past 4 weeks.

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.

5. The Meat and Food Industry Cooperation and Competence Development Fund, new initiatives

The parties to the collective agreement have incorporated the positive list for the Industry Competence Development Fund (IKUF) into the positive list applicable for the Meat and Food Industry Competence Development Fund (SFKF).

The parties to the collective agreement have assessed and implemented the Meat and Food Industry Competence Development Fund's inclusion under IKUF.

The parties to the collective agreements agree that, once annually, the daily management (IKUF) will invite SFKF's daily management to a meeting for the purpose of discussing a possible revision of the positive list in respect of agreed training, in order that daily managements may prepare a possible new recommendation for SFKF about the full or partial approval of IKUF's positive list. In respect of the trades covered by SFKF, the daily managements of the parties shall further have access to trade programmes within the scope of AMU courses that are maintained by the Danish Food Workers' Union NNF.

The parties to the collective agreement agree that the board of the Meat and Food Industry Competence Development Fund is to prepare new revised guidelines as required.

6. Collective agreement provisions

In the event of disagreements between the provisions in the collective agreements and the organisation agreement, the latter applies.

7. Basic conditions of the scheme

- (a) The statutes must be approved by the founders following the completion of the planned tripartite negotiations on VEU. The final decision on the wording of the provisions on the Meat and Food Industry Cooperation and Competence Development Fund and other rights to time off for education and training awaits the end of and follow-up on the above negotiations.
- (b) If, during the term of the collective agreement, the Danish Parliament adopts rules on supplementary training, introducing new payment obligations or other obligations to the parties to the collective agreement, the member enterprises and/or the employees, this agreement will lapse.

PROTOCOL 4

Protocol on social dumping (introduced in 2010)

DA and FH agree to strive towards preventing social dumping.

With this agreement, DA and FH wish to support the framework laid down by the parties to the collective agreement with a view to taking coordinated measures to prevent social dumping.

It is recommended that, from the very beginning, member enterprises issuing invitations to submit tenders/conclude agreements with foreign suppliers, make it a condition that work is performed on Danish terms as stipulated by collective agreement, preferably by applying for membership of a Danish employers' association.

In addition, DA and FH agree to contribute actively to the work carried out by the parties to the collective agreement within the framework of the Danish model and in accordance with the legislation and EU regulation applicable from time to time.

This work must be based on the following principles which have been agreed between the parties to the collective agreement:

- Current legislation – both national and EU – must be observed.
- The effective observation of the rules in force must be ensured.
- Any form of circumvention of the collective agreements is unacceptable.

The parties to the collective agreement agree that the action against social dumping may take several forms, including:

- Assessments of whether the control regimes are sufficiently effective
- Ongoing discussions between the parties to the collective agreement
- Joint information campaigns on the current and future rules, e.g. the rules on the registration of foreign service providers etc.
- Coordinated safeguarding of interests in relation to other players, including the expert monitoring group on the "East Agreement" set up by the Danish Ministry of Employment
- Joint investigations and analyses
- Organisation of seminars and conferences

With regard to the assessment of whether the control regimes are sufficiently effective, FH and DA agree that the authorities must ensure effective control of legislation and conformity with the relevant provisions, including the law on working environment and on aliens as well as the provisions on posting etc. In addition, it is agreed that the level of sanctions imposed for registered violations of the law must have a clear deterrent effect.

The work will be coordinated jointly by DA and FH in a dedicated coordination committee which will meet twice a year, unless otherwise agreed by the committee. The coordination committee

is charged with the coordination and planning of the work. The committee is entitled to set up subcommittees, if required.

FH and DA agree that the existing dispute settlement system must be used, utilised effectively and developed further in order to prevent circumvention of the current collective agreements.

PROTOCOL 5

Protocol on local agreements (introduced in 2014)

The collective agreement provides for 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.

If no union representative or spokesperson has been elected, it is possible to conclude local agreements that do not deviate from the collective agreements on the provision that such local agreements are supported by more than half of the employees who, at the date of agreement, will be comprised by the local agreement. Such agreements must be in writing and be forwarded to the union within a fortnight of the conclusion of the agreement.

If the number of employees who are or will be comprised by an agreement entered into pursuant to this provision is increased by 100% or more as compared with the number of employees comprised by the local agreement at the original date of agreement, a majority of employees who, at the date of termination, 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 agreements

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) Termination of local agreements

Local agreements can be terminated by either local parties 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 the terminating party to submit 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 be appropriate 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 is to be held at the enterprise – with the assistance of the parties to the collective agreement – before the terminated local agreement expires.

This also applies to termination of practices.

(5) Discontinuation of the local agreement

When the local agreement discontinues in accordance with termination, and a new agreement about the matter is not concluded, the general provisions of the collective agreement apply.

(6) Information for 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.

PROTOCOL 6

Protocol on alternative payment, management and/or working time systems (introduced in 1995)

The organisations agree to provide support and guidance in connection with the establishment of alternative payment and/or management systems and alternative working time systems

If the local parties agree, an alternative payment and/or management system and alternative working time systems based on one or more of the below parameters may be introduced:

- ♦ 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 and alternative working time systems, it is assumed that the enterprise, employees and the union representatives elected participate actively in the shaping thereof to ensure that the affected employees will be sure to receive correct information throughout the process.

A local agreement on alternative payment and/or management systems and alternative working time systems must be agreed between the enterprise's management and the local union representative. Where the local agreement implies derogation from the provisions of the collective agreement, it must be submitted together with a brief description to the organisations for their information. The organisations must then be kept informed of the progress of the alternative payment and/or management system and alternative working time system.

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

A local agreement on an alternative payment and/or management system and alternative working time systems may be terminated by giving three months' notice.

PROTOCOL 7

Protocol on implementation of Directive 2008/104/EC of the European Parliament and of the Council of 19 November 2008 on temporary agency work (introduced in 2012)

The parties to the collective agreement will make the implementation of the above a subject of discussion.

PROTOCOL 8

Protocol on temporary agency workers and temporary agency services (introduced in 2014)

At the request of the union representatives at the user enterprise or the union, the enterprise must inform which temporary agencies that perform tasks at the enterprise within the industrial scope of the collective agreement. This information must include the name and address of which the temporary agency has informed the enterprise.

PROTOCOL 9

Protocol on clarification of the use of temporary agency work (introduced in 2017)

With a view to a speedy clarification as to whether a specific case is a matter of temporary agency work, the union representative at an enterprise may request to receive information from the commissioning enterprise about external undertakings performing work for the enterprise that would otherwise be natural for the employees of the enterprise to perform.

The request must be made in connection with one or several external undertakings commissioned by the enterprise.

If, after local information exchange and discussion, there is still disagreement about whether it is temporary agency work, the union can request a clarifying meeting with the employers' association. Minutes of meetings of the local discussions are submitted together with the request for the meeting.

The union can also request a clarifying meeting with the employers' association in those cases where it has not been possible to conduct local discussions about an external undertaking performing work for the enterprise because a union representative has not been elected at the enterprise.

Unless otherwise agreed between the parties, a clarifying meeting must be held as soon as possible and no later than seven working days after the enterprise having received the request.

At the meeting, the following must be stated as a minimum:

- The name and central business (CVR) number (P number) or the registration as a foreign service provider (RUT number) of the external undertaking
- The name of the commissioning enterprise's contact person with the external undertaking
- A description of the external undertaking's assignments for the commissioning enterprise and the expected time schedule for their completion
- A description of the powers of control and the powers of direction towards the employees of the external undertaking.

The information may be presented verbally at the clarifying meeting. Minutes of the meetings will be taken.

PROTOCOL 10

Protocol on transfer of seniority from temporary agency to commissioning enterprise (introduced in 2017)

As long as a temporary agency worker is employed at a temporary agency service, the temporary agency worker will only earn seniority with the temporary agency service and not the commissioning enterprise.

If the temporary agency worker has worked temporarily at the commissioning enterprise for at least three months without interruption, the seniority from the temporary agency service will be transferred to the commissioning enterprise at the request of the temporary agency worker in the following cases:

- The temporary agency work for the commissioning enterprise ceases due to shortage of work at the commissioning enterprise and within 10 working days after expiry, the temporary employee is permanently employed at the commissioning enterprise, or
- The temporary agency worker is employed at the commissioning enterprise in direct continuation of the temporary agency work. Only seniority accrued from the latest employment relation at the commissioning enterprise will be transferred.

PROTOCOL 11

Protocol on the use of subcontractors (introduced in 2017)

At the request of its union representative or the union, the enterprise must provide information as to which subcontractors are performing tasks for the enterprise within the industrial scope of the collective agreement. This information must include the name and address of the enterprise as informed by the subcontractor to the enterprise as well as its central business (CVR) number (P number) or registration of foreign service provider (RUT) number and the name of the enterprise's contract person with the external enterprise. No information supplied about the subcontractor may be disclosed or be subject to any kind of publication.

PROTOCOL 12

Protocol on a labour market in balance (introduced in 2017)

FH and DA will contribute to ensuring 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 guaranteeing growth, a high rate of employment and job satisfaction.

The Danish Flexicurity model is a good basis for future development.

The system of collective agreements provides the flexibility and stability that provide the basis for enterprises as well as employees to reap the benefits of globalisation and new technology.

The continued development of employee competences and qualifications – so that they reflect the requirements of the labour market – is an important condition for a continuous high employment and for increase of productivity.

As part of the preparations for the Danish 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 about foreign employees, cf. the draft settlement of 26 March 2010.

PROTOCOL 13

Protocol on electronic documents (introduced in 2014, text revised in 2023)

The parties agree that the collective agreements should introduce an opportunity for the enterprises being able, effectively, to submit holiday cards and pay slips and any other documents that are to be exchanged during or after the continuous employment via the available electronic mail solutions, e.g. e-Boks or via email.

Unless otherwise agreed and if the enterprises wish to make use of this opportunity, the employees must be given notice thereof three months in advance. The enterprise cannot make use of such electronic solutions with respect to employees who are exempt from receiving digital mail from public authorities.

PROTOCOL 14

Protocol on data protection (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 such 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 another trade-related interest – that outweighs a concerned person’s interest in the nondisclosure of such 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 the implementation of the Danish Data Protection Act is an insurance of the continuation of the practice hitherto followed in respect of the collection, keeping, processing and disclosure of personal data in pursuance of the employment and industrial commitments.

In order that protection pertaining to data in conditions of employment can happen, the parties encourage the seeking of guidance from currently applicable 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 15

Protocol on increase at the enrolment in a DA employers' association (introduced in 2017, text revised in 2020 and 2023)

Free-choice scheme

1. Newly admitted members of the Collective Agreement for the Slaughtering Industry (DIO I) who, prior to enrolment, have not established a free-choice scheme or the similar, or who have a special savings or similar scheme with a lower contribution, may enter into the agreement's free-choice scheme in accordance with the rules below. Enterprises having a free-choice scheme or a similar scheme with the same contribution as set out in clause 48(2) prior to enrolment are not comprised by items 2-3 below.
2. Any free-choice scheme or similar scheme in force on the day of enrolment shall lapse and be replaced by the free-choice scheme of the collective agreement.
3. No later than as of the date of the Danish Food Workers' Union (NNF) being notified of the enterprise's enrolment in DIO I, the employer's and employee's contributions, respectively, shall constitute at least 25% of the contributions prescribed by the collective agreement.

No later than 1 year after, the contributions shall, at least, equal 50% of the contributions prescribed by the collective agreement.

No later than 2 years after, the contributions shall, at least, equal 75% of the contributions prescribed by the collective agreement

No later than 3 years after, the contributions shall, at least, equal the full contributions prescribed by the collective agreement.

Increase schemes in respect of pension and/or free-choice schemes must, no later than 2 months after enrolment, be entered in the records of DIO I and NNF at the request of DIO I – perhaps in connection with adaptation bargaining.

4. Newly enrolled members of DIO I may require that the contribution to the Slaughtering and Meat Industry's Competence Development Fund shall lapse the first year of DIO I membership. Hereafter, normal contribution will be paid.

PROTOCOL 16

Protocol on competence development support in relation to work sharing (introduced in 2020)

The parties ascertain that enterprises perceive the rules on arranged education and training support in relation to short-time working to be complicated. The current rules also require some administrative resources in the IKUF secretariat.

Upon terms of the Industrial Agreement, DI and the Central Organisation of Industrial Employees in Denmark (CO-Industri), will initiate a committee work after the approval of the 2020 collective agreement result. The aim of the committee work is to find a simpler way to support arranged education and training when the enterprise is facing shortage of work. The committee work has an end of June 2020 deadline in respect of new rules, with commencement on 1 October 2020, to govern the support of arranged education and training in the event of shortage of work.

If the committee work between DI and CO-Industri arrives at a result, DI and NNF will make use of this result in order that the IKUF Secretariat can also oversee future daily administrative tasks in relation to the Collective Agreement for The Slaughtering Industry.

PROTOCOL 17

Protocol on committee work concerning the hire out of labour (introduced 2020)

The parties agree that, during the term of the collective agreement, the results of the discussions between DI and the Central Organisation of Industrial Employees in Denmark (CO-Industri) on the hire out of labour will be monitored and discussed as to their relevance for implementation in the Collective Agreement for the Slaughtering Industry.

PROTOCOL 18

Protocol on the green transition (introduced in 2020)

Enterprises are facing drastic changes with regards to the green transition. The decision regarding new and ambitious climate goals will maintain the need for Danish enterprises to use new technologies and develop and streamline productions.

Denmark is already recognised for its experience and global leadership role within green technology and the 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 well positioned for exploiting the opportunities of the green transition, it is of decisive importance that the adaptability and innovation capabilities of the enterprises be further developed, for instance comprising employee competences and the continuous improvement of skills.

DI and NNF agree that such goals can be supported through systematic cooperation between employees and management at all levels of the enterprise, which includes key elements in a forward-looking enterprise policy. This applies to cooperation with a view to reducing our own environmental and climate impact, and what enterprises can do to influence such impact throughout the value chain and beyond, via their products and services.

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 upon TekSam's focus in recent years on technological changes such as Industry 4.0 with automation, and the implications this will have on for instance new competences.

It is critical for enterprises to have the best and broadest possible basis for cooperation with regards to climate change mitigation within enterprises, and the issue should henceforth be a natural recurring theme for the works committees. The TekSam committee will therefore pay special attention to climate change mitigation, including how employees and managers should prepare for cooperation on sustainability within enterprises.

The TekSam committee and the cooperation consultancy service will therefore, during the period in connection with the enterprise-oriented activities, work to strengthen the systematic cooperation between employees and management on climate change mitigation within enterprises. This will include TekSam annual events, consultancy help for works committees, and newsletters.

PROTOCOL 19

Protocol on pension provisions for employees with minimal working hours (introduced in 2020)

The parties to the collective agreement have discussed situations in which employees with minimal working hours may find that a relatively large proportion of the pension contribution goes towards finance costs and insurance premiums, while an unreasonably small proportion goes towards pension savings.

The parties prioritise finding suitable solutions to this problem and will continue to carry out work on the Industriens Pension board with a view to making a swift decision on the implementation of any changes.

PROTOCOL 20

Protocol on uncovering the development of alternative work forms (introduced in 2020)

In several cases, the parties have discussed the dissemination of work forms that differ from normal full-time work.

It has therefore been agreed that, during the wage settlement period, a shared committee work shall be initiated for the purposes of uncovering the development of such work forms. If deemed necessary, the parties may involve external collaboration partners in such uncovering.

PROTOCOL 21

Protocol on on-call duty (introduced in 2020)

The local parties may enter into a written local agreement that when employees are called to work during on-call 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 rest days), may be deferred so that it is offered immediately after the end of the last working period, and that the rest period can be within on-call duty hours. If the 11-hour rest period thereby extends to the following day, the employee must also have 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 performing normal scheduled daily working hours, the hours not worked are paid as per cases of sickness.

Where the Executive Order, clause 8(1) applies, the daily rest period may be eight hours.

Deferral of the rest period can be for a maximum of 10 days in each calendar month and a maximum of 45 days per calendar year.

At enterprises where no union representative has been elected, notification of the agreement's outcome is made to the organisations.

Agreements under this provision may be dismissed as in the case of other local agreements.

PROTOCOL 22

Protocol 22 on industry and process operator, etc. (introduced in 2020)

The parties to the collective agreement have a common desire to work for the development of career paths within the industry. In this connection, the parties wish to support the education and training preferences of the employees as well as the needs of the enterprise, for instance comprising industry and process operators

including with respect. This creates better opportunities for the individual employee to optimise production alongside carrying out production work as well as performing any minor tasks of a technical and maintenance nature.

The parties to the collective agreement agree that enterprise and employee can arrange a personal allowance in support of this development. Such personal allowance can be terminated upon the employee's notice.

PROTOCOL 23

Protocol on committee work concerning the framework agreement on method development and piecework plus a changed structure of the slaughtering industry

The parties have discussed the changed structure of the slaughtering industry in Denmark together with the impact which more and new slaughterhouses may have on the industry's improved productivity remuneration on the basis of the framework agreement in respect of method development and piecework.

The collective agreement for the slaughtering industry operates with two remuneration systems:

- 1) the framework agreement concerning method development and piecework together with
- 2) hourly pay only

The remuneration system based on the framework agreement will ensure productivity, which will have a direct impact on the earnings of the employees and the unit costs of the enterprise. For the last 60 years, larger enterprises within the slaughtering industry have practically solely used the framework agreement.

As an alternative to remuneration pursuant to the framework agreement, there is the option of hourly pay only. Hourly pay is solely based on the right of leadership, and there is no direct connection between productivity and remuneration.

However, the Danish slaughtering industry is experiencing a transformation in which hourly remuneration in connection with slaughtering, cutting, deboning and packing at the slaughterhouses has proved to be able to compete with the collective production costs in respect of remuneration according to the framework agreement concerning method development and piecework.

On this basis, a committee has been set up for the duration of the term of the collective agreement for the purpose of investigating advantages and disadvantages with respect to the two remuneration systems.

The committee shall focus on slaughtering, cutting, deboning and packing at the slaughterhouses with a view to the following main items (the list is not exhaustive):

- Advantages and disadvantages of the two remuneration systems at department and industry level
- Costs, opportunities and limitations with respect to the use of the two different remuneration systems
- Clarification of the technological development and its impact on the earnings of the employees as well as on the enterprises' scope of action
- The industry's changed basis of produce
- Reasons for the declining remuneration efficiency at industry level

The committee is not intended to prepare a production cost analysis between the two possible remuneration systems within the industry

The committee may seek external expertise for this work and may, in this connection, request financing via the Meat and Food Industry's Education and Cooperation Fund ("25-øres fonden").

The committee work shall be commenced in September 2025 and be completed by June 2027.

PROTOCOL 24

Protocol on committee work on language at the workplace

The parties to the collective agreement have discussed the challenges concerning the large – and increasing - number of employees in the industry who speaks a foreign language. The parties have agreed that, today, a workforce speaking a foreign language is a precondition for the production of food products in Denmark.

On this background, the parties have agreed to establish a committee work for the future collective agreement period with a focus on the following tasks:

- To map out the share and development of the number of employees who do not speak Danish at the enterprises associated with the collective agreement for the slaughtering industry.
- To collect possible locally tested experiences with employees who do not speak Danish.
- To examine experiences with a shared working language in other trades.
- To translate good experiences from other trades to a matrix/matrices that might be useful at the slaughterhouses.
- The committee work shall seek to describe any challenges that might arise across languages and cultural boundaries.

The above list is not exhaustive.

The parties consider it natural that the topics above are discussed locally within SU.

Otherwise, the parties also direct attention to the fact that enterprises may seek funding from the 25-øresfonden for local ideas and the testing of initiatives during the period of the collective agreement.

The committee's work shall commence immediately after the renewal of the 2025 collective agreement and shall be completed no later than 1 May 2027.

PROTOCOL 25

Protocol on committee work on group life

The parties agree to investigate the consequences in connection with the increased life expectancy and pensionable age in connection with the group life scheme set out in the collective agreement.

The parties agree to set up a committee for the period of the collective agreement which is charged with the task of analysing the current group life scheme for the purpose of uncovering a potential need for adjustment of the current 65-year age limit for the termination of the scheme.

The committee must uncover the costs connected with an extension of the age limit.

The work must be completed no later than by the end of 2025 and, on 1 January 2028, updated cost information must be available.