

Information from DEF – Danish union of Electricians March 2023

New collective agreement on its way – higher wages and better working conditions

The employers in TEKNIQ Arbejdsgiverne and the Danish Union for Electricians (DEF) has now agreed upon a proposal for a new collective agreement for 2023 and 2024.

This agreement will lead to higher wages and better working conditions. But first it has to pass a membership vote in DEF. All members in DEF working at the collective agreement for electricians will be invited to vote within a few weeks via e-mail.

Here we will introduce a sum of the results from the negotiations. You are welcome to have a look at our website. okdef.dk. Unfortunately the text there is only in Danish, so you are also most welcome to contact your local branch of DEF.

- **Better wages and payment**

- Pension +2% paid the employer and -2% percent paid by you from 2023.
- Freechoice (fritvalgskontoen) 2% raise from 2024. Thereafter the total of the Freechoice and public holidays will be at 15.2%
- Increased minimum wage 130,40 Dkr. in 2023 and 135,00 from 2024.
- The added payment for emergency watch will be 142,70 Dkr. in 2023 and 147,70 Dk. in 2024.
- 22,55 D.kr. will be added to the salary if availability on weekends and public holidays, and 17.25 D.kr. for weekdays.
- Added payment for working flexible hours will be 53,65 D.kr. in 2023 and 55,55 in 2024. If on weekends and public holidays the added payment will be 91,84 D.kr. in 2023 and 95,05 in 2024.
- Added payment for off-shore will be 38.40 D.kr. in 2023 and 39.75 D.kr. in 2024. If on public holidays it will be 488,10 D.kr. in 2023 and 505,20 D.kr. in 2024. A further minimum of 7,65 D.kr. should be added if working night shift off-shore.
- The added payment for working staggered time will be 52,90 D.kr. in 2023 and 54,75 D.kr. in 2024.
- The added payment for working overtime will in 2023 be 94,40 D.kr. pr. hour for the first two hours and for the following hours 141,35 D.kr.. For 2024 it will 97,25 D.kr. for the first two hours and for 145,60 D.kr. for the following hours.
- The payment from the Freechoice and public holidays on weekdays account will from 2023 take place twice a year, in June and December.

- **New regulations concerning so-called flextime and night shifts**

The agreement introduces the so-called flextime. First of all it is NOT something an employee can be forced by the company to follow, and second we advise you to contact your local branch of DEF, before entering such an agreement, while a number formalities has to be in place in order to work with flextime.



From 2023 it will only be allowed to work 3 night shifts in a row, maximum 9 hours pr. shift with a minimum of 11 hours between each shift.

TEKNIQ Arbejdsgiverne and DEF is aware of that working night shifts increases the risk for prostate cancer for men and breast cancer for women and is therefore asking the government to prioritize screening for cancer for workers working night shifts.

