

Local agreement
For
CBA regarding construction craftsmen
Between
SIK and GBA
Regarding Pennecon Heavy Civil

This protocol applies to the Pennecon Heavy Civil in connection with the airport construction in Qaqortoq. Hereafter Pennecon.

The employees of Pennecon are covered by the following collective benefit agreement:
for the Greenland Chamber of Commerce and Sulinermik Inuussutissarsiateqartut Kattuffiat for hourly-paid building craftsmen, plumbers and electrical fitters and contractor employees.
However, this does not apply to the management, administrative staff and service staff of Pennecon.

Due to the fact that Pennecon has a tight schedule and there will be a number of employees called in, there are certain provisions in the agreement that are not appropriate. In this connection, reference is also made to a separate protocol regarding deviations from the Working Environment Act.

It should be noted that especially Chapter 3 of Inatsisartutlov nr. 4 of 22 November 2018 on framework conditions for construction, operation and financing of international airport in Nuuk and Ilulissat as well as the regional airport in Qaqortoq are valid for foreign employees who are associated with the project regarding the establishment of a new airport in Qaqortoq.

Pennecon wishes to remunerate its employees with a fixed hourly wage for all the hours they work, regardless of the day and time, including the following supplements in the agreement:

This agreement then regulates at the following rates the following additions to the above agreement:

- § 17 Overtime payment *
- § 18 Sunday and public holiday payment *
- § 19 Weekly holiday payment *
- § 20 Supplement for work on shifted time *
- § 21 Supplement for work on shifts *
- § 23 piecework deprivation supplement *

It has been agreed that the pension contribution will be paid together with the salary of the Canadian employees. Employees who come from Greenland must have the pension contribution deposited in an account in the Pension Fund SISA.

Following the signing of this protocol, Pennecon employees must be paid at least the following benefits when they are included in the 28/14 days workrotation scheme:

	From 1. april 2022 until 31. march 2024
	DKK. pr. hour, inclusive* (see above)
1.1. Unskilled canadian workers	150,30
1.2. Skilled candien workers	175,97
1.3. Unskilled canadian workers with certificats**	165,00
2.1. Unskilled Greenlandic workers, not local	141,75
2.2. Skilled Greenlandic workers, not local	165,88
2.3 Unskilled Greenlandic workers with certificats**, not local	156,45

The certificates of competence ** that the employees must have are the following:

1. Excavator	1. Gravemaskine
2. Loader	2. Læsseroperatør
3. Telehandler	3. Teleskoplæsser
4. Skidster	4. Skidster operatør
5. Dozer	5. Dozer
6. Grader	6. Grader operatør
7. Cruiser	7. Cruiser operatør
8. Heavy Equipmnet Mechanic & welder	8. Tungt udstyr Mekaniker & svejser

The salary is regulated at the rate that GBA and SIK agree on for the agreement for building craftsmen for the period 1 April 2024 to 31 March 2025.

Other provisions in the CBA apply to employees during the employment relationship.

For local employees the CBA must be followed as a minimum.

Socialfonden - Accession agreement

Accession agreement to the Social Fund means, among other things, that Pennecons employees in this project if they are covered by this agreement, may in future use the Social Fund between SIK and the Greenland Self-Government and others.

Pennecon Heavy Civil pays into the Social Fund as follows:

- 2022 DKK 22.500,00
- 2023 DKK 45.000,00

Nuuk, June 3rd. 2022

SIK

Pennecon Heavy Civil

Jess G. Berthelsen, Chairman

Lorne Bennett