

# Contract of employment for individual electricians in employment similar to that of salaried employees pursuant to annexes 1 and 1a of the Electricians' Collective Agreement

<b>1. The company's name:</b>	CVR no.:
Address:	
Postcode and city:	Tel.:
E-mail:	
Hereby employs (name):	CPR no.:
Address:	
Postcode and city:	Tel.:
E-mail:	

<b>2. Job title/position:</b>
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<b>3. Place of employment:</b>
<input type="checkbox"/> The aforementioned address:
Employment in department/branch - please state address:
Employment at workplace - please state address:
Other:

<b>4. Employed from:</b>	Until (if temporary):
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<b>5. The employee is entitled to holiday with pay/holiday allowance in accordance with the Danish Holiday Act.</b>
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<b>6. The following notices of termination apply during the employment relationship:</b>
The first 3 months of the employment relationship may, after agreement, be a probationary period during which 2 weeks' notice of termination may be given at any time. Probationary period agreed: Yes <input type="checkbox"/> No <input type="checkbox"/>
Following this, the employment relationship may be terminated by the employee giving 1 month's notice to the end of a calendar month. Following the probationary period, the company may terminate the employment relationship to the end of a calendar month as follows: » before the end 5 months' employment, 1 month's notice must be given. » before the end of 2 years and 9 months' employment, 3 months' notice must be given. » before the end of 5 years and 8 months' employment, 4 months' notice must be given. » before the end of 8 years and 7 months' employment, 5 months' notice must be given » after this time, the employee must be given 6 months' notice. Notice of termination after expiry of the probationary period shall be made in writing by both parties and shall be received by the other party on the last day of the month.
<b>120-day rule:</b> Irrespective of the aforementioned notice of termination, it is agreed that the employment relationship may be terminated by giving 1 month's notice to the end of a calendar month provided the following 3 conditions are complied with: » Within the past 12 months, the employee has earned salary during sick leave totalling 120 days » The termination must be given directly in conjunction with expiry of the 120 days » Termination must be given while the employee is still sick

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## 7. Functional pay/fixed salary:

Upon commencement, the salary is fixed at DKK \_\_\_\_\_ per month or DKK \_\_\_\_\_ per hour

and will be paid  monthly  every 2 weeks

An agreement may be made on functional pay/fixed salary which provides that the salary covers payment for overtime work to the effect that no overtime remuneration is given. This agreement must be commensurate with the salary, job content and the extent of overtime, and may be the subject of industrial arbitration pursuant to section 20 of the collective agreement.

This salary is considered to be functional pay/fixed salary  Yes  No

Occupational pension contributions are paid into PensionDanmark, see the provisions of the Electricians' Collective Agreement.

## 7A. Travel-based work and offsite work:

Payment for travel-based and offsite work can be settled by individual agreement.

Individual agreement:  Yes  No

The individual agreement states that:

## 8. Sickness absence:

Any sickness absence shall be reported in accordance with applicable rules or the guidelines of the company.

## 9. Special agreements:

## 10. For recently included members of TEKNIQ Arbejdsgiverne on the gradual increase scheme under section 18a of the Electricians Collective Agreement.

The employment is covered by the gradual increase scheme under section 18a of the Electricians Collective Agreement. A copy of the agreement is handed out to the employee.

Date: \_\_\_\_\_ For the company

The employee has received a copy of this Agreement and the above terms of employment are acknowledged.

Date: \_\_\_\_\_ Signature of the employee: \_\_\_\_\_

## 11. Any changes to the agreement (to be signed and dated by the parties - not later than 1 month after commencement):