

# Forestry 2021-2024

Agreement between GLS-A and 3F The Green Sector





**2021 - 2024**

# **Forestry**

## **Agreement**

Between

**GLS-A**

and

**Fagligt Fælles Forbund/United Federation of Danish  
Workers (3F)**

**1 March 2021**

**THE AGREEMENT HAS BEEN CONCLUDED BETWEEN:**

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## **PREFACE**

With effect from 1 March 2021, this Agreement between GLS-A and 3F Den Grønne Gruppe will replace the agreement between the Parties hitherto in force.

It is the intention of the Parties to the Agreement – including in consideration of the possibilities of implementing EU directives – to achieve maximum spread of collective bargaining coverage in forestry.

The Agreement in Danish is the legally applicable one that is to be used in resolving disagreements and disputes.



# CHAPTER 1 SCOPE OF THE AGREEMENT

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## § 1. Scope of the Agreement

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The Agreement covers all incidental work that usually occurs in forestry, including work in forest nurseries, production of Christmas trees and decorative greenery.

According to current practice, the Agreement also includes work with nature conservation, etc., watercourse maintenance and the like.

The Agreement covers: forest workers, farm and forest workers as well as students and foreign interns.

The employees have a duty to work in both agriculture and forestry in accordance with the agreement applicable to agriculture at any given time and in accordance with this Agreement for work in forestry.

Forest workers can, when an agreement is reached between the employer and the employee, be used for agricultural work.

The wage rates of the collective agreement are based on sound, well-executed work.

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## § 2. Landscaping work

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### Subsection 1 Companies with landscape gardening departments

Green landscaping work means the construction, operation, service and maintenance of green spaces. The following covers employees engaged primarily in green landscaping work

Job description/job title must appear on the employment certificate, e.g. that the employee is employed as a landscape gardener or landscape gardening worker.

For green landscaping work, the Parties mutually agree to the following provisions in the current Landscape Gardener Agreement between Danske Anlægsgartnere (DAG) and 3F Den Grønne Gruppe regarding wages, piecework, etc. Regarding the Landscape Gardener Agreement 2020 - 2023 between DAG and 3F, this involves the following provisions:

Section 13	Hourly wages
Section 14	Team foremen
Section 22(1-5)	Overtime work
Sections 23-25	Snow removal and anti-slip measures and on-call duty*
Sections 36-38	Driving limits and driving allowance*
Section 44	Injury
Section 45 (1-6)	Sickness
Section 47	Sick child
Sections 52-54	Maternity and adoption
Section 65	Rest area
Section 66	Vehicle as rest area
Section 68	Shelter money

The rules on piecework (minutes F and customary piecework time).

\*Refer to minutes C regarding conclusion of local agreements.



The normal working hours can be Monday to Friday between 6:00 a.m. - 5:00 p.m.

Otherwise, the provisions of the Forestry Agreement apply.

### **Subsection 2 Companies with primary landscape gardening**

Companies that, as their primary area of work, carry out landscape gardening work, cf. Section 1 of the Landscape Gardener Agreement and thus cannot naturally be covered by other agreements under GLS-A, follow the forestry agreement in the areas not mentioned below.

The companies are covered by the following provisions in the Landscape Gardener Agreement 2020 – 2023 between DAG and 3F:

Section 11	Staggered working hours
Section 13	Hourly wages
Section 14	Team foremen
Section 15	Young workers
Section 22(1-5)	Overtime work
Sections 23-25	Snow removal and anti-slip measures and on-call duty*
Sections 36-38	Driving limits and driving allowance*
Section 44	Injury
Section 45 (1-6)	Sickness
Section 47	Sick child
Sections 52-54	Maternity and adoption
Sections 55-56	Termination notice for hourly paid employees and earned seniority
Sections 60-62	Weather and being sent home
Section 65	Rest area
Section 66	Vehicle as rest area
Section 68	Shelter money
Section 94	Information meetings

The rules on piecework (minutes F and customary piecework time).

\*Refer to minutes C regarding conclusion of local agreements.

### Newly established landscape gardening companies

Companies which, at the time of their admission to GLS-A, have an agreement with 3F, whether the agreement is a special agreement or a local agreement, are covered without special termination of such an agreement by this agreement from the time of accession, however, so that the organisations enter into negotiations on how any local agreements should be designed so as not to upset the existing collective agreements as a whole.

### Withdrawal of GLS-A

By announcing that GLS-A activates a possible accession agreement again, unless the company is covered by another agreement via the membership of a DA organisation.

*Note: Section 2 does not change the agreements and local agreements concluded for HedeDanmark A/S.*

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### **§ 3. Newly admitted companies**

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#### **Subsection 1 Admission of companies with a special agreement or local agreement**

Companies which, at the time of their admission to GLS-A, have an agreement with 3F, whether the agreement is a special agreement or a local agreement, are covered without special termination of such an agreement by this Agreement from the time of accession, however, so that the organisations enter into negotiations on how any local agreements should be designed so as not to upset the existing collective agreements as a whole.

#### **Subsection 2 Admission of companies without a collective agreement**

Companies that, at the time of their admission to GLS-A, have no agreement - special agreement or local agreement - with 3F, are covered by this agreement from the time of admission.

## **CHAPTER 2 EMPLOYMENT**

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### **§ 4. Certificates of employment**

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The employer has a duty to provide written information about the employment relationship to the employee, cf. Act. no. 240 of 17 March 2010.

If a certificate of employment has not been issued to the employee in accordance with the applicable deadlines, a fine or compensation may not be imposed on an employer who, within 15 days after the employee or his organisation has filed a claim for missing proof of employment, complies with the claim, unless there is a systematic breach of the provision on certificates of employment.

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### **§ 5. Employment on terms similar to a salaried position**

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An agreement on employment can be concluded on terms similar to a salaried position. See the protocol in Chapter 21.

## **CHAPTER 3 WORKING HOURS**

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### **§ 6. Weekly working hours**

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#### **Subsection 1 Weekly working hours**

The weekly working time is 37 hours.

#### **Subsection 2 Part-time employment**

An agreement on part-time employment can be made, cf. the Part-Time Act.

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### **§ 7. Planning of working hours**

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#### **Subsection 1 Planning of working hours**

The weekly working hours are distributed in each of the first 5 working days of the week.

The normal daily working hours must be between 6:00 a.m. - 6:00 p.m.

## **Subsection 2 Planning of working hours in the summer half of the year**

In the summer half of the year, work in periods of hot weather can begin earlier than at 6:00 a.m. by agreement.

## **Subsection 3 Agreement on variable weekly working hours**

Both the daily and weekly working hours can vary, as long as the average weekly working hours are 37 hours within a maximum period of 26 weeks. However, the working hours must not exceed 45 hours in a single week.

Working time must be set out in a work plan which must continuously cover at least 3 weeks.

Working time is placed taking into account the best interests of the company and, as far as possible, taking into account employees with children living at home.

The working hours can be adjusted with single or consecutive rest days in connection with public holidays or on 1st May.

Employees have the right to have their wage paid in instalments corresponding to 37 hours per week.

The agreement on variable weekly working hours is concluded with the union representative. Where there is no union representative, the 3F branch takes its place. The Parties can complain in accordance with the rules for dealing with industrial disputes in cases where they believe that failure to take their wishes into account cannot be sufficiently justified in the interests of safety or the interests of the company.

## **Subsection 4 Flexitime**

Subject to local agreement flexitime agreements can be entered into.

Agreements on flexitime are concluded with the union representative. At companies where no trade union representative has been elected, employees have the opportunity to involve the local 3F branch.

When introducing flexitime, a fixed time and a flexitime are determined. Flexitime can be planned within the working time framework of the Agreement.

A maximum excess of 74 hours and a maximum deficit of 37 can accumulate in the flexitime account, unless otherwise agreed locally.

Working time shall be regularly recorded.

Ordered overtime triggers overtime pay in accordance with the relevant rules of the Agreement.

The flexitime agreement is concluded and terminated in accordance with the rules for local agreements.

Requests for the introduction of flexitime may not be the subject of industrial dispute procedure.

## Subsection 5 Local agreements on working hours deviating from the collective agreement

By local agreement between the company and the local 3F branch, it is permitted to supplement and deviate from the working time regulations in accordance with the guidelines in Section 49.

## CHAPTER 4 WAGES AND SUPPLEMENTS

### § 8. Hourly wage

#### A-hourly wage

Employees with less than ½ years of practical, relevant work experience after the age of 18:

	Hourly wage	General function supplement	Hourly wage including supplement
as of 1 March 2021 .....	DKK 138.62 .....	DKK 7.20 .....	DKK 145.82
as of 1 March 2022 .....	DKK 141.82 .....	DKK 7.20 .....	DKK 149.02
as of 1 March 2023 .....	DKK 144.97 .....	DKK 7.20 .....	DKK 152.17

#### B hourly wage

Employees with more than ½ year of practical, relevant work experience after the age of 18, as well as employees with vocational training with less than ½ year of practical experience after completion of training:

	Hourly wage	General function supplement	Hourly wage including supplement
as of 1 March 2021 .....	DKK 143.51 .....	DKK 7.20 .....	DKK 150.71
as of 1 March 2022 .....	DKK 146.71 .....	DKK 7.20 .....	DKK 153.91
as of 1 March 2023 .....	DKK 149.86 .....	DKK 7.20 .....	DKK 157.06

#### C1 hourly wage

Trained/qualified operators of large special machines and large tractors with equipment, are granted by agreement a special qualification supplement to B-wage

The supplement for qualified tractor operators is paid at:

- Execution of the indicated work using the machines and associated implements.
- Moving during working hours of machines with associated implements.
- Replacement and installation of implements etc.
- Carrying out the periodic cleaning of the oil filter, air filter, etc. and the main inspection arranged according to the instruction manual for the machine in question and associated equipment.
- Independent repair of damage, sanding of accessories, etc.
- Ordered presence at the repair shop, where the operator is obliged to assist in disassembling the machine with the associated implements and in detecting faults.

The operators mentioned here may not claim other remuneration and supplementary rates under the forestry agreement during the time they receive the qualification supplement. In all cases where the operators are employed in non-mechanical work, they are paid with hourly wages without qualification supplement or with piecework payment for work performed.

If tractors and equipment as well as other motor-driven implements are required to be present and prepared at the workplace at the beginning of normal working hours, the hourly wage commonly used for the operator is paid for this. The time taken for this, including any transport home, may not exceed ½ hour.

Tractors, etc. must be equipped in such a way that they comply with the applicable safety regulations.

### **C2 hourly wage**

Forest workers who perform specially qualified and/or responsible/trusted work may, by local agreement, be granted a special supplement to the B-wage.

During the time they receive special supplements, forest workers may not demand remuneration and other additional rates and shelter money, but are referred to use the sheds set up in the forest.

### **D hourly wage**

Forest workers who have been employed by the employer for at least 4 years can, by local agreement, be remunerated with a fixed hourly wage, which is determined by agreement. The agreement must be in writing and valid for at least one calendar year.

Forest workers who have concluded an agreement on a D hourly wage cannot be paid on a piecework basis and do not receive other remuneration and supplementary rates as long as the agreement is valid.

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## **§ 9. Local wages**

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### **Subsection 1 Hourly wage with local wage**

Local wage agreements can be concluded at the company under this provision.

Local wages may be up to:

as of 1 March 2021 .....DKK 1.00 per hour

as of 1 March 2022 .....DKK 1.50 per hour

as of 1 March 2023 .....DKK 2.00 per hour

In companies where a local wage agreement has been concluded, the normal hourly wage is reduced accordingly. The basis for calculating overtime is unchanged.

Local wage can be established for all employees or groups of employees. Vocational training students, foreign trainees and young workers cannot be covered by a local wage agreement.

The agreement shall be concluded with the trade union representative. In companies where no trade union representative has been elected, the agreement is concluded with the local 3F branch.

### **Subsection 2 Annual statement and disbursement**

At the end of the collective agreement year or at the end of the agreement, the company prepares a statement of the amount of the local wage and the total of the paid local wages for the employees who during the period have been covered by the local wage agreement.

If the local wage at the time of the statement has not been paid in full, the remaining amount is divided between the employees employed per 1 March who are covered by the scheme. The distribution is made proportionally on the basis of the individually performed pay hours in the previous collective bargaining year, unless otherwise agreed locally. Payment of any outstanding amount will be made in connection with the next pay period after 1 March, unless otherwise agreed locally.

At the request of the trade union representative/local branch, the company must provide evidence that the local wage has been paid as agreed.

### **Subsection 3 Termination of local wage scheme**

Termination of a local wage agreement can take place with a minimum of 6 months' notice to the end of a wage period.

*Refer also to guidelines on local wages prepared by GLS-A and 3F.*

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## **§ 10. Supplement for skilled workers**

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A supplement is granted to skilled employees and employees equated with skilled employees per hour ..... DKK 4.50

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## **§ 11. Seniority supplement**

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Employees who have been continuously employed for the past year are granted a seniority supplement per week of ..... DKK 45.31

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## **§ 12. Union representatives and others**

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Union, health and safety and works council representatives.

	Hourly wage	General function supplement	Hourly wage including supplement
as of 1 March 2021 .....	DKK 157.38 .....	DKK 7.20 .....	DKK 164.58
as of 1 March 2022 .....	DKK 160.58 .....	DKK 7.20 .....	DKK 167.78
as of 1 March 2023 .....	DKK 163.73 .....	DKK 7.20 .....	DKK 170.93

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## **§ 13. Young workers**

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The wages of young workers are calculated on the A-wage, excluding general functional allowances.

### **17-year-olds, 75% per hour**

as of 1 March 2021 .....	DKK 103.97
as of 1 March 2022 .....	DKK 106.37
as of 1 March 2023 .....	DKK 108.73

### **16-year-olds, 65% per hour**

as of 1 March 2021 .....	DKK 90.10
as of 1 March 2022 .....	DKK 92.18
as of 1 March 2023 .....	DKK 94.23

**Under 16 years, 50% per hour**

as of 1 March 2021 .....	DKK 69.31
as of 1 March 2022 .....	DKK 70.91
as of 1 March 2023 .....	DKK 72.49

Work-related supplements also apply to young workers.

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**§ 14. Special hourly wage supplements**

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For the following hourly wage workers:

- work with chainsaws and brush thinning saws including cleaning and maintenance of safety equipment,
- assistance with extraction and removal as well as with loading of wood and decorative greenery, if the employee is not already guaranteed a payment of the same amount,
- work with pesticides and when working with tar products for plant protection,

a supplement is paid per hour of:

as of 1 March 2021 .....	DKK 7.48
as of 1 March 2022 .....	DKK 7.60
as of 1 March 2023 .....	DKK 7.72

Supplement for top cutting of large trees and cone picking on standing trees:

The top cutter and the cone picker .....	hourly wage + 50% or by agreement
Work on ladder .....	hourly wage + 20% or by agreement
The helper.....	hourly wage + 15% or by agreement

Clapper service:

Flushing service .....	by agreement
Clapper service for meeting at a gathering place without holding a hunt.....	4 hours

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**§ 15. Driving allowance**

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**Subsection 1 Driving allowance**

a. Work in the forest district:

No driving allowance is granted for driving from the place of residence to the employee's normal work area within the forest district.

If work is carried out in forests and plantations, etc., to which the distance is in addition to the distance to the normal workplace, the forest district provides a driving allowance for the journey with a deduction of 2 times 10 km.

b. Work for contractors:

The normal working area of an employee of an employer who runs an construction business is defined as an area bounded by a circle with a radius of 10 km. The center is agreed individually for the individual at the time of employment and can be changed later by agreement or when the conditions for the work area change significantly.

No driving allowance is granted for driving from the place of residence to the employee's normal work area.



If the work is carried out in a place that is outside the normal work area, a driving allowance is granted for the extra drive to the work site that exceeds the drive between the place of residence and the center of the normal work area.

Where the above is not deemed appropriate, another agreement may be made locally regarding the payment of driving allowance.

**c. Driving during working hours:**

If one's own vehicle is used for ordered driving in service during working hours, driving allowance is granted.

If an employee is ordered to another workplace during working hours, hourly wages are paid for the time spent on the move. Driving allowance is paid for relocation.

Driving allowance is granted at the rates of the Tax Council. Travel allowance is granted for driving a car and motorcycle up to 20,000 km. per year with DKK 3.44 per km, and with DKK 1.90 for each of the following km. (2021)

Regulation is made at the rates of the Tax Council.

**Subsection 2 Carpooling**

If 2 employees are going to the same workplace, they must drive together. In addition, efforts should be made to coordinate driving.

**Subsection 3 Brought chainsaw etc.**

It is the employee's responsibility to bring a chainsaw and equipment as well as other tools for personal use at the workplace.

When chainsaws, operating equipment and other personal tools, except hand tools, for several people are brought along in carpooling, a supplement of 15% of the tax council's kilometer rate is paid to the car owner.

**Subsection 4 Trailer supplement**

If a trailer is used, the following supplement is paid to the car owner:

Employer ownership: .....	15% of the Tax Council's kilometer rate
Employee-owned: .....	25% of the Tax Council's kilometer rate

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**§ 16. Chainsaws and power tools**

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**Subsection 1 Employee's own saw**

If the employer demands that the employee use his own chainsaw on an hourly basis and on a piecework basis, or if the employee keeps his own chainsaws, accessories, spare parts and equipment for felling and logging work, a special supplement is paid. The supplement is *not* entitled to holiday pay.

The supplement is calculated each year by the Parties to the Agreement and takes effect from 1 March.

The supplement amounts to per 1 March 2021 DKK 26.63 per hour.

*N.B.. The rate that applies from 1 March 2022 and per 1 March 2023 will be published in resp. February 2022 and February 2023.*

If during the felling and logging work the saw hits foreign bodies embedded in trees, the employer replaces the parts damaged on the saw.

When cutting after towing and where sand and gravel otherwise occur on the tree to an abnormal extent for the forest district, damaged chainsaw chains are replaced.

The employer is obliged to have the employees' tools, which are located in locked work sheds, duly insured against vandalism and theft. .

### **Subsection 2 Employer-owned saw**

If the employer adds a chainsaw with accessories, spare parts and operating equipment, this/these must be in operational and safe condition at the time of delivery. It is the employee's responsibility to maintain this state of maintenance during daily inspections and care.

### **Subsection 3 Other tools**

The employer provides all other tools .

### **Subsection 4 Transition to employer-owned chainsaw**

#### **a. Implementation**

If more than half of the forest workers permanently employed in a district who perform felling and logging work with chainsaws want the employer to provide chainsaws, this can be implemented for the district in question and then for all employees, according to the following rules:

#### **b. Voting**

Voting is initiated by the employer in collaboration with the union representative, the spokesperson or some other designated representative.

Only those forest workers permanently employed by the district who have used chainsaws for felling and logging work for at least 50 hours in the last calendar year may participate in the vote.

#### **c. Time of vote**

Voting will take place in September.

#### **d. Entry into force**

If there is a simple majority in the vote for the transition to employer-owned saws, the scheme must be implemented at the turn of the next year.

#### **e. Purchase**

When purchasing chainsaws, the employer, in consultation with the union representative, a spokesperson or another designated representative, determines the number of saws to be purchased, as well as their make and type.

The employer determines, taking into account the nature of the work and the possibilities for equal access to equal earning opportunities, the distribution of the chainsaws among the individual forest workers.

#### **f. Inspection and maintenance**

Delivered chainsaws must be in operational and safe condition. It is the employee's responsibility to maintain this state of maintenance.

In the case of felling and logging work, payment for the time spent on the said normal maintenance is included in the felling and logging agreements.

Normal maintenance must be done in accordance with rules prepared by Skovskolen (ref. Minutes of 31.3.1977). A list of the mentioned maintenance works is handed out.

g. Downtime

Downtime, which necessitates a repair of the saw outside the workplace, is remedied in accordance with local agreement.

h. Deposit of saws

It is agreed locally where the saws are stored outside normal working hours.

i. Fixed assets

Consumables and spare parts are handed out from a suitable place within the employee's normal work area.

Payment for the time spent on picking up operating equipment for the felling and logging work is included in the felling piecework.

j. Repeal

If, after a possible transition to district-owned chainsaws, a return to forest worker-owned saws is desired, this requires agreement between the employer and a majority of the forest workers, as specified under "implementation".

Repeal of the existing scheme can, however, take place no earlier than 2 years after its introduction.

### **Subsection 5 Cost guarantee**

Annually per 1 March an adjustment of the chainsaw allowance is made based on information collected in January in accordance with agreement, cf. the minutes of 6 November 1984.

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## **§ 17. Piecework and other productivity-enhancing wage systems**

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### **Subsection 1 Piecework**

The Parties to the Agreement consider it desirable to use piecework or other productivity-enhancing wage systems. Reference is made to the piecework rates in Chapter 22.

### **Subsection 2 Resignation during piecework**

If an employee covered by piecework or other productivity-enhancing wage systems is dismissed for reasons considered unforeseeable, he or she retains the right to a proportionate share of any piecework surplus or share of productivity-enhancing pay. The same applies where the employee leaves his or her job after giving notice of termination, cf. Section 39.

### **Subsection 3 Wasted time**

For the time that, through no fault of his own, is inevitably wasted for an employee performing piecework due to the lack of timely requisitioned materials, the employee is paid if the employee is not put to other work – for which other payment is fixed – at a rate equivalent to his average piecework earnings in the previous quarter.

#### **Subsection 4 Rates**

The piecework rates apply to all employees. Payment for cleaning and maintenance of personal protective equipment is included in the piecework rates.

#### **Subsection 5 Guarantee wage**

The piecework rate shall be set in such a way that employees working at a normal pace of work under normal working conditions can receive earnings at least equal to collectively agreed hourly earnings.

In the case of felling and logging work, the employee's current A hour wage is ensured. The calculation is made on the basis of a wage settlement period. It is assumed that the number of piecework hours, which is used as the basis for the calculation, corresponds to the felling and logging work performed.

Any adjustment takes place in the following pay settlement period.

When working part-time, a continuous registration of working hours is made, so that monitoring of hourly earnings is possible.

#### **Subsection 6 Written agreement**

Agreements on piecework and the agreed payment for piecework must be in writing before the work begins. However, this does not apply to felling piece work, where the rates of the agreement are used.

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### **§ 18. Fixed wage agreements**

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Voluntary and individual fixed pay agreements may be concluded. Fixed wage means agreements where the wage includes payment for normal working hours, overtime and any work on staggered time, team operation and/or weekends.

Fixed wage agreements can only be concluded with employees who work full time and in permanent positions. Fixed-wage agreements are not suitable for wage-setting for employees employed for seasonal work.

Fixed wage agreements must be concluded in writing, and there must be a reasonable relationship between the agreed wage and the time expected to be used for the work.

The agreement must be approved by the union representative or the local 3F branch.

An employee on a fixed wage has the right to terminate the fixed wage agreement at any time. The agreement may be terminated to lapse with 1 month's notice to the end of a month. Upon termination of the agreement, the wage is reduced so that the wage corresponds to the wage for normal working hours without supplements for overtime, staggered time, team operation and/or weekends.

Disagreements over fixed wage can be addressed under the rules for handling of industrial disputes. The Parties to the Agreement agree that fixed wage agreements must never be an expression of underpayment.

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## **§ 19. Payroll and pay period**

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### **Subsection 1 Payroll method**

The wage is paid by transfer to the employee's account with a financial institution.

### **Subsection 2 Pay period**

Payment takes place every month or every 4 weeks. However, in a maximum of two or three times a year it may be settled every other month, provided that the employees are paid an advance amount corresponding to the wage for work performed in the month in which no accounts are presented.

### **Subsection 3 Pay time**

In the middle of a pay period, an advance amount corresponding approximately to the wage for work performed is paid. Final settlement takes place at the end of the pay period, and the amount must be available to employees on the 1st or 15th of the calendar month. If these days are Saturdays or holidays, then the preceding weekday. Deviations from the mentioned dates can, however, be agreed locally.

If a pay period of 4 weeks is used, the advance payment and final settlement are paid at two-week intervals.

### **Subsection 4 Electronic documents**

Companies may, with legal tender effect, deliver pay slips and any other documents to be exchanged during or after the current employment relationship, via the electronic postal solutions that may be available, e.g. e-Boks or by e-mail.

If the companies want to use this option, the employees must be notified 3 months in advance, unless otherwise agreed. After the notice has expired, employees unable to use the electronic solution can have the relevant documents handed out by contacting the company.

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## **§ 20. Timesheets**

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Employees must keep and hand in timesheets on the use of working hours. Time sheets must, for each of the weeks of the year, contain an overview of the use of working hours. For the individual working day, the working time must be divided into: type of work, overtime, sickness/injury, holiday, weather, other absence.

On the basis of requirements from the unemployment insurance funds for documentation of paid wages, etc., the Parties have discussed the possibilities of facilitating such documentation for both the 3F branches and for the employers.

GLS-A recommends that its members use a timesheet on which the working hours for the individual working day can be divided into: type of work, overtime, sickness/injury, holiday, weather, other absences.

The timesheet must also contain columns where daily hours can be summed, as well as a column where the distribution of hours for the above categories for the individual accounting period appears.

The timesheet (and/or payroll statement) should state the total number of working hours in the year and the number of overtime hours thereof.

The timesheet must contain the start and end dates of the accounting period. The accounting periods must be coherent.

The timesheet must be signed by the employee and must be certified by the supervisor.

3F recommends that its members complete the timesheet as described above.

The aim is thus that a copy of the time sheet and a copy of the wage settlement can constitute the necessary documentation to the unemployment insurance funds.

## **CHAPTER 5 OVERTIME, STAGGERED TIME, TEAM OPERATION, ETC.**

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### **§ 21. Overtime work**

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#### **Subsection 1 Overtime pay**

For overtime after the end of normal working hours, the following is paid:

1st and 2nd hour after normal working hours: supplement, corresponding to 30% of B-wage per hour	
as of 1 March 2021 .....	DKK 43.05
as of 1 March 2022 .....	DKK 44.01
as of 1 March 2023 .....	DKK 44.96

For overtime in addition as well as Sundays and public holidays: supplement, corresponding to 100% of B-wage per hour

as of 1 March 2021 .....	DKK 143.51
as of 1 March 2022 .....	DKK 146.71
as of 1 March 2023 .....	DKK 149.86

#### **Subsection 2 Overtime on Saturdays and Sundays and public holidays**

In the event of overtime on Saturdays as well as Sundays and public holidays, employees have the right to demand at least 3 hours of work in advance.

#### **Subsection 3 Notification of overtime**

The employees are required to perform overtime work when the employer deems it necessary for the sake of operations. The employee must be notified of such overtime no later than noon on the day in question.

In cases where the overtime is performed on Saturdays as well as Sundays and public holidays, the employees must be notified no later than the day before.

#### **Subsection 4 Deductions for missed time**

When calculating overtime non-attendance during normal working hours is deducted from the overtime, unless the negligence is due to a reason that cannot be attributed to the employee, or a reason which has been notified to the employer in good time and approved by him.

#### **Subsection 5 Time off in lieu of overtime**

An agreement can be made locally on time off in lieu of overtime. Time off in lieu must be taken within 6 months.

Time off in lieu takes place hour for hour, as the overtime supplement is paid when the work is carried out, while the normal hourly wage is left to be paid out when time off in lieu takes place.

### **Subsection 6 Sickness and time off in lieu**

Sick days counteract time off in lieu, provided that the employee calls in sick before the beginning of normal working hours on the day on which the time off in lieu would have taken place. If several days of time off in lieu are planned, sick days continue to counteract subsequent days of time off in lieu.

It is a prerequisite that the employee reports the sickness in accordance with the company's rules.

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## **§ 22. Staggered working hours**

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Working hours can be shifted by the employer up to 2 hours before 6:00 a.m. and until 1 hour after 6:00 p.m. against the payment of a displacement supplement.

Displacement supplement up to 2 hours before 6:00 a.m. per hour	
as of 1 March 2021 .....	DKK 36.50
as of 1 March 2022 .....	DKK 37.08
as of 1 March 2023 .....	DKK 37.67

Displacement supplement up to 1 hour after 6:00 p.m. per hour	
as of 1 March 2021 .....	DKK 26.27
as of 1 March 2022 .....	DKK 26.69
as of 1 March 2023 .....	DKK 27.12

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## **§ 23. Team operation work**

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The collective agreement "Work in Team Operation" between GLS-A and 3F is valid for this Agreement.

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## **§ 24. On-call duty**

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With effect for agreements concluded after 1 March 2018, the following applies:

If the company wishes to make use of a mandatory on-call duty scheme, a local agreement must be concluded with the union representative.

In companies where a union representative has not been elected, the federations local branch is involved in the discussions.

Lack of agreement can be the subject of a discussion between the organisations.



## **CHAPTER 6 PUBLIC HOLIDAY AND DAYS OFF ACCOUNT AND FREE CHOICE ACCOUNT**

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### **§ 25. Public holiday and days off account (SH account)**

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Public holiday payment and payment for 5 special holidays are saved, cf. Section 28, per year as well as for collectively agreed rest days, cf. Section 29, in a special SH account.

#### **Subsection 1 Savings**

The public holiday payment amounts to 6.75% of the employee's holiday pay entitlement, as well as of pay during sickness/injury.

Holiday allowance of the public holidays and rest day payment are included in the amount.

#### **Subsection 2 Payment**

The deposited savings are paid out partly as an advance amount in connection with the individual public holiday, special holiday or collectively agreed rest day and partly as a residual payment.

#### **Subsection 3 Advance**

The advance amounts constitute the employee's usual wage. However, the employee is not entitled to payment of larger amounts than in his or her public holiday account at any given time. The company and the employee can agree on other advance amounts.

The normal wage is the hourly rate, including fixed allowances, but excluding inconvenience allowances, which the employee would have received if he or she was at work on the day in question.

The advance amounts are paid on New Year's Day, Maundy Thursday, Good Friday, Easter Monday, 2nd Pentecost Day, Big Prayer Day, Ascension Day and 1st and 2nd Christmas Day.

The advance amounts are paid on public holidays etc. falling on weekdays when the employee would have been at work and where the normal working hours are shortened as a result.

Furthermore, the advance amounts are paid upon settlement of the collectively agreed rest days and special holidays. On Constitution Day, half the advance amount is paid.

#### **Subsection 4 Payment of advance**

Payment of advance amounts takes place at the same time as the pay for the pay period in which the public holiday(s) or rest day(s) occur. If the holiday or closure prevents payment at this time, the advance amounts will be paid on the next payday.

#### **Subsection 5 Balances**

The public holiday account is calculated each year at the end of the pay period closest to 31 December. Any surplus in the public holiday account will be paid out together with the last wage payment in December and at the latest together with the first wage payment in January.

Advance amounts for 1 January are included in the public holiday account for the previous calendar year.

### **Subsection 6 Resignation**

In the event of resignation from the company, any excess in the public holiday account is settled. In the event of termination of employment, any deficit in the public holiday account may be offset against receivable wages.

### **Subsection 7 Work on a public holiday**

If work is done on a public holiday, the employee is entitled to an advance amount as well as the collectively agreed payment for work on a public holiday.

### **Subsection 8 Employees employed on a monthly salary or on terms comparable to a salaried position**

If there is no deduction from pay on public holidays and rest days – for example, for employees on monthly salaries or employees employed on terms comparable to a salaried position – the savings to the public holiday account will lapse.

### **Subsection 9 Death**

In the event of death, the saved public holiday account accrues to the deceased's estate.

### **Subsection 10 Weekly and monthly paid students**

Students who receive weekly or monthly pay are not covered by the above rules. Instead, these students receive usual weekly or monthly pay during paid periods with accrued rest days and public holidays, etc.

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## **§ 26. Free-choice account**

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### **Subsection 1 Contributions**

Employees save contributions to a free choice account of the holiday-entitled pay. The contribution shall be:

as of 1 March 2021 .....5%  
as of 1 March 2022 .....6%  
as of 1 March 2023 .....7%

Holiday allowance is included in the savings.

### **Subsection 2 Intended use**

During the employment relationship, the savings in the free-choice account can be used for:

- payment to the employee's pension scheme,
- children's care days,
- children's 2nd sick day,
- doctor visits with children,
- senior rest days or
- cash payment

If the employee wishes to have all or part of the amount paid into his pension scheme, the employee must notify the employer in writing by 1 December.

The union representative may locally agree on other elements of free choice, including paid free time for additional absences and care conditions beyond what is explicitly described in the Agreement.

### **Subsection 3 Ongoing payment**

The employee and the company can agree that the total contribution to the free-choice account is paid on an ongoing basis together with the wage. It is a prerequisite for this that the company can document that the employee has been encouraged to make a choice.

In the ongoing payment, the amount paid must be shown separately in the pay slip.

### **Subsection 4 Annual statement**

The free-choice account is calculated each year at the end of the pay period which is closest to 31 December. Any excess in the free-choice account will be paid together with the last wage payment in December and at latest together with the first wage payment in January.

### **Subsection 5 Termination of employment**

At the end of the employment relationship, any surplus in the free-choice account is settled.

## **CHAPTER 7 SPECIAL HOLIDAYS AND HOLIDAYS**

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### **§ 27. Special holidays**

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A right to one day off is earned for every 2.4 months of employment (equivalent to 0.7115 hours per week of employment for full-time employees).

Payment is granted from the public holiday and days off account, cf. Section 26.

The day off is settled and placed taking into account the best interests of the company and, as far as possible, at the request of the individual employee.

It can be agreed locally that special holidays can be taken in hours.

The day off must be taken no later than 1 year after it is earned. The days off must be taken within the settlement period and at the latest before severance. Time off, which cannot be counted for whole days, may be paid in conjunction with severance.

If time off – justified by sickness, childbirth, transition to self-employment, transition to work at home, stay abroad, imprisonment or other forced placement, military service or other similar circumstance — is not taken, the wage earned for the days off may be paid.

Accumulated days off cannot be taken during the notice period.

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### **§ 28. Collectively agreed rest days**

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#### **Subsection 1 Collectively agreed rest days**

In addition to the public holidays stipulated by law as well as the special holidays earned in Section 27, there are the following rest days stipulated in the collective agreement:

Constitution Day is a rest day from 12:00 noon. Work after 12:00 p.m. is paid as for work on a public holiday.

24 December is a rest day all day. Work on 24 December is paid as for work on a public holiday.

Payment on collectively agreed rest days is granted from the public holiday and rest day account, cf. Section 25.

### **Subsection 2 Postponement of rest days**

Subject to local agreement, free time on collectively agreed rest days may be postponed with 4 weeks' notice and replaced by free time later. Later leave is arranged in consideration of the employee's wishes and must be completed within 3 months of the original rest day.

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## **§ 29. Holidays and holiday allowances**

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### **Subsection 1 Holidays and holiday allowances**

Holidays and holiday allowances are granted in accordance with the Danish Holiday Act. The holiday allowance is 12.5% and entitlement to 2.08 days of leave is earned for each month's employment. (For a 6-day working week, 2.5 days per month are earned).

### **Subsection 2 Reporting and payment of holiday pay**

The agreement of 7 July 1980 on the use of holiday cards is valid with the following amendments:

In connection with each wage payment, the employer reports holiday pay to e-Income. From this point, information about holiday pay is automatically forwarded to Feriengenginfo, which collects all information about holiday pay.

Feriengenginfo sends a digital mail letter to the employee with information on how many days the employee benefits and at which employers.

The employee must apply for holiday pay on [borger.dk](http://borger.dk). After this, Feriengenginfo sends the application to the appropriate holiday payer (earning company).

When an employee applies for his or her holiday pay, Feriengenginfo forwards the message to the holiday payer (earning company) which has to pay holiday pay directly to the employee. Payment of holiday pay is made by transfer to the employee's Nemkonto.

The employee is entitled to receive the holiday pay one month before the start of the holiday.

### **Subsection 3 Guarantee scheme**

GLS-A guarantees, in the event of suspension of payments, for its members payment of holiday pay due, and 3F is obliged in such cases to help its members transfer their claim for holiday pay to GLS-A, cf. Section 8 of Act. no. 686 of 20/06/2011 on the employees' guarantee fund.

### **Subsection 4 Guarantee release**

GLS-A may at any time, with 14 calendar days' notice, release itself from its guarantee under subsection 3 of this Section for one or more of its members. Once non-retroactive notification has been made, the Feriekonto system shall apply to the company or companies covered by the notification.

### **Subsection 5 Carry-over of holiday**

The employee and the employer may conclude an agreement that earned and unused holiday days in excess of 20 days are carried over to the following holiday period on the following terms:

- A maximum of 10 holiday days can be transferred.
- No later than the second holiday retention period after the transfer of the holiday, all holidays must be taken.
- The employee and the employer must conclude an agreement in writing before 31 December. The Parties recommend use of the organisations' holiday transfer form.

### **Subsection 6 Holiday in hours**

A written agreement may be made locally that holidays are taken in hours.

In this context, 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 leave is not less than 5 weeks for 25 full days, of which non-working days which are not replacement rest days and working days are included proportionately. As far as possible, the holiday must be taken for whole weeks.

The holiday must reflect the working week and must not be placed solely on short or long working days.

## **CHAPTER 8 OCCUPATIONAL PENSION**

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### **§ 30. Occupational pension and health care scheme**

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#### **Subsection 1 Mandatory pension scheme**

The company pays pensions for employees who have reached the age of 18 and who have worked for at least 3 months under an agreement between GLS-A and 3F. However, employees who can prove that they have been covered by an occupational pension scheme in connection with their previous employment relationship are covered by the pension scheme from the time of employment.

Students in vocational training who have reached the age of 18 and who have 3 months' seniority in the training are covered by the pension scheme.

#### **Subsection 2 Pension contribution**

The pension contribution constitutes 12.99% of the holiday pay plus public holiday and days off payment as well as free choice account. The employer pays 8.66% and the employee 4.33%.

It is possible for employees to increase their own contribution to the pension scheme.

The pension contribution for vocational training students is stated in the provision on vocational training students.

#### **Subsection 3 Payment of pension contributions**

The pension contribution is paid monthly to PensionDanmark. Refer to the guidelines from PensionDanmark.

#### **Subsection 4 Increased pension contributions during maternity leave**

For children born or received up to and including 1 August 2022:

During the 14 weeks of maternity leave, an additional pension contribution is paid to employees with 9 months' seniority at the expected time of birth.

The pension contribution amounts to DKK 12.75 per hour. Of this, the employer pays DKK 8.50 per hour and the employee pays DKK 4.25 per hour.

For children born or received on or after 2 August 2022:

During the 10 weeks of maternity leave and the mother's 4 weeks of earmarked parental leave, an additional pension contribution is paid to employees with 9 months' seniority at the expected time of birth.

The pension contribution amounts to DKK 12.75 per hour. Of this, the employer pays DKK 8.50 per hour and the employee pays DKK 4.25 per hour.

#### **Subsection 5 Health care scheme**

Employees are covered by a health care scheme through PensionDanmark. The scheme is financed through the pension contribution.

See also Chapter 21: Protocol on occupational pensions and pension phasing-in.

## **CHAPTER 9 SICKNESS, ETC.**

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### **§ 31. Sickness and injury**

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#### **Subsection 1 Sickness Benefit Act**

In the event of incapacity for work due to sickness or accident, the rules of the Sickness Benefit Act apply.

#### **Subsection 2 Sickness occurring during working hours**

If an employee falls sick during working hours and, in agreement with the employer, must leave his job, employees entitled to sickness benefits are paid wages for the remaining hours corresponding to the sickness benefit rate.

#### **Subsection 3 Wages during sickness**

For employees with 9 months of employment in the company within the last 24 months, the employer pays normal pay, however, a maximum of DKK 153.00 per hour, for up to 10 weeks in the event of timely reported and documented sickness. The amount contains the maximum sickness benefit rate stipulated by legislation. (The maximum rate will be raised as of 1 March 2022 to DKK 155.50 and as of 1 March 2023 to DKK 158.00).

It is a prerequisite that the employee in question is entitled to sickness benefits during the period of absence.

The above provisions do not apply to cases of sickness covered by an agreement concluded between the employer and the employee in accordance with the Sickness Benefit Act's rules on chronic or long-term sickness (section 56 of the Sickness Benefit Act).

#### **Subsection 4 Wages in the event of injury at work**

In the event of an injury at the workplace, where the employee in question must leave his job by prior agreement with the employer, the usual wage is paid for up to 10 weeks.

#### **Subsection 5 Relapse**

In the event of a relapse due to the same sickness within 14 calendar days after the end of the previous period of absence, the employer's payment period is calculated from the first day of absence in the first period of absence.

#### **Subsection 6 Holiday allowance**

Holiday allowance is calculated in accordance with the rules in section 20 of the Holiday Act.

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### **§ 32. Child's sickness, etc.**

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#### **Subsection 1 Right to absence during child's sickness**

Employees entitled to sickness benefits are entitled to free time under subsections 2-5 in the case of child's sickness and doctor's visit.

#### **Subsection 2 Child's sickness during the workday**

If the child becomes sick during the employee's working day and the employee has to leave work as a result, there is a right to free time with the usual pay for the remaining working hours on the day in question.

#### **Subsection 3 The child's first full sick day**

The employee has the right to free time with pay when this is necessary for the care of the employee's sick, resident child/children.

Payment shall be the rate of sickness benefit per hour plus:

as of 1 March 2021 .....DKK 8.50

as of 1 March 2022 .....DKK 11.00

as of 1 March 2023 .....DKK 13.50

#### **Subsection 4 The child's second sick day**

If the child remains sick after the first full day of sickness, the employee is entitled to an additional rest day. This rest day is taken without pay. The employee can be paid an amount from his free choice account corresponding to the usual wage

Employees wishing to take time off on the child's second day of sick leave must notify the company as early as possible.

#### **Subsection 5 Doctor visits with children**

With effect from 1 May 2021, the following applies:

The employee has the right to free time in connection with doctor visits with the child. Free time to visit a doctor is taken without pay. The employee can receive an amount from his free-choice account corresponding to the usual wage for the actual absence.

Employees wishing to take time off for doctor visits must notify the company as soon as possible.



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### **§ 33. Children's hospitalization**

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Employees and employees in training are granted free time when it is necessary for the employee to be admitted to hospital with the child when the child is under 14 years of age. This also applies when hospitalization occurs in whole or partly at home.

This free time only applies to one holder of parental responsibility, and there is a maximum right to free time for a total of one week per child within a 12-month period.

The employee must be able to provide documentation of the hospitalization on request.

Payment is made at the same rate as for own sickness.

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### **§ 34. Childcare days**

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Employees with the right to leave on the child's first sick day are entitled to 2 childcare days per year. The employee can have a maximum of 2 childcare days per year, regardless of how many children the employee has. This right applies for children under 14 years of age.

The days are placed by agreement between the company and the employee, taking into account the company's interests.

The childcare days are taken without pay, but the employee can be paid an amount corresponding to the usual wage from the free choice account.

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### **§ 35. Caring for the seriously ill**

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In connection with the rules in the Service Act on assistance in connection with the care of the seriously ill at home, etc., the Parties agree that requests for leave are granted to employees who wish to care for close relatives in their own home.

## **CHAPTER 10 MATERNITY LEAVE**

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### **§ 36. Maternity leave**

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#### **Subsection 1 Pay during maternity leave**

*For children born or received up to and including 1 August 2022:*

The employer pays to employees who at the time of birth have 9 months of employment within the last 24 months, wages during absence from 4 weeks before the expected time of birth and up to 14 weeks after birth.

The wage corresponds to normal wage (collectively agreed hourly wage including general function supplement as well as any seniority supplement and supplement for skilled workers/employees equated with), however, a maximum of DKK 155.50 per hour. The amount contains the maximum maternity benefit rate stipulated in legislation. (The maximum rate will be raised as of 1 March 2023 to DKK 158.00.)

Under the same conditions, wages are paid for up to 2 weeks during leave to a father or co-mother.

*For children born or received on or after 2 August 2022:*

The employer pays to employees who at the time of birth have 9 months of employment within the last 24 months, wages during absence from 4 weeks before the expected time of birth and up to 10 weeks of maternity leave after birth as well as 4 weeks of earmarked parental leave.

The wage corresponds to normal wage (collectively agreed hourly wage including general function supplement as well as any seniority supplement and supplement for skilled workers/employees equated with), however, a maximum of DKK 155.50 per hour. The amount contains the maximum maternity benefit rate stipulated in legislation. (The maximum rate will be raised as of 1 March 2023 to DKK 158.00.)

Under the same conditions, wages are paid for up to 2 weeks during leave to a father or co-mother.

**Subsection 2 Increased pension contributions during maternity leave**

Reference is made to Section 30(4).

**Subsection 3 Pay during parental leave**

The employer also provides payment during parental leave for up to 16 weeks. The payment for the 16 weeks corresponds to the usual wage.

Of these 16 weeks, the parent taking maternity leave is entitled to 5 weeks and the other parent is entitled to 8 weeks. If the leave reserved for this parent is not taken, the payment lapses. The remaining 3 weeks of leave are granted to either parent.

The 16 weeks must be taken within 52 weeks after the birth. Unless otherwise agreed, 3 weeks' notice must be given for the 16 weeks. Each of the parents' leave can be divided into a maximum of two periods, unless otherwise agreed.

**Subsection 4 Reimbursement**

Payment under subsections 1 to 3 shall be subject to the condition that the employer is entitled to reimbursement equal to the maximum rate of benefit. Should the reimbursement be less, the payment to the employee will be reduced accordingly.

**Subsection 5 Adopters**

Adopters, who at the time of receiving the child have 9 months' seniority, are entitled to pay in connection with an adoption.

Adopters who stay abroad to receive a child are entitled to pay during leave for 4 weeks before receiving the child. The right to paid leave is extended for up to 4 weeks if the stay abroad before the reception of the child becomes longer than 4 weeks for reasons that cannot be attributed to the future adopters.

The child is considered received once the formal conditions for travelling home with the child are met.

Adopters who receive an adopted child in Denmark are entitled to pay during leave for up to 1 week before receiving the child, provided that the child does not already reside in the adopters' home. It is a prerequisite that the adopters, for the sake of the child, stay at the place where the child is before the reception. The right to pay is extended for up to 1 week if the stay is longer than 1 week for reasons that cannot be attributed to the future adopters.

For children received up to and including 1 August 2022:

For the first 14 weeks after receiving the child, one of the adopting parents at a time is entitled to paid leave, including the right to simultaneous leave with pay for 2 consecutive weeks.

Remuneration follows the same payment rate as for parents on maternity leave

It is a prerequisite for the payment that the employer is entitled to a reimbursement corresponding to the maximum unemployment benefit rate.

For children received on or after 2 August 2022:

For the first 10 weeks after receiving the child and during 4 weeks of earmarked parental leave, one of the adopting parents at a time has the right to leave with pay, including the right to simultaneous leave with pay for 2 consecutive weeks.

Remuneration follows the same payment rate as for parents on maternity leave

It is a prerequisite for the payment that the employer is entitled to a reimbursement corresponding to the maximum unemployment benefit rate.

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## **§ 37. Maternity compensation**

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Members of GLS-A can apply for a reimbursement in GLS-A Maternity Compensation.

## **CHAPTER 11 TERMINATION RULES**

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### **§ 38. Notice periods**

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#### **Subsection 1 Notice periods**

In the case of seniority under 1 year, no notice of termination is given, neither on the part of the employer nor on the part of the employee.

#### **From the employer's side:**

1-3 years seniority ..... 21 calendar days.

Over 3 years seniority ..... 28 calendar days.

#### **From the employee's side:**

1-3 years seniority ..... 7 calendar days.

Over 3 years seniority ..... 14 calendar days.

#### **Subsection 2 Termination during sickness**

Employees with 3 years' seniority at the company, who are entitled to pay during sickness for a limited period, are given termination protection during the period with the right to pay during sickness, though not exceeding a maximum of 70 days. Protection against termination during sickness applies only if the employee is not responsible for the intended termination.

Termination during sickness may take place under large-scale redundancies. It is not a prerequisite that the redundancies are covered by the Collective Redundancies Act.

### **Subsection 3 Seniority**

Seniority presupposes uninterrupted employment during the said periods, except for absence from work due to weather, sickness and the like.

### **Subsection 4 Redundancy rules**

Terminations must be in writing.

### **Subsection 5 Local agreements on notice of termination deviating from the main agreement**

By local agreement between the company and the local 3F branch, it is permitted to supplement and deviate from the provisions regarding termination with regard to interruptions of the employment relationship of a temporary nature. Reference is made to Section 49.

### **Subsection 6 Training in connection with termination**

Employees who are laid off due to restructuring, layoffs, company closures or other company dependent causes, are entitled to the rights listed below, depending on seniority.

#### **a. Prior learning assessment**

If the employee has not already completed a prior learning assessment on the date of termination, the employee, who has at least 1 year of uninterrupted seniority in the company, has the right to complete a competency assessment in accordance with Section 49(4) (prior learning assessment).

The employee is entitled to free time with pay for up to one working day, including the two hours mentioned in Section 41 (free time for counselling in the event of termination) if this is necessary to carry out this competency assessment.

#### **b. Training during the notice period**

Employees who have at least 1 year of uninterrupted seniority in the company are entitled to participate in training of their choice for up to 2 weeks in the period between notice and departure. It is a prerequisite

- that the employee chooses AMU, FVU or other training offers for which public wage loss compensation is granted, and
- that the course participation takes place during the notice period.

#### **c. Training in extension of the notice period**

In addition, under the same conditions, employees have the right to participate in up to 2 weeks of training immediately following the original notice period.

In this connection, the employee's notice of termination may be extended by the course period, however, not by more than 2 weeks, if the employee documents that the course participation cannot be completed in the original notice period. As a condition of this right, the employee must inform the company in writing as soon as possible and at the latest within the first week of termination if the right to these up to 2 weeks of training is to be exercised.

The company does not have to issue a renewed notice of termination when the departure is postponed.

The right to training under this provision does not apply to employees who have resigned of their own volition.

Course participation is arranged in agreement with the company, in consideration of the company's interests.

It is a prerequisite for training under this provision that the company receives grants from the Competence Development Fund when the employee participates in competence clarification and training during the notice period/in extension of the notice period.

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## **§ 39. Severance pay**

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### **Subsection 1 Uninterrupted employment**

If an employee who has been continuously employed in the same company for 3, 6 or 8 years is dismissed through no fault of his own, the employer must pay 1, 2 or 3 times a special severance pay amounting to DKK 5,000, respectively, upon the employee's severance.

### **Subsection 2 Lapse of compensation**

The provisions of subsection 1 shall not apply if the employee upon resignation has obtained another employment, receives a pension or, for any other reason, does not receive unemployment benefit. Finally, the compensation is not paid if the employee is a salaried employee or is already entitled to severance pay, extended notice of termination or similar terms that give a better right than the general termination rules of the collective agreement.

### **Subsection 3 Re-entry into seniority**

Employees who receive compensation in accordance with subsection 1 and who, in the case of reinstatement, enter their earned seniority shall not be entitled to compensation under this provision until the conditions laid down in subsection 1 are fulfilled in relation to this new recruitment.

### **Subsection 4 Part-time employees**

If the employee is part-time, the amount changes proportionally.

### **Subsection 5 Temporary interruption**

The provision does not apply in connection with being sent home. This applies regardless of the terminology that is specifically used, as long as there is a termination of the employment relationship, which by its nature is temporary. If an interruption that was initially temporary later proves to be permanent, the employer's obligation is actualised in accordance with the provision.

### **Subsection 6 Severance pay for employees on care leave**

An employee who does not receive unemployment benefits at the time of resignation as stated in subsection 2, is entitled to severance pay when the reason for this is that the employee is on care leave granted in accordance with Section 118 of the Service Act.

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## **§ 40. Free time for counselling in the event of termination**

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Employees who are dismissed due to restructuring, downsizing, company closure or other conditions dependent on the company are entitled to free time with pay for up to two hours to seek counselling from the unemployment insurance fund/trade union. The interview is

scheduled as soon as possible after the termination, taking due account of the company's operational conditions.

It can be agreed locally that the local 3F branch can hold counselling interviews at the company's address in the case of dismissal.

## **CHAPTER 12 UNION REPRESENTATIVES AND HEALTH AND SAFETY REPRESENTATIVES**

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### **§ 41. Union representatives**

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#### **Subsection 1 Election**

In forest districts where at least 5 employees are employed, the employees have the right to elect a union representative. The union representative must be elected from among the recognized skilled employees who have worked for at least 2 years in the district.

Ordinary election of a union representative is held every other year (even year) in September. The election is valid for 2 years from 1 November. Extraordinary elections apply for the remainder of the electoral term.

The election of a union representative must take place in such a way that all employees (including EUD students) who are employed in the company at the time the election takes place are guaranteed the opportunity to participate in the election. The election is valid only if more than one-third of those entitled to vote have voted for the individual in question. The vote shall be in writing if one of the persons entitled to vote so requests.

The election is not valid until it has been approved by 3F and reported by 3F in writing to the forest district. The forest district is entitled to make a reasoned objection to the election to 3F.

The union representative and the health and safety representative should not be the same person as far as possible.

#### **Subsection 2 Joint union representative**

In companies where 3 or more union representatives have been elected within the Agreement, the union representatives can elect a joint union representative from among them, who in common matters, e.g. working hours, holidays and rest days, welfare conditions and the like, can be the representative of all employees to the management. Management is informed in writing of the election of a joint union representative.

The joint union representative may participate in the handling of matters concerning the normal functions of the individual union representatives within their respective branches, if the management or the union representatives concerned so wish.

In companies with several departments where a union representative has been elected, a joint union representative may be elected by local agreement to represent all departments.

#### **Subsection 3 Rights and duty**

The trade union representative has the rights and duty to ensure that the provisions of the Agreement are complied with and must, without loss of income, enter into negotiations with the employer on any disagreements arising at the workplace.

If one or more of the forest district's employees so wish, the union representative is obliged to process and submit their complaints to the supervisor (the forester). If the case cannot be closed in this way, the union representative can pass this on to the forest manager or, if applicable, the owner.

The union representative and the forest district's other employees have a duty to continue the work undisturbed until another decision is made by 3F.

It is the duty of the union representative, both towards his organisation and towards the work management, to do his best to maintain and promote good and calm co-operation in the workplace. In the performance of the duties incumbent on the union representative, however, the union representative is not permitted to leave his work unless the union representative has in each individual case previously notified the forester of his absence.

For time spent negotiating with the management about disagreements that have arisen, and in cases where the union representative's participation is requested by the forest district, compensation for loss of income corresponding to hourly wage for the union representative shall be granted and driving allowance shall be granted according to current rules.

The trade union representative shall have leave to attend meetings resulting from:

- Agricultural rules for dealing with industrial disputes
- The General Agreement
- The Labour Court Act

Free time to participate in meetings that include mediation meetings, organisational meetings, professional arbitration, joint meetings, main hearing in the Labour Court, preparatory meetings of the Dismissal Board and meetings of the Dismissal Board.

This free time also entails remuneration, provided that the case concerns one of the employees by whom the union representative in question has been elected or otherwise represents.

The union representative must have the necessary access to IT facilities, including internet, to carry out his duties. The provision enters into force on 1 June 2021.

#### **Subsection 4 Dismissal**

The dismissal of a union representative must be justified by compelling reasons, and the employer is obliged to give the union representative a notice of termination totalling 4 months, and after 2 years as a union representative in the forest district, the notice of termination is a total of 6 months, so that applicable notice rules cannot be reduced. If the dismissal is justified by a lack of work, the obligation to give notice shall lapse.

#### **Subsection 5 Industrial disputes procedure**

The trade union representative's employment relationship cannot be interrupted within the period of notice and before his organisation has been able to have the validity of the dismissal subject to industrial disputes procedure. In such cases, the aim should be to promote the industrial disputes procedure as much as possible, so that the decision can be available before the end of the notice period.



### **Subsection 6 Extended notice period for former union representatives**

An employee who ceases to be a union representative after having worked as such for at least 1 year and who remains employed by the company is entitled to 4 weeks' notice in addition to the employee's individual notice if the employee is terminated within 3 months after the termination of the position of union representative. The extended notice shall apply only to former union representatives.

### **Subsection 7 Professional updating of former union representatives**

An employee who ceases to be a union representative after having worked as such for a continuous period of at least 3 years and who is still employed at the company is entitled to a discussion with the company about the employee's need for professional updating. The discussion shall be held no later than one month from the end of the union representative's term of office and at the request of the employee. As part of the discussion, it shall be clarified whether there is a need for professional updating and how this updating should take place.

The employee receives a wage during the professional updating. It is a prerequisite that a refund for statutory loss of earnings can be granted for the training. Compensation for lost wages accrues to the company.

### **Subsection 8 Information meetings**

The union representative has the right, by prior agreement with the employer, to hold an information meeting of up to 2 hours duration per quarter year. The duration of the information meetings includes the participants' travel time. The meeting must be held during working hours in connection with the end of working hours.

For participation in an information meeting, the hourly wage per the collective agreement is paid. No driving allowance is paid.

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## **§ 42. Health and safety representatives**

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### **Subsection 1 Elections, dismissal, etc.**

For health and safety representatives the same eligibility conditions, election procedures, remuneration and dismissal rules apply as for union representatives.

Refer also to the Working Environment Act and associated executive orders

### **Subsection 2 Access to IT**

For the performance of their duties, health and safety representatives must have the same access to IT facilities as union representatives. The provision enters into force on 1 June 2021.

### **Subsection 3 Participation in the federation's relevant work environment courses**

The health and safety representative may, in agreement with the employer, be given the necessary free time to participate in the federation's relevant working environment courses.

Authorisation to participation in the federation's work environment courses does not affect rights or obligations in relation to the work environment training stipulated by law. Participation in the federation's voluntary work environment courses does not trigger payment pursuant to section 10(1) of the Working Environment Act.

The provision will enter into force on 1 June 2021.

#### **Subsection 4 Role and tasks of the health and safety representative**

The role and tasks of the health and safety representative are set out in the provisions of the Working Environment Act.

The Parties agree that the role of the health and safety representative is crucial in the co-operation to ensure a good working environment and productive companies.

The subsequent withdrawal from the labour market increases the need to continuously create the best framework around a good working environment. The Parties agree that the health and safety representative is part of the systematic work on working conditions, including, among other things, the work on setting targets, APV, sick leave and accident prevention.

The health and safety representative shall help to highlight all aspects of the working environment.

The health and safety representative, in cooperation with management and the union representative, must insist that the strategic tasks are carried out under the auspices of the working environment organisation.

The health and safety representative must be involved in accident prevention through analysis and learning.

In all companies, regardless of size, systematic work environment work must be handled through cooperation between the employer, other employees, any union representatives and supervisors.

As part of daily operations, the collaboration takes place through ongoing and direct contact and dialogue between the employer, the employees, any union representatives and supervisors in accordance with the relevant provisions of the Working Environment Act.

#### **Subsection 5 Time for tasks**

The health and safety representative shall have time available to carry out his duties which is reasonable in relation to the nature of the company concerned and its safety and health standards. However, this must be done so that it is a minimum detraction from his productive work.

This means that the health and safety representative must be free to fulfil his duties under health and safety rules, including participation in meetings and training.

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### **§ 43. Employee-elected board members**

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The same redundancy rules apply to the members and alternates elected by the employees as to union representative, cf. the Danish Companies Act.

## CHAPTER 13 STUDENTS

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### § 44. Students in vocational training

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#### Subsection 1 Training agreement

At the latest at the start of the training relationship in the traineeship, a training agreement must be established in accordance with the Vocational Training Act with accompanying executive orders and rules laid down by the Vocational Training Committee for forest and nature technicians.

#### Subsection 2 Wage

Ordinary vocational training students are paid the following wages per hour in training and at school:

1st year of training:

as of 1 March 2021 .....	DKK 71.65
as of 1 March 2022 .....	DKK 72.44
as of 1 March 2023 .....	DKK 73.31

2nd year of training:

as of 1 March 2021 .....	DKK 83.20
as of 1 March 2022 .....	DKK 84.12
as of 1 March 2023 .....	DKK 85.13

3rd year of training:

as of 1 March 2021 .....	DKK 97.61
as of 1 March 2022 .....	DKK 98.68
as of 1 March 2023 .....	DKK 99.86

4th year of training:

as of 1 March 2021 .....	DKK 117.38
as of 1 March 2022 .....	DKK 118.67
as of 1 March 2023 .....	DKK 120.09

Work-related allowances also apply to students.

#### Subsection 3 Wage classification

Students are placed in a wage-related way, so that seniority is calculated from the end of the training program.

If apprenticeship is shortened, the reduction in apprenticeship is considered to have occurred at the beginning of the course and the student changes wage step in relation to this and in relation to the actual reduction in apprenticeship. Any wage adjustment shall take effect on the day on which the reduction in apprenticeship has been finally approved by the Vocational Training Committee.

Wages during school attendance are paid by the employer until the expiry of the training agreement or until the student enters into agreements with a new employer.

#### Subsection 4 Public holiday and days off account (SH account)

Students who receive hourly pay are covered by the Agreement's rules on public holiday and days off account.

Students who receive weekly or monthly pay are not covered by the rules on weekly public holiday and days off account. Instead, these students receive the usual weekly or monthly pay during pay periods with accrued days off and public holidays, etc.

### **Subsection 5 Free-choice account**

Students are covered by the Agreement's rules on free-choice account.

### **Subsection 6 Pension**

Students who have reached the age of 18 and who have 3 months seniority in the training are covered by an occupational pension in PensionDanmark.

As of 1 March 2021, the pension contribution amounts to:

Employer	Student	Total
5.10%	2.55%	7.65%

In addition, 18- and 19-year-old students per 1 April 2021 are covered by an employer-paid student insurance scheme with PensionDanmark, cf. subsection 15. Student insurance lapses when the student goes over to full pension.

Per On 1 September 2021, the contribution rates for students who have reached the age of 20 will be increased to the collective agreement's rates for adult employees. The rates are increased from the 1st of the month in which the student turns 20 and has 3 months of seniority in the training.

As of 1 September 2021, the pension contribution amounts to:

Student age	Employer	Student	Total
18 – 19 years	5.10%	2.55%	7.65%
20 years or above	8.66%	4.33%	12.99%

Students undergoing vocational training who receive a wage as adults are covered by the pension scheme under the same terms as other adult employees, cf. subsection 7.

### **Subsection 7 Wages for adult students**

The term “adult students” refers to students who have reached the age of 25 when entering into the training agreement.

Adult students are paid as adult employees when the company receives wage reimbursement for adult students from AUB during school attendance.

Adult students who have been employed by the company in question for at least 12 months prior to the establishment of the training agreement are paid as adult employees.

For all other adult students, it is recommended that these be paid as adult employees. In this context, the recommendation means that the company must have objective reasons for not offering wages as adult employees.

Objective reasons may be, for example, that the student does not have prior relevant practical experience in the collective bargaining area, or that the experience gained is only very short-lived, i.e. significantly less than 12 months.

The wage for adult students is the A hourly wage including general function supplement, cf. Section 8.

Students who receive a wage as adults must also receive the usual payment of contributions to the occupational pension when the conditions for this are met.

### **Subsection 8 Working hours**

The weekly working time is 37 hours.

The working hours are those for other employees at all times in accordance with the Agreement.

When other employees have been sent home due to bad weather, students cannot continue to work in bad weather unless there are changes in the weather situation.

### **Subsection 9 Overtime work**

Overtime is paid in accordance with Section 21 of the collective agreement.

For overtime after the end of normal working hours, the following is paid:

1st and 2nd hour after normal working hours: supplement, corresponding to 30% of B-wage per hour:

as of 1 March 2021 .....	DKK 43.05
as of 1 March 2022 .....	DKK 44.01
as of 1 March 2023 .....	DKK 44.96

For overtime in addition as well as Sundays and public holidays: supplement, corresponding to 100% of B-wage per hour:

as of 1 March 2021 .....	DKK 143.51
as of 1 March 2022 .....	DKK 146.71
as of 1 March 2023 .....	DKK 149.86

### **Subsection 10 Holiday**

Students are covered by the Danish Holiday Act.

Students undergoing vocational training are entitled to paid leave for 5 weeks during the first and second full holiday taking periods after the employment has begun. The employer pays wages during the holiday to the extent that the student has not earned the right to pay during holidays or holiday allowance. Earned holiday allowance must be applied first.

If the employment has started between 2 September and 31 October, the student has a corresponding right to paid holiday for 5 weeks during the holiday period associated with the holiday year.

If the employment has started between 1 November and 30 June, the student is entitled to 3 weeks of paid main holiday during the main holiday period (1 May to 30 September) and 5 days of paid holiday during business closure before the main holiday period.

The holiday is placed according to the same rules as apply to other employees.

### **Subsection 11 Special holidays and collectively agreed rest days**

Section 27 of the collective agreement on special holidays and section 28 on rest days stipulated by collective agreement also apply to students.

Payment is made from the SH account.

### **Subsection 12 Sickness and pregnancy**

Students are subject to the rules of the Sickness Benefit Act and the Maternity Act and receive benefits under this during absence due to sickness and pregnancy.

Reference is also made to the relevant provisions of the Agreement.

### **Subsection 13 Safety, security and welfare**

Operation of chainsaws and other machines and implements must be carried out in accordance with the necessary safety instructions and under supervision.

Students shall also comply with the welfare conditions mentioned in Section 54 and are covered by Section 60 on safety and security.

### **Subsection 14 Insurance scheme for students**

Students who are not covered by the pension scheme of the Agreement, as well as 18- and 19-year-old students who do not receive a full pension, are covered by an insurance scheme with PensionDanmark.

The insurance scheme is financed by the employer within a framework of DKK 350 per year.

The content of the insurance scheme is agreed between the Parties to the Agreement and PensionDanmark and contains:

- Ongoing supplementary early retirement pension
- Lump sum for certain critical diseases
- Sum on death
- Health care scheme through PensionDanmark

The usual conditions of PensionDanmark apply to payment of the insurance scheme. The company enrolls the student in the insurance scheme in the same way as when the company enrolls a newly hired employee in the pension scheme. The premium is paid monthly together with the pension contributions for the other employees.

The Parties may change the composition of the insurance scheme during the agreement period. See more about the insurance scheme on [www.pension.dk](http://www.pension.dk).

### **Subsection 15 School homes**

The employer pays the expenses charged by the school for the student's board and lodging when staying at a school home, if the student cannot participate in teaching at a school that is closer to the student's residence, or if the company has chosen a more remote school.

The payment constitutes the fee determined by the state in the current executive order on payment for school homes, cf. Executive Order no. 290 of 1 April 2009 on admission of students to school homes and on student payment.

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## **§ 45. Students in adult vocational training (EUV)**

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For students over the age of 25 who attend specially designed, shortened courses of study in accordance with the Executive Order on Vocational Training for Forest and Nature Technicians, the following rules apply for remuneration:

**a. Training agreement in current company**

Students who conclude a training agreement with a company following an existing employment relationship are remunerated during both traineeships and school attendance with the wage received by the student at the time of the start of the training program. The wage is adjusted during the course of training in accordance with the general rules of the Agreement.

Students who are covered by an occupational pension at the start of their training continue to be covered by it during their training.

**b. Training agreement in new company**

Students who conclude a training agreement with a new company are remunerated in accordance with Section 8 of the Forest Agreement, wage group B during both traineeships and school attendance.

Otherwise, the rules mentioned under item (a) apply.

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## **§ 46. Foreign interns**

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### **Subsection 1 Basis**

The provisions of Section 9k of the Danish Aliens Act form the basis for the employment of interns, including the suitability of the place of internship, age criteria, language skills, training criteria, duration and residence and work permit. The following apply:

- a. The intern must be at least 18 years of age but not reached 30 years of age at the time of application.
- b. The intern must document language skills based on a passed language test in Danish, Swedish, Norwegian, English or German, which is at A2 level or above. The language test must be either listed in the Annex to the Intern Order or on the list published by the Association of Language Testers in Europe (ALTE).
- c. The purpose of the internship shall be to supplement the training begun in the country of origin.
- d. The internship must have a professional connection with this training.
- e. The internship can last up to 18 months.
- f. However, if the internship is supplemented by a stay at a Danish agricultural or technical school of between 6 and 8 months, the intern can be granted a residence permit up to a total of 24 months.
- g. The place of the internship must be suitable for receiving interns. This is achieved by the fact that the place of internship is approved to have students in vocational training.
- h. The place of internship may receive at most interns corresponding to the number of students the company is approved to employ.

## **Subsection 2 Training conditions and content of the internship**

The application for a residence and work permit states the work tasks that the intern must be engaged in.

The intern can only be employed in other incidental tasks which are in a natural context of the tasks arising from the application for a residence and work permit.

Incidental tasks can only make up a negligible part of the working time.

## **Subsection 3 Wages and employment conditions**

- a. Wage in the first 6 months of internship, per hour
- |                          |           |
|--------------------------|-----------|
| as of 1 March 2021 ..... | DKK 71.65 |
| as of 1 March 2022 ..... | DKK 72.44 |
| as of 1 March 2023 ..... | DKK 73.31 |
- b. Wage in subsequent internship (7-18 months), per hour
- |                          |           |
|--------------------------|-----------|
| as of 1 March 2021 ..... | DKK 83.20 |
| as of 1 March 2022 ..... | DKK 84.12 |
| as of 1 March 2023 ..... | DKK 85.13 |
- Interns who have reached the age of 25, per hour
- |                          |           |
|--------------------------|-----------|
| as of 1 March 2021 ..... | DKK 97.61 |
| as of 1 March 2022 ..... | DKK 98.68 |
| as of 1 March 2023 ..... | DKK 99.86 |
- c. Overtime pay
- For overtime after the end of normal working hours, the following is paid:
- 1st and 2nd hour after normal working hours: supplement, corresponding to 30% of B-wage per hour.
- For overtime in addition as well as Sundays and public holidays: supplement, corresponding to 100% of B-wage per hour.
- d. The intern cannot be dismissed during the agreed internship period. However, the first month is considered a probationary period, during which both Parties can terminate the internship without notice.
- If the internship host terminates the internship during the probationary period, the internship host must employ the intern until a new internship can be started with another internship host or pay for the intern's return journey.
- e. The other provisions of the Agreement shall apply to interns.

## **Subsection 4 Insurance scheme for interns**

Interns are covered by an insurance scheme at PensionDanmark.

The insurance scheme is financed by the employer within a framework of DKK 350 per year (as for vocational training students).

The content of the insurance scheme shall be agreed between the Parties to the Agreement and PensionDanmark and includes:

- Ongoing supplementary early retirement pension
- Lump sum for certain critical diseases
- Sum on death
- Health care scheme through PensionDanmark



PensionDanmark's usual conditions apply to payment of the insurance scheme. The company enrolls the trainee in the insurance scheme in the same way as when the company enrolls a newly hired employee in the pension scheme. The premium is paid monthly together with the pension contributions for the other employees.

See more about the insurance scheme on [www.pension.dk](http://www.pension.dk).

## **CHAPTER 14 CONTINUING TRAINING AND SKILLS DEVELOPMENT**

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### **§ 47. Continuing training and skills development**

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#### **Subsection 1 Improving employee competencies and corporate competitiveness**

The Parties want to strengthen cooperation on training in the companies in order to improve the employees' competencies and the companies' competitiveness. The Parties therefore wish to strengthen the ability of employees to improve the level of training on their own request.

The Parties also agree that raising the level of competence of employees is a prerequisite for the competitiveness of companies and the continued growth of employment in Denmark.

Under the Agreement, employees without vocational training will have greater opportunities to be upgraded to a skilled level and have their competence clarified so that it becomes clear what the employee needs to become skilled. At the same time, this means strengthening training planning in the company.

A training boost can best be achieved if the employees, also while they are in employment, are given clarification about what competencies they have and how these can best be improved.

#### **Subsection 2 Planning of training**

It is recommended that continuous and systematic training planning be carried out for the company's employees. The training planning should include the preparation of a competence/training plan for the individual employee.

In order to support the training dialogue, the Parties agree to make themselves available so that the Works Council (secondary union representative/management) can request visits from the consultants of the organisations for assistance in launching the training dialogue. The visit can be requested at the request of either Party.

#### **Subsection 3 Individual competence clarification, etc.**

All employees have the right - with the necessary consideration for the company's conditions - to participate in individual competence clarification (IKA). The right to clarification is also given to whether they have sufficient basic literacy or numeracy skills.

The right to participate in relevant literacy or numeracy courses is granted. It is a condition for the exercise of this right that the Competence Development Fund bears the costs. The employee is paid the usual wage. Any public support and grants from the Competence Development Fund are granted to the company.

#### **Subsection 4 Prior learning assessment**

All employees have the right to be given time off - with the usual collectively agreed wage - to participate in prior learning assessment in relation to relevant vocational training. The prior learning assessment is carried out at a vocational school.

The employee has the right to carry out a prior learning assessment within 6 months of the request being made in writing to the company.

The costs of the prior learning assessment are covered by support from the Competence Development Fund and any loss of earnings compensation (e.g. VEU compensation).

#### **Subsection 5 Agreed training**

Employees who at the start of their training have 2 months' seniority in the company are entitled to free time – with the usual collectively agreed wage and participant payment paid – to participate in business-oriented skills development agreed between the company and the employee.

On the basis of a vocational training plan drawn up by the relevant vocational school, the non-vocationally trained employee must be offered upskilling to a skilled level in the relevant vocational field.

The training plan for the non-professional employee shall be drawn up on the basis of the prior learning assessment referred to in subsection 4.

During the upskilling to skilled worker, the employee receives the usual wage from the company (but not more than equal to the wage limit set by the competence fund). It is assumed that there is a public subsidy and subsidy from the Competence Development Fund, and that this goes to the company.

#### **Subsection 6 Self-selected supplementary and continuing training**

Employees with 9 months of seniority in the company are – subject to the company's necessary circumstances – entitled to 2 weeks' leave (10 working days) per year to participate in self-selected supplementary and continuing training. During this training, the company pays wages in accordance with rules laid down by the Board of Directors of the Competence Development Fund.

It is a prerequisite that the company is entitled to a grant, which is determined by the Board of Directors of the Competence Development Fund. The Board of Directors of the Competence Development Fund establishes a common positive list of course and continuing training opportunities covering the areas covered by the collective agreements.

#### **Subsection 7 Training ambassadors**

The Parties further agree to recommend that each company train an employee on 3F's training ambassador course to support the educational dialogue in the workplace.

If an employee so wishes, the trade union representative can assist the employee in the development of his/her competence/training plan. If the company has a training ambassador who is trained in 3F's training ambassador course, this individual is included.

If no union representative or training ambassador has been selected, employees have the right to be assisted by the local 3F branch.

### **Subsection 8 Continuing training in connection with being sent home**

The employee can be sent home, provided the employee participates in the continuing training, due to weather conditions.

Continuing training must be agreed with the union representative. Where there is no union representative, being sent home is agreed with the local 3F branch. Registration for continuing training must be made before the employee has been sent home. It must be continuing training in which the participants are entitled to the VEU allowance.

During being sent home, the employee receives normal wage according to guidelines set by the Board of the Competence Development Fund.

After the course participation, the employee continues his employment with the company. Being sent home shall not be regarded as an interruption of employment.

### **Subsection 9 Driving licence for digital tachograph**

The company pays the costs of acquisition/re-acquisition of driving licence provided that the expense can be reimbursed in the Parties' Competence Development Fund.

## **CHAPTER 15 LOCAL AGREEMENTS**

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### **§ 48. Local agreements**

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Local agreements can be concluded between the employer and the employee at the individual company. A local agreement means an agreement with one or more employees at a company.

Agreements that are directly linked to individual work tasks and/or workplaces are not considered local agreements.

Local agreements are parallel to this agreement, where nothing else is or will be agreed.

Local agreements are only valid if they are in writing.

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### **§ 49. Deviating local agreements**

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T The Parties to the Agreement state that they are in favour of the companies having local conditions that are suitable for specific local agreements to be concluded.

The company therefore has the right, by local agreement and within the framework of the unemployment insurance system, to supplement and deviate from the provisions of the Agreement regarding working hours as well as termination with regard to terminations of the employment of a temporary nature.

Deviating local agreements must be in writing and must be concluded with the local branch of 3F.

Deviating local agreements may be terminated with 2 months' notice to the end of a month, unless otherwise agreed.

## **CHAPTER 16 CONTROL**

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### **§ 50. Monitoring compliance with the Agreement**

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The organisations have – after prior contact with the employer – the right to have inspections carried out at the workplaces by their representatives with a view to compliance with the Agreement, and to assist in the holding of information meetings. During inspection visits, the member company must provide the names of all persons employed by the company who perform work within the professional scope of the Agreement.

As regards employees of the company, the federation may be presented on a random basis with certificates of employment, the last pay slip and the work slips to the extent that they exist. If errors are found, further sampling may be carried out for the last year. Subsequently, a concrete agreement is reached on the extent to which further information is to be provided.

With regard to temporary workers (persons who are not employed by the member company in question, but who perform work under the member company's instruction authority and within the professional scope of the Agreement), the Parties agree that the member company has a duty to provide the name, address and CVR number of the temporary work agency used as well as the hourly rate agreed with the temporary work agency and the number of temporary workers at the time of inspection and one month back in time.

In their contracts with subcontractors, companies must always ensure that the subcontractor is aware of the Agreement and collectively agreed relations applicable to the user company.

The member company must, at the request of the local 3F branch/federation, provide sufficient information on the name, address, CVR number and enterprise for the contract in question as soon as possible, however, within a maximum of 72 hours.  
(See Chapter 21: Protocol on the obligation to provide information on subcontractors).

If one of the Parties to the Agreement wants a further discussion regarding a specific subcontractor contract, including if there is a presumption that the subcontractor's employees do not have collectively agreed pay and employment terms, the matter can be dealt with at an organisational meeting, which must be held as expeditiously as possible.

Submission of missing/incorrect information can be the subject of the industrial dispute procedure.

## **CHAPTER 17 SUBCONTRACTORS AND TEMPORARY WORKERS**

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### **§ 51. Subcontractors**

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#### **Subsection 1 Work performed by subcontractors**

This provision concerns work under the Agreement carried out by subcontractors (subcontracted entrepreneurs) who are not covered by an agreement either directly or through membership of GLS-A.

The Parties agree to discourage circumvention of the Agreement. The question of circumvention can, as in the past, be dealt with under the industrial dispute procedure. The companies covered by the Agreement are not liable for any deterioration in the terms of pay of the subcontractor, etc.

### **Subsection 2 The aim**

The aim is to ensure a level playing field for the industry so that the good and reputable companies covered by the Agreement do not reduce their competitiveness due to subversive companies, including those which reduce wages and employment conditions in this area through the use of subcontractors. In addition, the provision is intended to provide a framework for dialogue between organisations, thereby averting possible conflicts.

### **Subsection 3 Meeting**

If 3F becomes aware of deterioration in the industry's collectively agreed conditions, 3F will contact GLS-A to discuss how equal conditions can be created in the industry. Such inquiries shall result in a meeting as soon as possible between the Parties to the Agreement.

### **Subsection 4 Information**

The member company must, at the request of the local 3F branch/federation, provide sufficient information on the name, address, CVR number and enterprise for the contract in question as soon as possible, however, within a maximum of 72 hours.

### **Subsection 5 Confidentiality**

All information must be treated confidentially and none of the information provided may be disclosed or made the subject of any publication.

Publication of names of specific companies covered by the Agreement presupposes the holding of the meeting mentioned in subsection 3. The federations are not thereby precluded from customarily initiating work stoppages for the purpose of concluding an agreement with companies not covered by the Agreement.

### **Subsection 6 When the federations conclude agreements**

The federations undertake not to conclude an agreement with companies not covered by the Agreement on less favourable terms than those provided for in the Agreement. At GLS-A's request, the federation must submit a summary of the accession agreements concluded twice a year.

The companies covered by the Agreement must, in their agreement with subcontractors, ensure that the subcontractors are aware of the Agreement.

### **Subsection 7 Ongoing discussions**

As part of the cooperation, the Parties agree to discuss the effect of this Agreement on an ongoing basis during the agreement period.

### **Subsection 8 Solidarity action**

If a company not covered by the collective agreement working as a subcontractor for a GLS-A member company is affected by a legally notified or initiated main conflict in support of a collective agreement claim and a legal secondary action has been notified against a member company, 3F may contact GLS-A with a request for a meeting to discuss the matter. The meeting will be held no later than 7 working days after receipt of

the request. Deviation from this deadline is permissible per agreement with the organisations. The meeting can discuss, among other things, the work affected by the secondary action. Similarly, GLS-A can contact the federation. All relevant background information is presented at the meeting or sent to the opposite party to the Agreement as soon as possible.

The Parties agree in such situations that the subcontractor may be admitted to GLS-A and covered by a collective agreement, even if a dispute has been notified or initiated.

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## **§ 52. Temporary workers**

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### **Subsection 1 Admission of temporary work agencies**

GLS-A admits companies that are temporary work agencies.

### **Subsection 2 Covered by applicable agreements**

The employment of temporary workers in GLS-A's collective agreement areas is covered by existing agreements between the Parties. It also includes local agreements and customary agreements for the work.

### **Non-GLS-A member**

### **Subsection 3 Regional Agreement**

The Parties agree that the agreements between the organisations concerned are area agreements. All work at a member company that is performed within the professional scope of the collective agreements is covered by the collective agreements if it is performed by an employee or other person who is subject to the member company's managerial rights, e.g. a temporary worker, as opposed to an employee posted by a subcontractor and subject to his managerial rights.

### **Subsection 4 Membership of a DA organisation**

GLS-A states that the agreements apply to those employees who are sent by a temporary work agency to work at a member company within the professional scope of the Agreement during the period of time that the temporary work extends over. However, this does not apply if the temporary worker is posted from a temporary work agency, which through the membership of a DA organisation is covered by a collective agreement that applies to the work in question. In its agreement with the temporary work agency, the member company must ensure that the temporary work agency has the necessary knowledge of the applicable agreements and collectively agreed conditions.

## **Other matters**

### **Subsection 5 Seniority**

As long as a temporary worker is employed by a temporary work agency, the temporary worker only earns seniority at the temporary work agency, and not at the user company.

However, if the temporary work agency worker has worked with the user company for at least 3 months without interruption, seniority shall be transferred from the temporary work agency to the user company, at the request of the temporary worker, in the following cases:

- the temporary work at the user company ceases due to lack of work at the user company, and within 10 working days after termination, the temporary worker becomes permanently employed at the user company or
- the temporary work agency worker is employed at the user company in direct extension of the temporary work.

Only seniority from the most recent working relationship in the user company is transferred.

### **Subsection 6 Clarification of whether an outside company performs temporary work**

In order to quickly clarify whether specific cases involve temporary work, the trade union representative or the federation can request the user company to obtain information about external companies performing work for the user company that could otherwise naturally be performed by the user company's employees.

The request must be made in connection with the work of one or more external companies for the user company.

If, following the local exchange of information and discussion, there is still disagreement as to whether it is temporary work, the federation may request a clarifying meeting with GLS-A. Minutes of the local discussions shall be forwarded together with the meeting request

A clarifying meeting must be held as soon as possible and no later than 7 working days after receipt of the request at GLS-A. The meeting will be held at GLS-A, unless otherwise agreed between the Parties.

The meeting shall indicate at least the following:

- The external company name and CVR number (P-number) or RUT number.
- The name of the user company's contact person at the outside company.
- Description of the external company's tasks in the user company and the expected timetable for their solution.
- Description of the management and instructional powers towards the external company's employees.

The information can be presented orally at the clarifying meeting. A record of the meeting shall be written.

## **CHAPTER 18 OTHER PROVISIONS**

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### **§ 53. Workwear**

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The employer provides one boiler suit per year for each permanently employed machine operator.

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### **§ 54. Welfare facilities**

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The employer shall make welfare facilities available to employees under this agreement in accordance with the applicable executive orders for the layout of permanent and changing workplaces.

In cases where, in accordance with the above rules in connection with piecework, requirements are made for sheds, and where the distance from the shed to the center of gravity of the workplace exceeds 250 m, an allowance will be paid corresponding to 1 hour's wage per day.

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### **§ 55. Organisational conditions**

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Employees must, as far as possible, be members of a state-recognised unemployment fund, however, without any responsibility for the employer. The employees' right to organise is recognized.

The employer keeps the employee insured against accidents in accordance with applicable law.

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### **§ 56. Service housing**

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If the employee is assigned free or paid service housing, this must consist of at least 2 rooms and a kitchen with necessary outside amenities, all in good and sound condition. External maintenance is the responsibility of the employer. The general interior maintenance, including cleaning and maintenance of combustion plants, ongoing maintenance of electrical, water and drainage installations and replacement installation of broken glass, is the responsibility of the employee. Expenses in addition to regular maintenance are borne by the employer. Where an apartment consists of 3 rooms, the entire apartment must be designated, however, so that existing conditions are not thereby affected.

Service housing, whose construction or main renovation begins after the end of this agreement, must always be in 3 rooms with running water, toilet and shower. Efforts should be made to provide older service housing with these facilities as well.

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### **§ 57. Health check for night workers**

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Employees employed as night workers must be offered a free health check before they start employment as night workers and within regular periods of a maximum of 2 years, cf. otherwise applicable legal provisions.

If the health check takes place outside the working hours of the employee concerned, the employer compensates for this.



It is not required that a doctor should carry out the health check. However, there must be a doctor who supervises the examination and who can be consulted in connection with the health check. The health check must be carried out by a person with occupational health qualifications.

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## **§ 58. Seniors**

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### **Subsection 1 Senior interviews**

The company is obliged to hold a senior interview annually with employees aged 58 or over. The senior interview can be part of the employee development interview.

### **Subsection 2 Senior rest days**

The employee and the company can agree on a senior scheme from 5 years before the current state pension age for the employee.

In the senior scheme, the employee can choose to use the payment to the free-choice account to finance senior rest days.

If the employee wants additional senior rest days, this can be done by converting all or part of the pension contribution into senior rest days. A maximum proportion of the pension contribution may be converted to cover the insurance scheme, health insurance contributions and administrative costs. The converted pension contribution is inserted into the employee's free-choice account.

The conversion in a senior scheme does not change the existing collective bargaining basis and is thus cost-neutral for the company. The converted pension contribution is not eligible for holiday pay. It is not possible for the individual employee to combine the conversion of pension funds with the use of his or her own funds.

A maximum of 32 senior rest days per calendar year can be taken, regardless of whether the funding is through the free-choice account or through the conversion of pension contributions. Senior rest days are held without pay, but the employee can receive an amount equal to the usual salary from the free choice account.

The employee must notify the company in writing by 1 November as to whether the employee wishes to be part of a senior scheme in the coming calendar year and, if so, how much of the pension contribution he or she wishes to convert. This selection is binding on the employee and will continue in the following calendar years. However, each year before 1 November, the employee can notify the company if changes are desired for the coming calendar year. In the first year of the senior scheme, the conversion takes place from and including the pay period in which the employee is 5 years from the current state pension age.

The scheduling of senior rest days takes place taking into account the company's operations and according to the same rules that apply to the scheduling of special holidays.

The increased flexibility must be cost neutral for the company.

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## **§ 59. Manual transport**

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Manual transport must be carried out in a safe and healthy manner. Appropriate technical aids should be used whenever possible and appropriate, and always when manual transport involves health hazards.

Employees performing continuous manual transport must have appropriate work interruptions, either in the form of other work or breaks. Transport routes must, as far as possible, be cleared of annoying objects, must be well-lit and must not be slippery.

The National Working Environment Authority has prepared an assessment form that illustrates the loads of various lifts. It is considered harmful to health to lift more than 50 kg close to the body, more than 30 kg at forearm distance (approx. 30 cm) and more than 15 kg at 3/4 arm distance (approx. 45 cm).

Where many lifts are performed per working day, the total weight must be taken into account. It is considered indicative to be harmful to health to lift more than 10 tonnes per day close to the body, more than 6 tonnes per day in forearm distance and more than 3 tonnes per day at 3/4 arms distance.

When the load is carried, lifting is considered harmful to health when the weight exceeds approx. 20 kg close to the body, approx. 12 kg in forearm distance and approx. 6 kg at 3/4 arm distance.

Notwithstanding the above limits, during lifting and carrying, an assessment must be made of the load and the organisation of work with loads below the stated guideline limits. Reference is also made to the forestry safety manual and current executive orders.

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## **§ 60. Safety regulations**

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### **Subsection 1 Workplace safety**

When working in one-man teams, two men should work close to each other.

When dismantling storm traps and hangers as well as when performing top cutting of standing trees, as well as cone and seed picking from ladders, a forest worker may not work alone. However, the provision does not apply to the felling of trees of harmless size.

If the organisation of the work changes, e.g. in connection with work around machines, with chemical agents and other materials, proper instruction must be given.

In connection with the use of chemical agents personal washing facilities must be available (water, soap, towel).

Any employee who has sprayed with toxins in a season, after the end of the season is obliged to go to the doctor and be examined. This examination is paid for by the employer.

Work with pesticides and work with tar products for plant protection must always be done in accordance with regulations and executive orders, and the employee must always be given clear instructions on the use of the substances before starting work.

### **Subsection 2 Dressing boxes**

There must be first aid kit available in the sheds set up in the forest part .

Every employee must be given a small emergency dressing box, which must be carried on the employee's person.

The contents of the dressing box are supplemented by the employer at the request of the employees.

### **Subsection 3 Safety equipment**

Safety helmet and hearing protection must be issued to everyone, and use of helmet and hearing protection is mandatory in accordance with the rules in the Working Environment Act.

With felling and logging work and tractor work as well as working with brush thinning saws, the employer provides eye protection, work gloves and safety boots (1 pair of leather and a pair of "rubber") and there is a duty to use the equipment. When working with a chainsaw, it is obligatory to use safety trousers with cutting-inhibiting inserts. The employer provides 2 pairs per forest worker.

When working with pesticides and tar products for plant protection, coat clothing and gloves shall be made available. With clapping service, rainwear is made available.

The supplied equipment is replaced in the event of wear or damage. Defective equipment is handed over to the employer.

All safety equipment belongs to the employer and must be handed in upon resignation.

Used safety boots cannot be handed out for continued use against the employee's will.

Other used safety equipment can, however, be issued in a clean and safe condition.

Personal protective equipment shall be cleaned and maintained by the employee.

Payment for cleaning and maintenance of personal safety equipment is included in the Agreement's remuneration rates. Payment is provided as a supplement for the use of chainsaws on hourly wages and by scrubbers. A corresponding amount is included in the felling piecework.

### **Subsection 4 New employees**

In the case of new employment, the new employee must have clear and sound instructions by the employer, before starting work.

The new employee (without work experience) may not work independently with a chainsaw, unless he or she has completed the Forest School's "Rolling Course", or has gained the necessary safety experience locally.

When hiring an employee without work experience, the employer adds up-to-date tools (chainsaws) for a shorter period (2 pay settlement periods, where at least 50% of the working time is used for felling and logging work). Proper maintenance for 2 pay settlement periods is the responsibility of the employee. Expenses for spare parts, oil and petrol are paid by the employer. In the case of felling and logging work during the said 2 wage settlement periods, the employee is guaranteed hourly wage A.

The Parties agree that newly hired forest workers without previous work experience should participate in the Forest School's basic course. This course should, as far as possible, be started no later than 3-6 months after employment.

The aim is for course stays as far as possible not to coincide with peak periods in forestry operations.

## **CHAPTER 19 FUNDS**

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### **§ 61. The FIU Training Fund**

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A contribution of 26.5 øre per hour worked is paid to the Trade Union's Internal Training (FIU). The amount is collected under a separate agreement and allocated at 3/4 to FH and 1/4 to GLS-A.

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### **§ 62. Agricultural Training Fund**

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The Agricultural Training Fund pays 10 øre per hour worked by the employees employed at the company.

For companies that have acceded to the agreements concluded between GLS-A and 3F and which are not members of GLS-A, a contribution of 40 øre per hour is paid to the Agricultural Training Fund for the employees employed at the company.

The funds in the Agricultural Training Fund are used to finance the operation of the Vocational Training Committee for Agriculture. The Fund's receipt of the funds collected may not exceed 75% of the operating costs of the Vocational Training Committee for Agriculture (defined as labour costs, secretarial expenses, etc.).

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### **§ 63. Competence Development Fund for Agriculture**

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A skills development fund (The Development Fund for Agriculture) has been established. The Board of Directors of the Fund is composed jointly from 3F and GLS-A. 3F appoints the Chairman of the Board of Directors. The Competence Fund has a secretariat at GLS-A.

The scheme is financed by the company's paying in DKK 780 per year per full-time employee.

The contribution to the Development Fund for Agriculture is increased per 1 January 2022 to DKK 862 per full-time employee per year.

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### **§ 64. The Fund for Training, Working Environment and Cooperation**

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The company allocates 45 øre per worked hour for the development of training, working environment and co-operation conditions, including the union representative institution within the area of the collective agreement.

The funds are collected and paid into the GLS-A – 3F Competence Development Fund. The detailed rules for the use of the funds are determined by the board of the Competence Development Fund.

Newly admitted members of GLS-A can demand that the contribution to the Fund for Training, Working Environment and Cooperation lapse during the first 2 years of membership of GLS-A. Contributions are paid normally after this point.

## **CHAPTER 20 AGREEMENTS, TRADE UNION LAW AND PERIOD OF VALIDITY**

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### **§ 65. General Agreement**

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The General Agreement between the Association of Agricultural Employers' Associations (SALA) and the Danish Confederation of Trade Unions (LO) is applicable to this Agreement.

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### **§ 66. Cooperation Agreement**

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The Cooperation Agreement between the Association of Agricultural Employers' Associations (SALA) and the Danish Confederation of Trade Unions (LO) is applicable to this Agreement.

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### **§ 67. Organisation agreements**

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In addition, organisation agreements have been concluded between the Parties, which include EU directives, rules for dealing with industrial disputes as well as agreements on inspection measures, equal pay, animal welfare in the event of labour disputes, co-operation forums, etc. The Agricultural Organisation Agreements are available at [www.gls-a.dk](http://www.gls-a.dk) and [www.3f.dk](http://www.3f.dk).

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### **§ 68. Rules for dealing with industrial disputes**

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Regarding rules for dealing with industrial disputes refer to the Agricultural Organisation Agreements.

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### **§ 69. Duration of the Agreement**

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This Agreement shall remain in force until the termination of the Agreement in accordance with the rules in force at any time on 1 March, but not earlier than 1 March 2024.

Copenhagen, 23 February 2021

For GLS-A

For Fagligt Fælles Forbund (3F)

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Helle Reedtz-Thott

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Peter Kaae Holm

## CHAPTER 21 PROTOCOLS

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### Protocol on occupational pension and pension phasing-in

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#### Subsection 1 Mandatory pension scheme

Occupational pension is mandatory for employees covered by collective agreement concluded between the Parties. The purpose of the scheme is to insure the individual - and his or her possible survivors in the event of disability, retirement or death.

The Parties agree that the funds of the scheme shall be invested in such a way as to maximize returns, taking into account reassuring security and maintaining the real value of the funds. The investments must be determined by objective, business considerations.

#### Subsection 2 PensionDanmark

PensionDanmark administers the pension scheme.

#### Subsection 3 Pension contributions

The scheme is mandatory and covers all employees who are covered by a collective agreement concluded between the Parties, who have reached the age of 18 and who have worked under an agreement between the Parties to the Agreement for at least 3 months. However, employees who can prove that they have been covered by an occupational pension scheme in connection with their previous employment relationship are covered by this scheme from the time of employment.

The pension contribution is 12.99% of the holiday-entitled pay plus public holiday and days off payment and free-choice account.

The breakdown of contributions is as follows:

Employer contributions	Employee contributions	Total
8.66%	4.33%	12.99%

The pension contribution is paid monthly to PensionDanmark.

Contribution is settled up to and including the last wage payment in the month. The employee has the right to increase his or her own contribution to the pension scheme.

Health disclosures are not required in connection with joining the scheme.

#### Subsection 4 Students in vocational training

Students who have reached the age of 18 and who have 3 months seniority in the training are covered by an occupational pension in PensionDanmark.

As of 1 March 2021, the pension contribution amounts to:

Employer	Student	Total
5.10%	2.55%	7.65%

In addition, as of 1 April 2021, 18- and 19-year-old students are covered by an employer-paid student insurance scheme with PensionDanmark. Student insurance lapses when the student goes over to full pension.

Per on 1 September 2021, the contribution rates for students who have reached the age of 20 will be increased to the collective agreement's rates for adult employees. The rates are increased from the 1st of the month in which the student turns 20 and has 3 months seniority in the training.

As of 1 September 2021, the pension contribution amounts to:

Student age	Employer	Student	Total
18 - 19 years	5.10%	2.55%	7.65%
20 years or above	8.66%	4.33%	12.99%

Students undergoing vocational training who are paid as adults are covered by the pension scheme under the same conditions as other adult employees.

#### **Subsection 5 Early retirement, state pension, etc.**

If the employee is still in employment after the current state pension age, the company is obliged to pay an amount corresponding to the company's pension contribution until the employee resigns.

It is agreed between the employee and the company whether the amount should be paid to the employee as wage or whether the amount should continue to be paid into the pension scheme as pension contributions.

The same rule applies to employees who for other reasons receive pension payments from PensionDanmark, e.g. early retirees and employees who receive supplementary early retirement pension from PensionDanmark.

The organisations recommend that employees who are covered by the above provision contact PensionDanmark for guidance.

#### **Subsection 6 Health care scheme**

Employees are covered by a health care scheme through PensionDanmark. The scheme is financed through the pension contribution.

#### **Subsection 7 Phasing-in of pension**

Newly appointed members of GLS-A who, prior to enrolment, have not established a pension scheme for employees or who for these employees have a pension scheme with a lower pension contribution, may demand that the contribution to PensionDanmark be determined as follows:

- From the date of the company's membership of the employers' association, 25% of the pension contribution applicable at that time is paid.
- Within one year of joining the employers' association, the pension contribution shall be increased to 50% of the pension contribution applicable at that time.
- Two years after joining the employers' association, the pension contribution is increased to 75% of the pension contribution at that time.
- Three years after joining the employers' association, the pension contribution is increased to the current pension contribution agreed in the Agreement.

If the collectively agreed contributions are increased during the period, the company's contribution shall be increased proportionately so that the above proportion of the collectively agreed contributions is paid into a pension at all times.

### **Subsection 8 Company pension scheme**

Newly admitted members of GLS-A who have established a company pension scheme prior to joining may demand that the existing company pension scheme for employees employed at the time of joining replaces payment to PensionDanmark.

The contribution to the company pension scheme must at all times be at least equal to the collectively agreed contributions to PensionDanmark.

The company pension scheme cannot be extended to employees who are hired after the company's registration in GLS-A. For these employees, the collectively agreed pension contributions are paid to PensionDanmark.

It is a prerequisite for the continuation of a company pension scheme that it has existed for 3 years prior to the company's accession to GLS-A. A list of the employees concerned shall be drawn up, which shall enter the federation immediately after joining GLS-A. These employees are free to choose to leave the existing depository intact and start new savings in PensionDanmark or to transfer their depository to PensionDanmark and continue the pension payment to their new depository in PensionDanmark or continue with payment into the existing depository. Employees must be informed of differences in the pension schemes in the two schemes.

Employees can at any time go from payment to the previous scheme to payment to PensionDanmark.

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### **Protocol on converting and escalating free-choice account**

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Newly admitted member companies that have not established a free choice account or similar scheme prior to enrolment, or that have a free choice account or similar scheme with lower contributions, can join the free choice account of the Agreement in accordance with the rules below.

The companies can deduct from the employee's wages the contribution applicable at the time of registration, less 4.0%. However, the company will not be able to pay an hourly wage less than the standard wage rate.

From the registration, the companies are obliged to pay contributions to the free choice account less 4.0%, as well as contributions according to the escalation scheme below. If the company does not wish to escalate, the full contribution is paid.

In the case of the 4,0%, newly joined members may require escalating as follows:

- By no later than date of registration, the company must pay 1.0% in contributions to the free-choice account.
- Within one year, the company must pay 2.0% in contributions.
- Within 2 years, the company must pay 3.0% in contributions.
- Within 3 years, the company must pay 4.0% in contributions.



The savings scheme cannot be used to reduce existing contributions.

Any free-choice account or equivalent arrangement existing at the entry time ceases and is replaced by the free-choice account of the Agreement.

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### **Protocol on employment on terms similar to salaried employees**

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Between GLS-A and 3F, an agreement has been reached that for employees with more than 4 years' seniority, conditions similar to those enjoyed by salaried employee can be introduced per the following guidelines:

Questions about the introduction of agreements on terms similar to salaried employee can only be raised locally at the individual company, and disagreements can be dealt with under trade union law, but only at an organisational meeting.

Employment relationships on terms similar to a salaried position can be agreed individually with employees who perform specially trusted/qualified work. Agreements on employment on terms similar to a salaried position are only valid if they are drawn up in writing.

The organisations jointly prepare a form to be used when concluding employment agreements on terms similar to a salaried position. After signing, the employment form may be required to be submitted to the respective organisation.

#### Working hours

Working hours, including any overtime and shift work as well as the payment for this, are determined in accordance with the provisions of the Agreement.

#### Wage

The wage is determined in accordance with the provisions of the Agreement.

It can be agreed that the wage, regardless of the Agreement's adjustment times, is adjusted once a year, and that the adjustment date may be the same as for salaried employees employed at the company.

#### Payroll and pay period

Employment on terms similar to a salaried position can only take place from the 1st of a month, and the wage is converted to monthly salary, which is paid on the same dates that apply to the company's salaried employees.

The pay is deposited in the bank, savings bank or giro account of the person in question.

#### Public holidays

Employees, employed on terms similar to a salaried position, receive full pay on public holidays and other work-free days, which is why the wage determination is based on pay rates, excluding public holiday supplement.

#### Holiday

In the event of transition to terms similar to a salaried position, an agreement must be reached on how the earned, but not yet taken, holiday must be taken.

In the case of employment on terms similar to a salaried position, holidays are paid with pay or holiday allowance, cf. the Holiday Act.

In the event of severance, Section 16 of the Holiday Act applies.

#### Sickness

Here, the rules in Section 5 of the Salaried Employees Act are followed.

With regard to notification and documentation, the guidelines laid down for the company's employees in accordance with the Sickness Benefit Act apply.

#### Seniority

Seniority in employment on terms similar to a salaried position is calculated from the 1st of a month in which the agreement enters into force, cf. the provision of the individual agreement in this regard.

#### Termination

In the event of termination, the rules in Sections 2, 2a and 2b of the Salaried Employees Act and Sections 16 and 17a apply.

The Parties agree that the length of notice periods may not be shorter than those obtained under the Agreement when transitioned to employment on terms similar to salaried employee terms.

Notice of dismissal in accordance with Section 2 of the Salaried Employees Act lapses in the event of unemployment as a result of other employees' stoppage of work .

It can be agreed in the individual contract that the employee can be given one month 's notice of dismissal at the end of a month, when the person in question has received wage during sickness for a total of 120 days within a period of 12 months.

The validity of the dismissal is conditional on it taking place in immediate connection with the expiry of the 120 sick days, and while the person in question is still sick, whereas the validity is not affected by the employee returning to work after the dismissal has taken place.

#### Other rules

Unless otherwise stated in this protocol or in the employment agreement worked out between the parties, the employee is covered by the rules in the Agreement.

#### Industrial disputes procedure

Any disagreement regarding the understanding of the individual agreements or of these guidelines will be dealt with in accordance with the Agreement's rules for dealing with industrial disputes and may not be the subject of civil action.

If the company wishes to be released from an agreement on employment on terms similar to a salaried employees terms with a single employee, or if the individual employee wishes to be released, this can be done with the notice of termination applicable to the employee in question, calculated from the transition to the salaried employee-like employment.

After the expiry of the above notices, the employee is only considered to be covered by the forestry agreement.

Existing agreements on employment on terms similar to a salaried position may be rewritten in accordance with these guidelines by agreement between the local parties.

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### **Protocol on the code of conduct for agreements with foreign employees**

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Between the Parties to the Agreement, it is agreed that it may be appropriate for foreign employees that the company provides housing, transport, etc. for employees during their stay in Denmark.

At the same time, the Parties to the Agreement agree that it must be voluntary for employees to conclude an agreement with the company on the purchase of services in connection with the employment relationship, and that according to the Parties' understanding it will be contrary to the agreements concluded between GLS-A and 3F to stipulate employment of the employees entering into such an agreement.

Further to this, the Parties agree that, following the conclusion of a voluntary agreement with the company on the purchase of services, employees should be given the opportunity to terminate the agreement with one month's notice to the end of a month, unless a shorter term of notice is agreed.

If GLS-A's member companies conclude such voluntary agreements with their foreign employees, there is agreement between the Parties to the Agreement that it is natural that the payment for the services can be deducted in connection with the wage payment.

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### **Protocol on the obligation to provide information on subcontractors**

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According to the Agreements between 3F and GLS-A, GLS-A's member companies must, at the request of the local 3F branch or the federation, provide sufficient information on the name, address, CVR number and enterprise for the contract in question as soon as possible, however, within a maximum of 72 hours.

The Parties agree on the following understanding of time limit etc. of this provision:

The local 3F branch or the federation may at any time request the said information regarding subcontractors.

The request for information should be made in writing by letter, e-mail or similar so that the applicant can prove that the request has been made.

The time limit for the submission of information on subcontractors of 72 hours shall be calculated from the time at which the request has been received.

If a request has been received after 15.00, the deadline is calculated at 72 hours from the next working day at 08.00.

All days of the week are included when the deadline of 72 hours is to be calculated, except for periods with public holidays, where there are less than 72 hours between two weekdays (Monday to Friday). In that case, the deadline is 24 hours from 8:00 a.m. on the first working day after the deadline.

Requests for information relating to subcontractors shall be based on a factual need and must not be misused for purposes of harassment. Allegations of harassment shall not have suspensory effect in relation to the obligation to provide information.

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### **Protocol on cooperation in companies on green conversion, etc.**

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The Parties recognize that companies are facing profound changes in the context of the green transition, with a changing labour market, with the introduction of new technology and with subsequent withdrawal.

The many new challenges increase the need for collaboration at all levels between managers and employees and at all types of companies. The Parties agree on the intention of involving employees in maintaining and developing the adaptability and innovation capacity of companies, including, inter alia, in discussing the need for new skills and continuous upskilling. The introduction of new technology leads to an increased focus on continuing training and adaptability.

In order for companies to be well equipped also to take advantage of the opportunities in the green transition, including the potentials of the green transition in a global market, there is an ever-growing need for the company's employees to remain at the forefront of the challenges that new tasks present. Ambitious climate goals require the use and development of new technologies that are essential for the company's competitiveness, employment, as well as working environment and job satisfaction.

In all types of companies, with or without elected employee representatives and cooperation bodies, it will be natural to ensure a dialogue and exchange of ideas about these challenges between management and employees and, by extension, determine how the cooperation on this will take place in the future.

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### **Agreement on data protection**

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GLS-A and 3F - Den Grønne Gruppe (The Green Group) agree that provisions in collective agreements and the processing of cases relating thereto must be interpreted and handled with in accordance with the General Data Protection Regulation (EU 2016/679), applicable in Denmark from 25 May 2018.

GLS-A and 3F Den Grønne Gruppe (The Green Group) agree that the implementation of the General Data Protection Regulation must ensure that the current practice of collecting, storing, processing and disclosing personal data in accordance with the employment and labour law obligations can continue.

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### **Agreement on employment on special terms for employees with reduced working capacity**

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In the case of employees who have difficulty gaining a connection to the labor market and who either permanently or temporarily have a reduced working capacity, an agreement may be made locally regarding working conditions, including reduced working hours and/or a lower pay, that deviate from the provisions otherwise stated in this Agreement.

An agreement on employment on special terms is entered into between the company, the employee and the local 3F branch.

## **CHAPTER 22 PIECEWORK**

### **Setting of piecework**

Work not mentioned in this agreement is paid by the hour until an agreement is reached. The Parties agree to strive for the largest possible part of the work in the forest to be carried out on a piecework basis, however not when the employee is paid with wages as stated under hourly wages, point C1, point C2, point D or has salaried employee-like terms status.

For felling and logging of trees not covered by this agreement, payment is made until a piecework agreement has been made, per hour of an amount corresponding to the average piecework rate in GLS-A's latest published statistics on felling and logging.

The amount is adjusted in line with the other felling and logging agreements.

Work for which piecework rates are stated may be required by each of the Parties to be performed on a piecework basis, with the exception of cultural work and plant nursery work.

### **Difficult felling and logging**

Allowances for difficult felling and logging are agreed prior to the commencement of the work. Allowances are calculated only by felling piecework.

#### **Allowance by order**

- a. On difficult hilly terrain.
- b. In swampy terrain.
- c. In stands with a small height in relation to age.
- d. In stands with branched, knotty and root-thick trees.
- e. In stands with annoying undergrowth.
- f. In stands tumbled by storm.
- g. In stands grown by tuft planting.
- h. On cultivated terrain, when the work is thereby made more difficult.
- i. On areas with many ditches .
- j. In the case of scattered felling and in the case of scattered felling of special assortments in small lots and where the conditions otherwise speak for themselves.
- k. In stands with dry coniferous trees and annoying waste from previous felling and logging.

#### **Felling piecework**

Felling piecework includes felling, removal, trimming of root Fellings, Felling of root outlets, pruning, measurement of length and shortening.

Piecework applies for round wood.

Piecework applies for the specified lengths. For lengths less than 1 meter, the supplementary table on page 60 is used. For lengths between e.g. 1 metre and 2 metres, the intermediate value is calculated (interpolated) between corresponding piecework for 1 metre and 2 metres length.

### **Lineup**

Effects are lined up in customary settlement and/or sales units with poles, joists and supports, etc.

## **Stacking**

1. The stacking distance is the average half distance between the tracks (from track edge to track edge).
2. Stacking at the logging site is paid as a corresponding aggregation at tracks. The distance is determined according to the conditions in the vegetation. In principle, stacking work should be carried out in such a way that small pieces are added to large pieces.
3. The pieces are combined in sorted piles with flush end surfaces taking into account appropriate onward transport.
4. Payment for stacking is granted for the part of the logged timber that is stacked.
5. For stacking of pieces over 8 metres, payment is granted by agreement.

## **Allocation of work**

A fair allocation of the work tasks must be made so that individual employees are not burdened exclusively with particularly hard or dirty work or work with poor earnings opportunities.

When an untrained or less experienced extra man is appointed to a work team for a job by the employer, the supplement is paid by agreement.

## **Removal of branches**

At the same time, the felling and logging piecework agreements include the removal of branches from the logging from tracks, roads and ditches. However, spreading the branches cannot be demanded. If, in felling, large amounts of branches of over 6 cm fall on tracks, roads and ditches, their removal, however, is paid for with an hourly wage.

The trees should be felled as far as possible so that the branches do not fall on tracks, roads and ditches.

## **Measuring for wage settlement**

Wage settlement takes place for "other logs" and "trunks, uncut and shortened" after true volume measurement of the individual piece.

True volume measurement is carried out in accordance with an agreement on inspection and numbering, etc. of raw wood, concluded on 25 July 1981 between Danske Skove's Trade Committee and the Wood Industry's Joint Representation. If there is a change in the true volume measurement, each of the parties may demand negotiation.

The settlement for "2.7 meter logs" and "5.4 meter logs" as well as "other effects" in hardwood and coniferous wood is done in part according to the average middle diameter of the piece.

By a batch of wood is meant a larger quantity of an assortment that, in terms of payroll and inspection, forms a unit.

It is a prerequisite that the range is logged in a stand that is approximately uniform in terms of age and dimension.

By middle-diameter is meant the average middle-diameter (arithmetical) of the batch found by representative measuring.

At each settlement, each team/employee receives a copy of their payroll. The measurement of OTHER EFFECTS set up on a fixed road as well as LOGS/STUMPS, which form the basis for wage settlement, is final when wage settlement is available,

unless significant errors are found. Errors arising when calculating payroll shall be corrected. The employee has the right to see the forester's measurements.

In connection with conifer felling and logging, the work management may require the employee to measure timber in accordance with given guidelines.

The measurement includes measuring length and diameter as well as either numbering the item or writing length/diameter on the item. Numbers, lengths and diameters are noted in an easy-to-read way on specially designed forms.

The forms must be practical for the forest worker.

The employees are obliged to assist in measuring and specifying their own work against payment of the hourly wage applicable to the employee in question. . The employee may, if necessary, demand to participate in measuring his or her own work. If an employee is used to measure and count the work of others, hourly wages are paid for this.

Measuring should take place before employees leave the workplace. If the measuring does not take place before the employee's move to another worksite, so they must be called in from there, hourly wages are paid for the way back and forth.

### **Felling and logging**

Felling is carried out with a saw as far as possible. Where possible, felling must be carried out in a directional manner for the sake of further transport.

Branching is performed carefully and as close to the trunk as possible.

All generally applicable quality requirements for purity, straightness, pruning, trimming and measuring accuracy, as well as other customary laying requirements must be complied with.

### **Driving out**

When removing the cut material or firewood, this must not be unloaded on tracks or roads, so that the sorted effects are mixed.

The supervisor strives for the items to be driven out in such a timely manner that final wage settlement can take place as mentioned in Section 19.

### **Splitting**

Hourly wages are paid for splitting items and for splitting firewood or by agreement.

### **Debarking**

Debarking or staining of hardwood is paid by agreement.

### **Initial removal**

If at the first felling (including also line felling) in coniferous stands they have not been pruned at least every third interval, supplements are paid by agreement.

### **Removing branches**

Removing branches in coniferous stands, so that marking for felling can be carried out, is paid by the hour or by agreement.



**Snow**

For inconvenience from snow cover allowances are paid by agreement, however, only when the management demands that the work continue under the inconvenient circumstances.

When agreeing on snow allowance in connection with allowance for difficult felling and logging, it must be clear whether snow allowance is paid.

**Joists**

If the items are required to be deposited on joists at the logging site before departure, this is paid for by agreement.

**Acid precipitation**

In the case of acid precipitation, a supplement is paid by agreement.

By acid precipitation is meant: Logging of deciduous beech, which after felling lies with the top for a period of usually 2-5 weeks before final logging.

# Felling piecwork 1 March 2021

Skovning af løvtræ EFFEKTETS ART	Midt dia- meter	Bet. enhed	Hugstakkorder			Akkorder for sammenlægn. Afstande i meter 0-8
			I	II	III	
<b>2,7 meter:</b> Gulvtræ-, svelle- og cellulosekævlér samt kævlér til anden anvendelse. Kævlérerne lægges på 2,7 meter (+/- 5 cm). Topdiametere mindst 12 cm. Kævlérerne kan ikke kræves sammenlagt, dog kan kævlér i diametergruppen 12-19 cm sammenlægges i små bunker, såfremt der lokalt kan opnås enighed herom.	12-19 20-24 25-	m <sup>3</sup> - -	Kr. 80,46 54,62 52,55	Kr. 86,11 59,41 57,27	Kr. 93,48 64,28 62,10	Kr. (20,71)
<b>5,4 meter:</b> Gulvtræ-, svelle- og cellulosekævlér samt kævlér til anden anvendelse. Kævlérerne lægges på 5,4 meter (+/- 7 cm). Topdiametere mindst 12 cm.	12-19 20-24 25-	m <sup>3</sup> - -	76,46 51,94 49,83	81,75 56,38 54,28	90,00 61,07 58,91	
<b>Øvrige kævlér:</b> Kævlér af kvaliteterne A, B, C og D og kævlér til specialanvendelse, som f.eks. stavkævlér, staldtømmer og bundgarnspæle. Kævlérerne aflægges normalt på mindst 3,0 meters længde. Topdiametere mindst 18 cm, for gulvtrækævlér dog mindst 12 cm, og bundgarnspæle og andre specialeffekter mindst 10 cm.	12-19 20-29 30-	m <sup>3</sup> - -	66,54 44,72 33,17	72,18 49,48 36,87	79,53 54,27 40,64	
<b>1 meter træ:</b> Gavntæ- og brænde-effekter (snitgavn, kort gulvtræ, kassetræ, spånpladetræ, samt klov, fagot, knuder, knippel kaminbrænde m.v.). Topdiametere mindst 5 cm. De for hvert enkelt sortiment gældende krav til længde og diameter samt kvalitet skal overholdes.	7-11 12-14 15-	rm - -	103,64 83,73 83,73	107,64 87,43 87,43	113,36 92,25 92,25	22,82 14,48 14,48
<b>2 meter træ:</b> Effekter aflagt med middellængden 2,0 meter (tilladelig variation 1,90-2,10 meter). Topdiametere mindst 5 cm.	7-11 12-14 15-	rm - -	69,52 50,92 50,92	76,17 56,30 56,30	82,84 61,50 61,50	14,79 7,28 7,28
<b>3 meter træ:</b> Effekter aflagt med middellængden 3,0 meter (tilladelig variation 2,90-3,10 meter). Topdiametere mindst 5 cm.	7-11 12-14 15-	rm - -	59,48 39,51 37,99	62,75 42,17 40,68	66,10 44,70 43,21	14,79 7,28 7,28
Statsbanepæle og andre pæle-effekter aflagt efter opgivne krav til kvalitet, længde og diameter. runde, 0,02-0,035 m3..... runde, 0,036-0,069 m3..... runde, 0,070-0,10 m3..... kløvede, 0,02-0,035 m3..... runde, 1. 120-140 cm, midtd. 5-10 cm..... runde, 1. 140-200 cm, midtd. 10-20 cm.....		stk. - - - rm rm	2,96 4,87 6,85 4,06 127,91 106,51	2,96 4,87 6,85 4,06 127,91 106,51	2,96 4,87 6,85 4,06 127,91 106,51	1,01 1,01 1,01 1,01 15,46 15,46

Forlanges afkorting af m-effekter af løv- og nåletræ til længder under 1 meter gives følgende tillæg (kr. rm) til akkorder for 1 m-effekt:

Længder, cm	35/39	40/44	45/49	50/59	60/69	70/79	80/89	90/99
Tillæg, kr./rm pr.	31,55	31,47	17,75	12,90	8,49	3,93	2,20	0,00

Skovning af nåletræ EFFEKTETS ART	Midt dia- meter	Bet. enhed	Hugstakkorder			Akkorder for sammenlægn.
			I	II	III	
<b>Stammer, ikke afkortede:</b> Stammerne aflægges med toppen afhugget. Renskæring for råd efter opgivne kvalitetskrav.	11-12	m <sup>3</sup>	Kr. 117,63	Kr. 129,79	Kr. 153,95	Kr. Afstande i meter 0-8
	13-15	-	99,53	108,04	128,18	
	16-20	-	60,39	70,42	93,31	
	21-25	-	42,85	49,14	69,92	
	26-	-	35,42	41,88	60,62	
<b>Stammer, afkortede *)</b> Stammerne aflægges med opgivne længde- og diametermål. Arbejderne foretager selv afmærkningen	13-15	m <sup>3</sup>	105,31	117,58	138,35	
	16-20	-	68,90	74,61	101,73	
	21-25	-	49,30	52,71	76,30	
	26-	-	40,30	46,28	65,11	
	7-11	rm	149,87	149,87	153,86	
<b>1 meter træ:</b> Gavntræ- og brændeeffekter (kassetræ, spånpladetræ, brænde m.v.). Topdiameter mindst 5 cm. De for hvert enkelt sortiment gældende krav til længde og diameter samt kvalitet skal overholdes	12-14	-	98,03	98,03	106,97	24,79 17,41 17,41
	15-	-	77,83	77,83	85,10	
	7-11	rm	123,92	123,92	127,37	
	12-14	-	89,33	89,33	92,64	
	15-	-	72,05	72,05	79,78	
<b>2 meter træ:</b> Aflagt med middellængden 2,0 meter (tilladelig variation 1,90-2,10 meter). Mindste topdiameter 5 cm. Silbetræ (papirtræ) aflagt med middellængden 2,00 meter (tilladelig variation 1,95 - 2,05 meter). Mindste topdiameter 8 cm. Max. diameter 35 cm.	7-11	rm	118,19	118,19	119,64	22,23 14,80 14,80
	12-14	-	85,01	85,01	88,57	
	15-	-	69,21	69,21	73,72	
	7-11	rm	118,19	118,19	119,64	
	12-14	-	85,01	85,01	88,57	
<b>3 meter træ:</b> Aflagt med middellængden 3,0 meter (tilladelig variation 2,90-3,10 meter). Topdiameter mindst 5 cm.	7-11	rm	118,19	118,19	119,64	14,80 14,80
	12-14	-	85,01	85,01	88,57	
	15-	-	69,21	69,21	73,72	
	7-11	rm	118,19	118,19	119,64	
	12-14	-	85,01	85,01	88,57	
<b>Korttømmer:</b> Topdiameter mindst 9 cm. Længden fra 3,0 m til 5,2 m med aftalt overmål på højst 10 cm. Effekter over 4 m udløser ikke sorteringstillæg. Sætser for længder mellem 2,0 m og 3,0 m findes ved interpolation mellem sætserne for 2-m og 3-m træ med et tillæg på 4%. Pæle- og rafteeffekter aflagt efter opgivne krav til kvalitet, længde og diameter.	-14	rm	87,89	87,89	100,51	14,80 14,80
	15-20	-	71,78	71,78	82,53	
		stk.	2,07	2,07	2,07	
		-	2,31	2,31	2,31	
		-	3,75	3,75	3,75	
indtil 0,0050 m <sup>3</sup> , max. længde 2,50 m..... 0,0051-0,010 m <sup>3</sup> , max. længde 2,50 m..... 0,011-0,020 m <sup>3</sup> ..... 0,021-0,030 m <sup>3</sup> ..... Lægter I/II og Stager I/II.....		-	4,63	4,63	4,63	Efter aftale Efter aftale Efter aftale Efter aftale Efter aftale
		-				
		-				
		-				
		-				



# Felling piecework 1 March 2022

Skovning af løvtræ EFFEKTETS ART	Midt dia- meter	Bet. enhed	Hugstakkorder			Akkorder for sammenlægn.
			I	II	III	
<b>2,7 meter:</b> Gulvtræ-, svelle- og cellulosekævlér samt kævlér til anden anvendelse. Kævlérerne lægges på 2,7 meter (+/- 5 cm). Topdiameter mindst 12 cm. Kævlérerne kan ikke kræves sammenlagt, dog kan kævlér i diametergruppen 12-19 cm sammenlægges i små bunker, såfremt der lokalt kan opnås enighed herom.	12-19	m <sup>3</sup>	Kr.	Kr.	Kr.	(20,98)
	20-24	-	81,50	87,23	94,70	
	25-	-	55,33	60,18	65,11	
	25-	-	53,23	58,02	62,90	
<b>5,4 meter:</b> Gulvtræ-, svelle- og cellulosekævlér samt kævlér til anden anvendelse. Kævlérerne lægges på 5,4 meter (+/- 7 cm). Topdiameter mindst 12 cm.	12-19	m <sup>3</sup>	77,46	82,81	91,17	
	20-24	-	52,62	57,11	61,86	
	25-	-	50,47	54,98	59,68	
<b>Øvrige kævlér:</b> Kævlér af kvaliteterne A, B, C og D og kævlér til specialanvendelse, som f.eks. stavkævlér, staldtømmer og bundgarnspæle. Kævlérerne aflægges normalt på mindst 3,0 meters længde. Topdiameter mindst 18 cm, for gulvtrækævlér dog mindst 12 cm, og bundgarnspæle og andre specialeffekter mindst 10 cm.	12-19	m <sup>3</sup>	67,40	73,12	80,57	
	20-29	-	45,30	50,12	54,97	
	30-	-	33,60	37,34	41,17	
	7-11	rm	104,99	109,04	114,86	
<b>1 meter træ:</b> Gavntre- og brændeefekter (snitgavn, kort gulvtræ, kassetræ, spånpladetræ, samt klov, fagot, knuder, knippel kaminbrænde m.v.). Topdiameter mindst 5 cm. De for hvert enkelt sortiment gældende krav til længde og diameter samt kvalitet skal overholdes.	12-14	-	84,82	88,56	93,45	23,12 14,67 14,67
	15-	-	84,82	88,56	93,45	
	7-11	rm	70,43	77,16	83,91	
<b>2 meter træ:</b> Effekter aflagt med middellængden 2,0 meter (tilladelig variation 1,90-2,10 meter). Topdiameter mindst 5 cm.	12-14	-	51,58	57,03	62,30	14,98 7,37 7,37
	15-	-	51,58	57,03	62,30	
	7-11	rm	60,26	63,56	66,96	
<b>3 meter træ:</b> Effekter aflagt med middellængden 3,0 meter (tilladelig variation 2,90-3,10 meter). Topdiameter mindst 5 cm.	12-14	-	40,02	42,72	45,28	14,98 7,37 7,37
	15-	-	38,49	41,21	43,77	
	7-11	rm	60,26	63,56	66,96	
Statsbanepæle og andre pæleeffekter aflagt efter opgivne krav til kvalitet, længde og diameter.  runde, 0,02-0,035 m3..... runde, 0,036-0,069 m3..... runde, 0,070-0,10 m3..... kløvede, 0,02-0,035 m3..... runde, 1. 120-140 cm, midtd. 5-10 cm..... runde, 1. 140-200 cm, midtd. 10-20 cm.....		stk.	3,00	3,00	3,00	1,02
		-	4,93	4,93	4,93	1,02
		-	6,94	6,94	6,94	1,02
		-	4,11	4,11	4,11	1,02
		rm	129,58	129,58	129,58	15,66
		rm	107,89	107,89	107,89	15,66

Forlanges afkorting af m-effekter af løv- og nåletræ til længder under 1 meter gives

følgende tillæg (kr. rm) til akkorder for 1 m-effekt:

Længder, cm 35/39 40/44 45/49 50/59 60/69 70/79 80/89 90/99  
Tillæg, kr./rm pr. 31,96 31,88 17,98 13,07 8,60 3,98 2,23 0,00

# Felling piecework 1 March 2022

Skovning af nåletræ EFFEKTETS ART	Midt dia- meter	Bet. enhed	Hugstakkorder			Akkorder for sammenlægn. Afstande i meter 0-8
			I	II	III	
<b>Stammer, ikke afkortede:</b> Stammerne aflægges med toppen afhugget. Renskæring for råd efter opgivne kvalitetskrav.  <b>Stammer, afkortede *)</b> Stammerne aflægges med opgivne længde- og diametermål. Arbejderne foretager selv afmærkningen	11-12	m <sup>3</sup>	Kr. 119,16	Kr. 131,48	Kr. 155,95	Kr.
	13-15	-	100,82	109,44	129,85	
	16-20	-	61,17	71,33	94,52	
	21-25	-	43,40	49,78	70,83	
	26-	-	35,88	42,42	61,41	
	13-15	m <sup>3</sup>	106,67	119,10	140,15	
	16-20	-	69,79	75,58	103,05	
	21-25	-	49,94	53,39	77,29	
	26-	-	40,82	46,88	65,96	
	7-11	rm	151,82	151,82	155,86	25,11
<b>1 meter træ:</b> Gavnræ- og brændeeffekter (kassetræ, spånpladetræ, brænde m.v.). Topdiameter mindst 5 cm. De for hvert enkelt sortiment gældende krav til længde og diameter samt kvalitet skal overholdes  <b>2 meter træ:</b> Aflagt med middellængden 2,0 meter (tilladelig variation 1,90-2,10 meter). Mindste topdiameter 5 cm. Silbetræ (papirtræ) aflagt med middellængden 2,00 meter (tilladelig variation 1,95 - 2,05 meter). Mindste topdiameter 8 cm. Max. diameter 35 cm.  <b>3 meter træ:</b> Aflagt med middellængden 3,0 meter (tilladelig variation 2,90-3,10 meter). Topdiameter mindst 5 cm.	12-14	-	99,30	99,30	108,36	17,64
	15-	-	78,84	78,84	86,21	17,64
	7-11	rm	125,53	125,53	129,03	25,11
	12-14	-	90,49	90,49	93,85	17,64
	15-	-	72,99	72,99	80,81	17,64
	7-11	rm	119,73	119,73	121,19	22,51
	12-14	-	86,12	86,12	89,72	14,99
	15-	-	70,10	70,10	74,68	14,99
	-14	rm	89,04	89,04	101,82	14,99
	15-20	-	72,71	72,71	83,60	14,99
<b>Korttømmer:</b> Topdiameter mindst 9 cm. Længden fra 3,0 m til 5,2 m med aftalt overmål på højst 10 cm. Effekter over 4 m udløser ikke sorteringstillæg. Satser for længder mellem 2,0 m og 3,0 m findes ved interpolation mellem satserne for 2-m og 3-m træ med et tillæg på 4%.  Pæle- og rafteeffekter aflagt efter opgivne krav til kvalitet, længde og diameter.		stk.	2,10	2,10	2,10	0,43
		-	2,34	2,34	2,34	0,44
		-	3,80	3,80	3,80	0,84
		-	4,69	4,69	4,69	1,38
		-	Efter aftale			Efter aftale



# Felling piecwork 1 March 2023

Skovning af løvtræ EFFEKTETS ART	Midt dia- meter	Bet. enhed	Hugstakkorder			Akkorder for sammenlægn. Afstande i meter 0-8
			I	II	III	
<b>2,7 meter:</b> Gulvtræ-, svelle- og cellulosekævlér samt kævlér til anden anvendelse. Kævlérerne lægges på 2,7 meter (+/- 5 cm). Topdiametere mindst 12 cm. Kævlérerne kan ikke kræves sammenlagt, dog kan kævlér i diametergruppen 12-19 cm sammenlægges i små bunker, såfremt der lokalt kan opnås enighed herom.	12-19 20-24 25-	m <sup>3</sup> - -	Kr. 82,56 56,05 53,92	Kr. 88,36 60,96 58,77	Kr. 95,93 65,96 63,72	Kr. (21,25)
<b>5,4 meter:</b> Gulvtræ-, svelle- og cellulosekævlér samt kævlér til anden anvendelse. Kævlérerne lægges på 5,4 meter (+/- 7 cm). Topdiametere mindst 12 cm.	12-19 20-24 25-	m <sup>3</sup> - -	78,46 53,30 51,13	83,89 57,86 55,70	92,35 62,67 60,45	
<b>Øvrige kævlér:</b> Kævlér af kvaliteterne A, B, C og D og kævlér til specialanvendelse, som f.eks. stavkævlér, staldtømmer og bundgarnspæle. Kævlérerne aflægges normalt på mindst 3,0 meters længde. Topdiametere mindst 18 cm, for gulvtrækævlérer dog mindst 12 cm, og bundgarnspæle og andre specialeffekter mindst 10 cm.	12-19 20-29 30-	m <sup>3</sup> - -	68,28 45,89 34,04	74,07 50,77 37,83	81,61 55,69 41,70	
<b>1 meter træ:</b> Gavntre- og brændeefekter (snitgavn, kort gulvtræ, kassetræ, spånpladetræ, samt klov, fagot, knuder, knippel kaminbrænde m.v.). Topdiametere mindst 5 cm. De for hvert enkelt sortiment gældende krav til længde og diameter samt kvalitet skal overholdes.	7-11 12-14 15-	rm - -	106,35 85,92 85,92	110,46 89,71 89,71	116,33 94,66 94,66	23,42 14,86 14,86
<b>2 meter træ:</b> Effekter aflagt med middellængden 2,0 meter (tilladelig variation 1,90-2,10 meter). Topdiametere mindst 5 cm.	7-11 12-14 15-	rm - -	71,34 52,25 52,25	78,17 57,77 57,77	85,00 63,11 63,11	15,18 7,47 7,47
<b>3 meter træ:</b> Effekter aflagt med middellængden 3,0 meter (tilladelig variation 2,90-3,10 meter). Topdiametere mindst 5 cm.	7-11 12-14 15-	rm - -	61,04 40,54 38,99	64,39 43,27 41,74	67,83 45,87 44,34	15,18 7,47 7,47
Statsbanepæle og andre pæleeffekter aflagt efter opgivne krav til kvalitet, længde og diameter.  runde, 0,02-0,035 m3..... runde, 0,036-0,069 m3..... runde, 0,070-0,10 m3..... kløvede, 0,02-0,035 m3..... runde, 1. 120-140 cm, midtd. 5-10 cm..... runde, 1. 140-200 cm, midtd. 10-20 cm.....		stk. - - - rm rm	3,04 4,99 7,03 4,16 131,26 109,29	3,04 4,99 7,03 4,16 131,26 109,29	3,04 4,99 7,03 4,16 131,26 109,29	1,04 1,04 1,04 1,04 15,86 15,86

Forlanges afkorting af m-effekter af løv- og nåletræ til længder under 1 meter gives følgende tillæg (kr. rm) til akkorder for 1 m-effekt:

Længder, cm	35/39	40/44	45/49	50/59	60/69	70/79	80/89	90/99
Tillæg, kr./rm pr.	32,38	32,29	18,22	13,24	8,71	4,03	2,26	0,00

# Felling piecework 1 March 2023

Skovning af nåletræ EFFEKTETS ART	Midt dia- meter	Bet. enhed	Hugstakkorder			Akkorder for sammenlægn.
			I	II	III	
<b>Stammer, ikke afkortede:</b> Stammerne aflægges med toppen afhugget. Rensskæring for råd efter opgivne kvalitetskrav.  <b>Stammer, afkortede *)</b> Stammerne aflægges med opgivne længde- og diametermål. Arbejderne foretager selv afmærkningen	11-12	m <sup>3</sup>	Kr. 120,71	Kr. 133,19	Kr. 157,98	Kr.
	13-15	-	102,13	110,86	131,53	
	16-20	-	61,97	72,26	95,75	
	21-25	-	43,97	50,42	71,75	
	26-	-	36,35	42,98	62,21	
	13-15	m <sup>3</sup>	108,06	120,65	141,97	
	16-20	-	70,70	76,57	104,39	
	21-25	-	50,59	54,09	78,30	
	26-	-	41,35	47,49	66,82	
	7-11	rm	153,80	153,80	157,88	25,43
<b>1 meter træ:</b> Gavntræ- og brændeeffekter (kassetræ, spånpladetræ, brænde m.v.). Topdiameter mindst 5 cm. De for hvert enkelt sortiment gældende krav til længde og diameter samt kvalitet skal overholdes  <b>2 meter træ:</b> Aflagt med middellængden 2,0 meter (tilladelig variation 1,90-2,10 meter). Mindste topdiameter 5 cm. Silbetræ (papirtræ) aflagt med middellængden 2,00 meter (tilladelig variation 1,95 - 2,05 meter). Mindste topdiameter 8 cm. Max. diameter 35 cm.  <b>3 meter træ:</b> Aflagt med middellængden 3,0 meter (tilladelig variation 2,90-3,10 meter). Topdiameter mindst 5 cm.	12-14	-	100,59	100,59	109,77	17,87
	15-	-	79,87	79,87	87,33	17,87
	7-11	rm	127,16	127,16	130,71	25,43
	12-14	-	91,66	91,66	95,07	17,87
	15-	-	73,94	73,94	81,86	17,87
	7-11	rm	121,29	121,29	122,77	22,81
	12-14	-	87,24	87,24	90,89	15,19
	15-	-	71,02	71,02	75,65	15,19
	-14	rm	90,19	90,19	103,14	15,19
	15-20	-	73,65	73,65	84,69	15,19
<b>Korttømmer:</b> Topdiameter mindst 9 cm. Længden fra 3,0 m til 5,2 m med aftalt overmål på højst 10 cm. Effekter over 4 m udløser ikke sorteringstillæg. Satser for længder mellem 2,0 m og 3,0 m findes ved interpolation mellem satserne for 2-m og 3-m træ med et tillæg på 4%.  Pæle- og rafteeffekter aflagt efter opgivne krav til kvalitet, længde og diameter.		stk.	2,13	2,13	2,13	0,44
		-	2,37	2,37	2,37	0,45
		-	3,85	3,85	3,85	0,85
		-	4,75	4,75	4,75	1,40
		-	Efter aftale			Efter aftale

## Other piecework rates

### Greasing of shocks

For greasing of shocks after felling and logging in coniferous wood, the following is paid:

Per unit:	1 March 2021	1 March 2022	1 March 2023
Lumber.....	DKK 10.08	DKK 10.21	DKK 10.35
Other items ..... 7-11 cm .....	DKK 13.08	DKK 13.25	DKK 13.42
12-14 cm .....	DKK 10.08	DKK 10.21	DKK 10.35
15- cm .....	DKK 10.08	DKK 10.21	DKK 10.35

### Sorting

If more than 2 sortings in the group "1 meter wood, 2 meter wood and 3 meter wood, as well as card timber" are required at a logging site for the individual employee in connection with grouping, regardless of tree species, payment is made for the entire lot by:

Per unit:	1 March 2021	1 March 2022	1 March 2023
1 extra simultaneous sorting .....	DKK 13.78	DKK 13.96	DKK 14.14
2 extra simultaneous sortings .....	DKK 19.46	DKK 19.72	DKK 19.97
3 extra simultaneous sortings and above..	DKK 23.29	DKK 23.59	DKK 23.90

Measuring, per m <sup>3</sup> :	1 March 2021	1 March 2022	1 March 2023
Timber 11-12 cm.....	DKK 20.20	DKK 20.46	DKK 20.72
Timber 13-15 cm.....	DKK 12.45	DKK 12.61	DKK 12.78
Timber 16-20 cm.....	DKK 6.93	DKK 7.02	DKK 7.11
Timber 21 - cm.....	DKK 3.43	DKK 3.48	DKK 3.52

### Sitka spruce

For sitka spruce and Douglas fir, a supplement of 30% of the felling piecework rate is paid in the 1st and 2nd felling.

For mixed stands it is paid in proportion to mixture.

### Mountain pine

Felling of common mountain pine is paid with a supplement of 40% to logging class III.

### Expulsion

When the management in connection with felling demands that the employee, in accordance with given guidelines, carry out "timber marking" (i.e. felling without timber marking), a supplement of 5% of the felling piece rate is paid.

In the case of row felling and completely systematic felling, the above-mentioned supplements are not granted.

### Indicative prices

When concluding local piecework agreements, the hourly wage cannot be reduced (calculated by the piecework agreement period or the pay period).

The fact that the prices are indicative means that the employer and the employees must conclude an agreement on the specific piecework price. The agreed piecework price can in principle be both higher and lower than the stated indicative prices.



## Ornamental green

Indicative prices applicable to normal stands:

Cutting from soil and felled trees, bundling and weighing. Cutting means finished cutting of a commodity. All bundles must be weighed.

	1 March 2021	1 March 2022	1 March 2023
<b>9-10 kg bunch DKK per 100 kg</b>			
When using hand tools			
Mountain pine, eastern pine, forest pine .....	DKK 73.37	DKK 74.32	DKK 75.29
Spruce and white spruce .....	DKK 91.71	DKK 92.90	DKK 94.11
Abies species, Douglas and Serbian spruce.....	DKK 146.75	DKK 148.66	DKK 150.59
Other coniferous species .....	DKK 201.73	DKK 204.35	DKK 207.01
Supplement for sorting for the whole lot.....	DKK 27.50	DKK 27.85	DKK 28.21
Supplement for 5 kg bundles .....	DKK 11.02	DKK 11.16	DKK 11.31
Supplement for short pole shears or short ladder (2-4 m average)	DKK 18.34	DKK 18.34	DKK 18.58
.....	DKK 18.82		
Supplement for long pole shears or long ladder (4-6 m average)	DKK 36.66	DKK 37.14	DKK 37.62
Supplement for long ladder and climbing (6-8 m average)	DKK 55.05	DKK 55.77	DKK 56.49
Supplement for long ladder and climbing (above 8 m)	By agreement	By agreement	By agreement
Supplement for lift and platform .....	DKK 18.34	DKK 18.58	DKK 18.82
Supplement for carrying 0-15 m.....	DKK 14.68	DKK 14.87	DKK 15.07
Supplement for carrying 0-35 m.....	DKK 27.50	DKK 27.85	DKK 28.21
Deduction for use of compressed air scissors .....	By agreement	By agreement	By agreement
<b>Felling of Christmas trees</b>			
Under 1½ m .....	DKK 1.83	DKK 1.85	DKK 1.88
1½ - 2½ m.....	DKK 2.76	DKK 2.80	DKK 2.83
Over 2½ m .....	By agreement	By agreement	By agreement
Stump removal.....	DKK 0.92	DKK 0.94	DKK 0.95
Supplement for carrying 0-15 m.....	DKK 0.57	DKK 0.58	DKK 0.59
Supplement for carrying 0-35 m.....	DKK 1.12	DKK 1.13	DKK 1.14
Lacing .....	By agreement	By agreement	By agreement
Nursery .....	By agreement	By agreement	By agreement

## Growing

Planting: (prices apply to topsoil and loam. On sand, prices are reduced by agreement. On stiff clay, mother soil, soil with many stones and strong root tissues, etc., the prices are increased by agreement).

	1 March 2021 DKK	1 March 2022 DKK	1 March 2023 DKK
In uncultivated soil without clearing space .....	1.99-2.50	2.01-2.53	2.04-2.56
In uncultivated soil with space clearing .....	1.01-1.52	1.02-1.54	1.04-1.56
In superficially cultivated soil, space clearance made.....	0.76-1.25	0.77-1.27	0.78-1.29
Only the planting site cleared and superficially tilled.....	1.01-1.52	1.02-1.54	1.04-1.56
In fully tilled soil or grooved soil with digging or similar .....	0.63-1.01	0.63-1.02	0.64-1.04

The prices apply to bare root plants of normal planting size and with normally developed root system.

In the case of simultaneous planting of several plant species on the same cultural area, a supplement is granted by agreement.

When planting the same plant species in a row, the price is not increased.

## Conservation against game

Setting up fences .....by agreement

Pointing of stakes and taking down wire mesh/steel fence at ditches shall not be piecework. If this is required, a supplementary amount is paid by agreement.

Installation of used wire material, removed to a new place: Supplementary amount by agreement.

When setting up exclosures using mechanical aids, the piecework rates are agreed locally.

## Roads and drainage

Road work, drainage..... hourly wage, or by agreement

## Ditches

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