



AGREEMENT

between

the Employers' Association of Greenland (GA)

and

Sulinermik Inuutissarsiuqartut Kattuffiat

on

Production

and

**Hourly-paid construction workers, plumbing &
heating installers,**

**electrical installers and building contractor
employees**

1 April 2023 - 31 March 2026

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Article 1: Scope of the agreement

This agreement shall apply to:

- a) Apprentices
- b) Non-skilled workers
- c) Skilled workers

employed at hourly rates by the member companies of the Employers' Association of Greenland (GA) within the industries of construction, plumbing and heating, electrical installation and building contracting, and who are not encompassed by other agreements, hereinafter referred to as employees.

(2) Adult apprentices in practical training shall be covered by the rules applying to unskilled workers.

(3) Employees who have obtained a skilled worker certificate or educational certificate for the completion of an apprenticeship, EFG basic vocational course or STI vocational course are considered as skilled workers, to the extent they are employed in the trades for which their skilled worker certificates or educational certificates have been issued.

(4) Employees not covered by (2)-(3) are considered as unskilled workers.

(5) All employees, who have been employed for at least one (1) month, are entitled to have prepared a certificate of employment, indicating the date of when they started their employment. The certificate of employment shall state which group contract the employee is employed under.

Article 2: Working hours

Normal working hours (the working hours norm) shall be 80 hours in a 14-day period, calculated from Monday up to and including the Sunday of the following week. Unless otherwise agreed, working hours shall lie between 6.00 and 17.00 on the first five days of the week, and between 7.00 and 14.00 on Saturdays.

(2) The period within which the working hours norm shall be located will be determined by the employer after discussions with employees and their company representatives, taking due account of the interests of the company. In the case of disagreement, SIK shall have legal cause of action, cf. article 5.

(3) Deductions from wages shall be made for absenteeism within the working hours norm. Such pay deductions shall comprise the employee's normal hourly wage for each working hour in which the employee is absent, plus any supplements for the hours in question. Absences of up to half an hour shall be calculated as a half hour.

(4) Travel time on business trips shall be calculated as completed working hours. The calculated working hours for travel time cannot therefore result in the working hours norm not being considered satisfied for the day in question. However, travel time between 22.00 and 8.00 shall not be considered working hours if sleeping accommodation has been placed at the disposal of the employee.

Article 3: Additional expenses on business trips

Reimbursement shall be provided to employees temporarily sent to work in locations other than their areas of residence, in accordance with the applicable rules for civil servants employed by Greenland Home Rule and the municipal services in Greenland.

Article 4: Safety clothing and safety equipment

The safety clothing and safety equipment prescribed by the Working Environment Authority for the various trades and work tasks shall be provided by the employer free of charge and placed at the disposal of the employee.

(2) The employee shall be obliged to make use of the safety clothing and safety equipment provided.

Article 5: Legal cause of action

As an organisation, SIK shall have legal cause of action in accordance with the collective agreement of 13 December 1994 between the parties if SIK feels that a failure to take account of the employees' needs and requirements concerning the placement of the daily working hours and free Saturdays cannot be sufficiently justified by the need to take account of the interests of the company.

(2) If any doubt arises concerning the extent to which an employee is entitled to receive the payments mentioned in articles 3-4, articles 16-25 and 27, and if enquiries directed via the company representative fail to achieve a satisfactory resolution, the matter may be dealt with according to the rules set out in the collective agreement entered into by the parties.

Article 6: Payment of wages

The remuneration period shall be a period of 14 days, calculated from Monday up to and including the Sunday of the following week.

(2) The employee shall provide an account in a Greenlandic or Danish bank in which the wages may be deposited.

(3) The wages shall be available on the Friday in the week following the end of the remuneration period.

(4) If, due to local conditions, it is not possible to deposit the wages in a bank account, the wages shall normally be paid on the Friday of the week following the end of the remuneration period. The wages, which may be paid in the form of a cheque, shall be paid during normal working hours. If an employee has been unable to receive wages on the Friday, the payment shall occur when the employee so demands.

(5) If the normal payday falls on a public holiday, the wages shall be paid on the weekday prior to the holiday.

Article 7: Holidays and holiday allowance

Employees shall be entitled to an annual holiday according to the rules of the current Holiday Act. The following special rules have been agreed pursuant to section 2 of Landsting Act no. 10 of 12 November 2001.

(2) Employees shall be entitled to earn a holiday allowance of 12.5% of the wages earned, apart from reimbursement, cf. article 3 and the employer's pension contributions, cf. article 27.

Article 8: Payments to bereaved families

If an employee dies during the period of employment, the following amounts shall be paid to the spouse of the employee and any children aged under 18 for whom the employee was responsible for providing support.

In the case of employment by the same company for:

one year,	two weeks' basic wages shall be paid
two years,	three weeks' basic wages shall be paid
five years or more,	four weeks' basic wages shall be paid.

Article 9: Illness

If an employee is unable to perform his or her work due to illness, the consequent absence from work shall be regarded as legitimate absence, unless the person concerned has contracted the illness either intentionally or through gross negligence during the period of employment, or has fraudulently withheld information on the illness in question at the time of recruitment.

(2) The employee's absence to attend the medical consultation is considered as an authorised absence and the employee shall be paid during this time.

(3) The illness can, at the employer's request, be substantiated by medical opinion. The cost of the medical report shall be borne by the employer.

(4) Hourly-waged, full-time employees who are members of SIK shall be paid sickness benefits during periods of illness, provided the employee in question has been employed for a period of at least 30 days in advance of the onset of the illness.

(5) The application for sickness benefits shall be made using a special form approved by the parties to the agreement and equipped with an endorsement from the staff representative. In case no staff representative has been appointed the endorsement must be made by the local branch of SIK.

(6) Sickness benefits shall be paid from the first day of absence from work. Sickness benefits shall be paid for six working days per week, though not for public holidays. Sickness benefits can be paid for a maximum of 26 weeks within 12 consecutive months. However, if the absence from work is due to a work-related accident, sickness benefits may be paid for a further 13 weeks.

(7) Payment of sickness benefits shall cease from the day that the employee is fit for work, even if the employee does not immediately return to work, and even if the employee fails to report as fit for work. Sickness benefits shall however continue to be paid after the employee is once again fit for work if the employee has been treated for the illness outside the area in which the employee's workplace is located, and until the employee can return to the workplace by means of the fastest possible means of transport.

(8) In the case of dismissal during the period of illness, the employee shall retain the right to sickness payments during the period of notice, cf. article 28.

(9) The sickness benefits shall comprise DKK 110.00 and shall be paid together with the wages for the relevant remuneration period.

(10) Apprentices shall not be covered by the rules in (3) - (8). Instead, apprentices shall be paid their normal wages during a period of absence due to illness while the person concerned is in practical training. This right shall cease if the apprentice has been sick for a total of more than three months.

(11) The sickness benefit schemes may be cancelled for the individual employee in the case of abuse.

Article 10: Pregnancy, maternity leave, and adoption

The employee has the right to a salary during maternity leave in accordance with the relevant Inatsisartut Act on pregnancy, maternity leave, and adoption.

Article 11: Time off work in connection with a child's illness

The employee shall be entitled to partial or full-time off work without loss of pay in order to tend a sick child under 18 years of age from the first day of illness until the child can be looked after by other means. The employee shall moreover be entitled to time off work without loss of pay for up to six days in connection with the admission to hospital of a child aged 0 – 14 years in or outside the town of residence, and to accompany the child on journeys to and from the hospital paid for by the National Board of Health.

(2) The granting of time off work in connection with a child's first day of illness presupposes:

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- a) that it is the child's first day of illness,
- b) that the time off is necessary to meet the child's needs, and
- c) that the child is resident at home.

(3) Time off work in connection with the admission of a child to hospital and related journeys to accompany the child presupposes that these matters can be documented towards the employer, and that the employee has been employed at the company for at least one (1) years in advance of the time off work.

(4) In exceptional cases, and with medical documentation, the time off work granted in connection with the admission of a child to hospital may be extended by up to five days.

(5) The scheme may be cancelled for the individual employee in the case of abuse.

(6) The wages paid shall be the employee's normal hourly wage multiplied by the working hours norm for the day in question.

Article 12: Public duties

Employees shall be entitled to time off work without pay to the extent this is necessary for the employee to perform certain public functions, such as:

- a) member of Greenland's Parliament,
- b) member of a municipal or village council,
- c) member of a parish council,
- d) member of a school board,
- e) district judge,
- f) jury service,
- g) legal assessor,
- h) municipal bailiff, or
- i) other public duties imposed by a public authority upon members of the boards of the local branches or the national executive of SIK.

(2) Time taken off work pursuant to (1) shall not be considered absence from work in relation to the amount of time which must be worked before overtime payment is granted. The need to take time off work shall be communicated to the employer with as much notice as possible.

Article 13: Other time off work

Employees who are members of the national executive of SIK shall be granted time off work with pay in connection with their participation in up to four meetings of SIK's national executive annually.

(2) In the event of the serious illness and/or funeral of a close relative, the employee shall be entitled to time off work with pay for up to eight days. For an authorised free trip, cf. (5), two paid travel days per return journey shall be provided.

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(3) A "close relative" is considered to be the parent, spouse or equivalent, child or sibling of the employee, but not the family of the spouse or equivalent.

(4) The right to time off work pursuant to (2), and free travel pursuant to (5), assumes that the employee has been employed by the company for at least 6 months in advance of the granting of time off work or free travel. Requests for time off work pursuant to (2), or free travel pursuant to (5), shall be submitted in writing to the employer.

(5) In the case of the serious illness or death of a close relative of the employee, cf. (3), as documented by application, doctor's certificate, death certificate, etc., the employee shall be granted free travel to the location of the seriously ill person or the residence of the deceased in Greenland or Denmark.

(6) Pay during time off work pursuant to (1) and (2) shall be calculated on the basis of the employee's working hours norm and normal hourly wage.

(7) Requests from employees who are members of one of SIK's local boards or the SIK national executive for time off work without pay in order to carry out their union duties should be accommodated. In this context, there may be given a one year leave of absence.

Article 14: Disputes and arbitrary dismissals

Disputes shall be dealt with according to the rules set out in the collective agreement entered into between the parties.

(2) The right to dismiss individual employees shall not be exercised arbitrarily. Disputes concerning such dismissals shall be dealt with according to the rules in the above-mentioned collective agreement.

Article 15: Company representative rules

Reference is made to the agreement on company representatives entered into by the parties on 1 April 2016.

Article 16: Basic wages

The basic hourly wage for apprentices shall comprise:

	As of 1 April 2023	As of 1 April 2024	As of 1 April 2025
Hourly rate	DKK per hour	DKK per hour	DKK per hour
3 months	37.43	42.43	44.93

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Remaining 1 year of education	48.18	50.68	53.18
2 years of education	59.42	61.92	64.42
3 years of education	70.96	73.46	76.91
4 years of education	74.76	77.26	79.76
5 years of education	78.45	81.45	83.95

Other employee groups

Agreement years	As of 1 April 2023	As of 1 April 2024	As of 1 April 2025
	DKK per hour	DKK per hour	DKK per hour
Unskilled workers under 18	47.57	48.57	49.57
Unskilled workers over 18	98.56	100.56	103.06
Skilled workers	115.91	117.91	120.91

Article 17: Overtime

Overtime should as far as possible be avoided. In the case of work exceeding the working hours norm, i.e. more than 80 hours in a 14-day period, cf. article 2, and which has been ordered and supervised as overtime, a supplement to the hourly wage shall be paid. The supplement shall comprise 50% of the basic wage stated in article 16 for all the hours involved, though in the case of apprentices 50% of the basic wage for unskilled employees over 18.

Overtime supplement	As of 1 April 2023	As of 1 April 2024	As of 1 April 2025
	DKK per hour	DKK per hour	DKK per hour
Apprentices, irrespective of year of apprenticeship	49.28	50.28	51.53
Unskilled workers under 18	23.79	24.29	24.79
Unskilled workers over 18	49.28	50.28	51.53
Skilled workers	57.96	58.96	60.46

(2) In the case of employees who have been employed for less than a remuneration period, the working hours norm shall be calculated as eight hours a day, however 40 hours a week.

(3) Notice shall be given of overtime at least five hours prior to the conclusion of normal working hours on the day in question. In the case of failure to give adequate notice, an extra hourly overtime rate shall be paid in addition to the actual overtime hours.

(4) In the case of overtime lasting at least four hours more than a normal working day, an extra hourly overtime rate shall be paid in addition to the actual overtime hours.

(5) If an employee is summoned to work outside normal working hours after leaving the workplace, or on otherwise work-free days, payment shall be made for at least four hours' work.

Article 18: Supplement for Sundays and holidays

For work on Sundays and holidays, a supplement to the basic wages shall be paid. The supplement shall comprise 50% of the basic wage stated in article 16 for all the hours involved, however for apprentices 50% of the basic wage for unskilled employees over 18:

Supplement for Sundays and holidays	As of 1 April 2023	As of 1 April 2024	As of 1 April 2025
	DKK per hour	DKK per hour	DKK per hour
Apprentices, irrespective of year of apprenticeship	49.28	50.28	51.53
Unskilled workers under 18	23.79	24.29	24.79
Unskilled workers over 18	49.28	50.28	51.53
Skilled workers	57.96	58.96	60.46

In the case of overtime, cf. article 17, a further overtime supplement shall be paid pursuant to article 17 (1).

(2) The following days shall be considered holidays:

- New Years day, 1st January
- The holy days of the Evangelical Lutheran Church
- Maundy Thursday
- Good Friday
- Easter day and 2nd Easter day
- The workers' international day, 1st May
- "Store Bededag"
- "Kristi Himmelfartsdag"
- Whitsun day 1 and 2 (pinse)
- Greenland's National Day, 21st June
- Christmas Eve, 24th December

- Christmas day, 25th December
- Boxing day, 26th December
- New Years' Eve day, 31st December

Article 19: Payment for public holidays

Public holidays are considered to be the holidays listed in article 18 (2), when these do not fall on a Sunday.

(2) Work on public holidays shall be remunerated at the following rates:

	Whole public holidays	Half public holidays
Apprentices, unskilled assistants over 18yr and skilled assistants	DKK 200.00	DKK 100.00
Unskilled workers under 18yrs	DKK 100.00	DKK 50.00

provided that both the following conditions have been met:

- Immediately prior to the public holiday, the employee must have had seven days' previous continuous employment at the same company.
- The employee has not had any unauthorised absence the day before or after the public holiday.

(3) If work is performed on a public holiday, public holiday payment shall be made in accordance with (2), in addition to the normal agreement-regulated payment for the work.

(4) Part-time employees with a working hours norm of less than 40 hours per 14-day period shall be provided with public holiday payments at the rate of half the amounts mentioned in (2).

Article 20: Supplements for work at staggered times

If the normal hours of work are located outside the intervals mentioned in article 2 (1), the following supplements to the basic wages shall be paid:

Weekdays	00.00-06.00 DKK 7.00		17.00-23.00 DKK 4.00	23.00-24.00 DKK 7.00
Saturdays	00.00-07.00 DKK 7.00		14.00-23.00 DKK 7.00	23.00-24.00 DKK 7.00
Sundays	00.00-07.00 DKK 7.00	07.00-14.00 DKK 7.00	14.00-23.00 DKK 7.00	23.00-24.00 DKK 7.00

(2) For work on Sundays, an additional supplement for Sundays and holidays shall be paid pursuant to article 18 (1).

(3) If overtime is involved, cf. article 17, a further overtime supplement shall be paid pursuant to article 17 (1).

Article 21: Supplements for shift work

In the case of shift work, a supplement to the basic wages shall be paid. The supplement shall comprise the following for all hours involved:

First shift (day shift)	DKK 0.00
Second shift (evening shift)	DKK 4.00
Third shift (night shift)	DKK 7.00

(2) Supplementary payments cannot be made both for work at staggered times, cf. article 20, and for shift work, cf. (1).

(3) If overtime is involved, cf. article 17, a further overtime supplement shall be paid pursuant to article 17 (1).

(4) For every 40 hours worked on the second and third shifts, two hours of free time with pay shall be earned, which shall be saved up and provided in the form of full holidays by arrangement between the employer and the employee, via the employee's company representative. If an employee works on the second and third shifts for part of a week, free time shall be earned and saved proportionately.

Article 22: Piecework

The parties agree that work may be carried out and paid for as piecework. Where this is not possible, a supplement shall be paid, cf. article 23.

(2) Local piecework rates and bonus systems shall be agreed between the employer and the company representative or company representative's deputy. The company representative or company representative's deputy is entitled to demand that representatives from the local SIK board shall participate in the negotiations hereon.

(3) The agreed local piecework rates shall be signed by the employer and the company representative or the company representative's deputy, and unless otherwise agreed, shall apply until terminated at one month's prior notice. Following the expiry of such a period of notice, each of the parties shall be entitled to demand that the work be carried out as hourly-paid work in accordance with the relevant agreement, unless a new local agreement has been introduced beforehand through negotiation. The signed piecework rates and piecework lists shall be forwarded to SIK for information.

(4) For piecework, an advance payment shall be made of an amount corresponding to the employee's basic wages if the piecework calculations cannot be completed before the normal payday for the relevant remuneration period.

(5) In the case of group piecework agreements, the piecework sum shall be distributed, unless otherwise agreed, in relation to the number of hours for which the individual piece workers have been employed under the relevant agreement.

(6) If apprentices are included in the piecework agreement, they shall participate in the agreement and the piecework profits at a rate corresponding to the number hours of work performed, cf. (5), weighted according to the basic wages of the piecework agreement's participants.

(7) A prerequisite of piecework is that all of the necessary materials and supplementary tools, in addition to the workers' normal hand tools, shall be present when they are required for use. Any waiting time for transport of materials or supplementary tools, or delays resulting from unforeseen problems arising during the implementation of the piecework shall be paid at the normal hourly wage of the individual employees. If an agreed piecework operation is altered during the implementation of the work at the request of the employer, the employee shall be entitled to his or her normal hourly wage for the extra time spent on alteration of the work.

Article 23: Piecework guarantee payment

For work not carried out by piecework, a piecework guarantee payment shall be made at the following hourly rates:

Piecework supplement	
Apprentices, irrespective of year of apprenticeship	DKK 0.00
Unskilled workers under 18	DKK 5.40
Unskilled workers over 18	DKK 7.00
Skilled workers	DKK 8.00

Article 24: Work interruptions

An employee who has been employed at a company for at least 30 days, and who due to weather conditions cannot carry out planned work, and cannot be assigned to other work, shall be entitled to normal hourly wages multiplied by the working hours norm for the day in question, even if the lay-off occurs at the beginning of normal working hours.

(2) Apprentices shall however always be entitled to payment for bad weather days, notwithstanding the provision contained in (1).

(3) Employees who have been employed at a company for less than 30 days, and who are required to come to work, but are laid off due to bad weather, shall be entitled to payment for the actual work done, though for a minimum of four hours.

Article 25: Stand-by supplements

Employees who carry out work the extent of which cannot be inspected, or which can be inspected only with difficulty, may be paid a stand-by supplement instead of the following payments:

- a) the payments mentioned in article 17 in connection with overtime,
- b) the payments mentioned in article 18 for work on Sundays and public holidays, and
- c) the payments mentioned in article 20 for work at staggered times.

(2) The size of the stand-by supplement shall be determined by negotiation between the employer, the employee and the employee's company representative. In the event of disagreement between the employer and employee concerning the size of the supplement, the matter may be referred to negotiation between the parties to the agreement.

Article 26: Special supplements

In special cases, following negotiation between the employer and employee, a personal supplement may be paid to the employee.

(2) If there is no company representative of the company and employee and employer do not agree on the personal allowance, the employee's right to get the local SIP's help with negotiations. If no agreement is reached the matter may be referred to the decision between SIK and GA.

Article 27: Pension contributions

The employer shall pay contributions to the employee's pension via the Wage-Earners' Pension Fund, SISA:

As of 1 April 2023: 8.9 % of basic salary, cf. article 16 (1) for employees older than 18 years.

Pr. on April 1, 2025: 10 % of basic salary, cf. article 16 (1) for employees older than 18 years.

Pension is paid based on the basic salary, cf. article 16.

	1. april 2023	1. april 2024	1.april 2025
Employer's contribution	8,9 %	8,9 %	10 %

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Apprentices	DKK per hour	DKK per hour	DKK per hour
3 month	3.55	3.78	4.49
Rem. Year 1	4.29	4.51	5.32
2nd year	5.29	5.51	6.44
3rd year	6.32	6.54	7.60
4th year	6.65	6.88	7.98
5ht year	7.03	7.35	8.40
Unskilled older than 18yrs	8.77	8.95	10.31
Skilled	10.32	10.49	12.09

(2) The employee shall not be entitled to other pension or assistance from the employer other than the pension contributions mentioned in (1).

Article 28: Periods of notice

Within the first month of employment, neither the employer nor the employee shall be obliged to issue any notice in connection with the termination of the conditions of employment. After the first month of employment, the following shall apply:

For unskilled workers	From the employer	From the employee
For the remainder of the first year of employment	2 weeks	3 days
In the second, third and fourth years of employment	3 weeks	1 week
Hereafter	4 weeks	1 week
For skilled workers	From the employer	From the employee
For the remainder of the first year of employment	2 weeks	3 days
In the second, third and fourth years of employment	4 weeks	2 weeks
Hereafter	6 weeks	3 weeks

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(2) The periods of notice stated in (1) shall apply to employees who have been employed at the same company without interruption for the stated periods. However, the following situations shall not be regarded as interruptions of the period of employment:

- a) illness reported to the company within 24 hours,
- b) absence in accordance with the Landsting Regulation on pregnancy, maternity leave and adoption, or
- c) interruption of the work due to machine stoppages, lack of materials and the like, provided the employee resumes work when this is once again available.
- d) Transfer from one department or branch to another within the same company, by arrangement between the employer and the employee.

(3) The employer's obligation to provide a period of notice shall cease if the employee infringes the conditions of employment.

(4) The obligation to provide a period of notice shall also cease in the case of lay-offs from the workplace due to machine stoppages, lack of materials or other instances of Force Majeure which bring about a full or partial halt in operations.

(5) Both the employer and the employee shall issue notice in writing.

Article 29: Period of application of the agreement

This agreement shall enter into force on 1 April 2023. The agreement may be terminated by either of the parties upon the issue of three months' notice to 31 March in any year, however at the earliest 31 March 2026.

(2) Following notice of the termination of the agreement, remuneration shall occur pursuant to the rates of pay valid on 31 March 2026 until such time as a new agreement has been entered into.

(3) Through this agreement, the Greenland Business Association (GBA) indicates that it is prepared to instruct its member companies to primarily employ SIK-organised labour.

With the entering into force of this agreement, the following shall agreements cease to apply: The agreements of 3rd May 2019 between the GBA and Sulinermik Inuutissarsiuteqartut Kattuffiat (SIK):

- Hourly-waged construction workers, plumbing & heating installers, electrical installers and building contractor employees.
- Production

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For GBA

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