



## **AGREEMENT**

between

the Employers' Association of Greenland (GA)

and

Sulinermik Inuutissarsiuqartut Kattuffiat

For

**Trade and Office staff**

**1. April 2023 – 31 March 2026**

Overenskomst for Handels- og Kontorpersonale

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## § Scope of the agreement

This agreement shall apply to:

- a) Apprentices in the commercial and office area
- b) Non-skilled commercial and office staff
- c) Skilled commercial and office staff
- d) EVU-trained commercial and office staff

who are employed by the member companies of the Employers' Association of Greenland (GA) and who are not covered by a different agreement, hereinafter referred to as employees.

(2) Adult apprentices in apprenticeships follow the rules for non-skilled employees according to the present agreement.

(3) Employees who have obtained a skilled worker's certificate or educational certificate for the completion of an apprenticeship, completed an EFG basic vocational course or STI vocational course in the industry area of commerce and office skills are considered as skilled commercial and office staff, if the employee is employed in a commercial or office role.

(4) Employees who have a diploma for completed vocational training are considered as EVU-trained office staff, provided that the employee is employed by the trade and office role and is paid as EVU. Employees who have a certificate of education for completed academic education (AU) or another short higher education in trade and office - for example Retail or Commercial Economics - are paid as AU.

(5) Employees who are not covered by (2-4) are not considered as skilled commercial and office staff if the employee is employed in a commercial or office-based role.

(6) In some instances, a non-skilled employee may, after negotiation between the parties to the agreement, be promoted and paid as a skilled assistant.

(7) All employees who have been employed for at least one (1) month are entitled to receive a certificate of employment, stating the date of when their employment began. The certificate of employment must state which agreement the employee has been employed under.

## Article 2: Working hours

Normal working hours (the working hours norm) shall be 80 hours in a 14-day period, corresponding to 173 1/3 hours a month. The working hours on individual weekdays shall be agreed in accordance with company needs.

(2) The period in which the working hours norm is agreed, is determined by the employer following discussion with the employees and their company representatives with respect of the company's needs. For any disagreements, SIK shall refer to cf. (5).

(3) Salary deductions shall be made for absences within the working hours norm. Salary deductions cover each lost working hour, the employee's normal hourly rate for the relevant hour. Absences of up to 30 minutes are calculated as absences of half an hour.

(4) The travel time on business trips is calculated as working hours. The calculated working hours for travel time cannot therefore result in the working hours norm not being considered as met for the day in question. However, travel time between 22.00 and 08.00 shall not be considered working hours if overnight accommodation has been placed at the disposal of the employee.

(5) Travel time associated with the employee's attendance of courses and training is calculated with up to eight hours per working day.

(6) In cases where the employee requests work in excess of the ordinary working hours and agrees with the employer to be employed in a different unit within the same company-group (concern) a new accrual period commences for the normal working hours.

### **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 if SIK feels that a failure to take account of the employees' 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 17-24 and if enquiries that are directed via the company representative about this matter 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 14 days. For monthly paid employees the remuneration period shall be one calendar month.

(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. If the remuneration is not planned for a Friday any adjustments must be made in dialogue with the staff representative.

For monthly paid employees, the wages shall be available on the last banking day of the month.

(4) If, due to local conditions, it is not possible to deposit the wages in a bank account, the wages shall normally be paid according to (3). 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 remuneration day, cf. (3), payment shall be made when requested by the employee.

(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. (3) and employer's pension contributions, cf. § 26.

(3) Employees who according to the Landsting Act's article 14, (1) choose holiday with holiday allowance rather than holiday with special holiday allowance and wages, the wages for the number of holiday days taken shall be deducted. Hourly wages are calculated as 1/2080 of normal annual salary.

## **Article 8: Payments to bereaved families**

Should a full-time employee, cf. §2 (1) die 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:

For employment in the same company

1 year	1 month's basic wages shall be paid
2 years	2 month's basic wages shall be paid
3 years+	3 month's 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 will still be paid during this time.

(3) The illness can, at the employer's request, be substantiated by a 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 must be accompanied by an endorsement from the staff representative. If there is no staff representative, the application must be endorsed by the local department of SIK. The endorsement confirms that the employee is a member 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 mode 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. § 27.

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

(10) For monthly paid employees, pursuant to (1) wages comprise the normal hourly rate multiplied by the working norm on the relevant day.

(11) Monthly paid employees may, when the employee has received wages for a period of 12 consecutive months for a period of 120 days, be terminated with 30 days notice from the expiry of the 120 sick days. The validity of the termination is conditional on its immediate connection to the expiry of the 120 days of sickness and while the person is still ill, whereas the validity is not affected by the return of the person to work after the termination has taken place.

(12) 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.

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

## **Article 10: Pregnancy, maternity leave, and adoption**

The employees are entitled to maternity leave in accordance with the relevant Inatsisartut act concerning 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 days off work without loss of pay in order to tend a sick child at home aged 0-12 years on the child's first sick day. The granting of time off work is to ensure that the child receives the necessary care.

(2) For hospital admissions of children aged 0-14, requiring parental attendance, 12 days off work is provided without loss of pay. The same applies when parents are the child's travel companions during a journey provided by the health service to and from the hospital. There may also be entitlement to time of work after the child's hospitalisation at home, following medical advice / documentation.

(3) Time off work in connection with the admission of a child to hospital and related journeys to accompany the child assumes that these matters can be documented to the employer, and that the employee has been employed at the company for at least 6 months in advance of the time of 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 sickness benefit schemes 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 that 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 with pay for the return journey shall be provided.

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

(5) The right to work freedom, cf. subs. 2 and the free travel, cf. subs. 4, presuppose that the employee must have been employed by the company for at least 6 months prior to the time off from work and granted free travel. The request for the time off from work, cf. subs. 2 and the granted free travel, cf. subs. 4, must be submitted in writing to the employer.

(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, employees may be given 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 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: Pay seniority.

The pay seniority for skilled employees is determined based on the period during which the person concerned has been employed, subject to education.

(2) The pay rate is calculated at the earliest from the end of the month in which the education is completed.

(3) The pay seniority is always rounded to whole months, as 15 days seniority or below is not included.

(4) Employees (skilled and unskilled) transferring from one of GBA's member companies to another, retain their pay seniority if they can document that they will be working within the same area of expertise.

## Article 17: Basic wages

The basic hourly wage for apprentices in daily groceries, administration and sales shall comprise:

Monthly salary	Per 1 April 2023	Per 1 April 2024	Per 1 April 2025
	DKK per month	DKK per month	DKK per month
3 months	6,487.74	7,051.06	7,397,72
Remaining 1 year of education	8,177.95	8,481.04	8,827,70
2 years of education	9.675.28	10,065.27	10,455.27
3 years of education	10,316.60	10,750.93	11,226.58
4 years of education	12,790.02	13,310.01	13,873.33
5 years of education	13,424.41	13,944.40	14,507.72

Hourly rates	Per 1 April 2023	Per 1 April 2024	Per 1 April 2025
	DKK per hour	DKK per hour	DKK per hour
3 months	38.93	40.68	42.68
Remaining 1 year of education	47.18	48.93	50.93
2 years of education	55.82	58.07	60.32
3 years of education	59.52	62.02	64.77
4 years of education	73.79	76.79	80.04
5 years of education	77.45	80.45	83.70

Basic wages for apprentices in food education in the retail area:

Hourly rates	Per 1 April 2023	Per 1 April 2024	Per 1 April 2025
	DKK per hour	DKK per hour	DKK per hour
3 months	38.93	40.68	42.68
Remaining 1 year of education	47.18	48.93	50.93
2 years of education	60.50	61.50	63.50

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3 years of education	75.17	75.67	76.17
4 years of education	78.54	79.54	81.54
5 years of education	82.45	83.45	85.70

**Basic wages for apprentices in other areas of retail, including radio, TV, IT, etc.**

Hourly rates	Per 1 April 2023	Per 1 April 2024	Per 1 April 2025
	DKK per hour	DKK per hour	DKK per hour
3 months	38.93	40.68	42.68
Remaining 1 year of education	47.18	48.93	50.93
2 years of education	60.41	62.66	64.91
3 years of education	64.92	67.42	70.17
4 years of education	75.69	78.69	81.94
5 years of education	79.45	82.45	85.70

**Basic wages for other employee groups**

MONTHLY SALARY	1 April 2023	1 April 2024	1 April 2025
	DKK per month	DKK per month	DKK per month
<b>Non-skilled employees under 18 years</b>			
1 year	8,617.97	8,791.30	8,964.63
2 years	8,791.30	8,964.63	9,137.96
3yrs and following	8,964.63	9,137.96	9,311.29
<b>Non-skilled employees over 18 years</b>			
1 year	17,088.60	17,521.93	18,041.92
2 and 3 years	17,261.93	17,695.26	18,215.25
4 and 6 years	17,409.27	17,842.59	18,362.58
7 and 8 years	17,495.93	17,929.26	18,449.25
9 and following	17,582.60	18,015.92	18,535.91
<b>Skilled assistants</b>			
1 year	20,312.55	20,659.21	21,179.19
2 and 3 years	20,615.88	20,962.54	21,482.53
4 and 6 years	20,919.20	21,265.86	21,785.85
7 and 8 years	21,222.53	21,569.19	22,089.18
9 years and following	21,525.86	21,872.52	22,392.51
<b>Assistants with EVU</b>			
1 year	21,146.26	21,492.92	22,012.91

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2 and 3 years	21,449.59	21,796.25	22,316.24
4 and 6 years	21,752.92	22,099.58	22,619.57
7 and 8 years	22,056.24	22,402.90	22,922.89
9 years and following	22,359.57	22,706.23	23,226.22
<b>AU/KVU (prev. NI-2)</b>			
1 year	22,411.57	22,758.23	23,278.22
2 and 3 years	23,122.22	23,468.88	23,988.87
4 and 6 years	23,832.88	24,179.54	24,699.53
7 and 8 years	24,543.53	24,890.19	25,410.18
9 years and following	25,254.19	25,600.85	26,120.83

**Basic wages for other employee groups hourly rates**

HOURLY RATE	1 April 2023	1 April 2024	1 April 2025
	DKK per month	DKK per month	DKK per month
<b>Non-skilled employees under 18 years</b>			
1 year	49.72	50.72	51.72
2 years	50.72	51.72	52.72
3yrs and following	51.72	52.72	53.72
<b>Non-skilled employees over 18 years</b>			
1 year	98.59	101.09	104.09
2 and 3 years	99.59	102.09	105.09
4 and 6 years	100.44	102.94	105.94
7 and 8 years	100.94	103.44	106.44
9 years and following	101.44	103.94	106.94
<b>Skilled assistants</b>			
1 year	117.19	119.19	122.19
2 and 3 years	118.94	120.94	123.94
4 and 6 years	120.69	122.69	125.69
7 and 8 years	122.44	124.44	127.44
9 years and following	124.19	126.19	129.19
<b>Assistants with EVU</b>			

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1 year	122.00	124.00	127.00
2 and 3 years	123.75	125.75	128.75
4 and 6 years	125.50	127.50	130.50
7 and 8 years	127.25	129.25	132.25
9 years and following	129.00	131.00	134.00
<b>AU/KVU (prev. NI-2)</b>			
1 year	129.30	131.30	134.30
2 and 3 years	133.40	135.40	138.40
4 and 6 years	137.50	139.50	142.50
7 and 8 years	141.60	143.60	146.60
9 years and following	145.70	147.70	150.70

### **Article 18: Part-time employment**

Employees employed as part-time are paid either with a monthly salary calculated in relation to working hours or with an hourly wage based on the seniority of the person concerned, cf. § 16.

(2) Part-time employees working an average of 15 hours a week earn full pay seniority. Employees working an average of less than 15 hours a week do not earn pay seniority in accordance with the agreement.

(3) Working over the agreed working hours but within 40 hours a week is paid at a normal hourly rate.

(4) Working hours in excess of 40 hours a week are paid according to article 19.

(5) Changes to working hours, hereunder temporary extension of the working hours agreed at the time of employment for part-time employees can only be enforced with three days' notice. If such a notice is not given, an extra hourly rate is paid in addition to the actual number of working hours. Changes to working hours must take into account individual wishes for time off at the time of change.

### **Article 19: Overtime and time in lieu**

Overtime should as far as possible be avoided. For ordered and supervised work at the place of employment extending beyond normal working hours, an overtime payment shall be paid consisting of a supplement to the hourly wage, which includes the following:

For 1, 2 and 3 overtime hours..... 50% of the basic wages, cf. § 17.

For 4 and more hours of overtime and for extra work  
on Sundays and public holidays..... 100% of the basic wages, cf. § 17

Overtime is earned for each half hour begun. Hourly wages are calculated as 1/2080 of normal annual salary.

(2) In the case of employees who have been employed for less than a payment period, the working hours norm shall be calculated as eight hours a day, but must be 80 hours over a 14 day period.

(3) Notice shall be given of overtime at least five hours prior to the conclusion of the normal working day.

(4) In the case of failure to give adequate notice and if overtime lasts more than two hours, 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, payment shall be made for at least four hours' work.

(6) For work that lasts at least four hours over and above a normal working day, an extra hour's overtime is paid in addition to the actual overtime.

(7) Overtime can be paid in lieu following agreement between the employee and the employer. For time in lieu, the overtime payment is paid in corresponding time off plus a supplement in accordance with the rates in (1). Time in lieu is earned for each half hour of overtime begun. Time in lieu is agreed in accordance with company requirements and the employee's wishes.

## **Article 20: Supplements for working staggered hour and on Sundays and public holidays**

For work on Sundays and public holidays, employees over 18 years old are paid an hourly supplement of 50% of their basic wage, cf. § 17.

For employees under 18 years old, the supplement is 12.50 Kr. per hour

For work on weekdays between the hours of 18.30 – 23.00 a supplement of 4.00 kr. Per hour is paid and in the hours between 23.00 and 06.00, a supplement of kr. 7.00.

On Saturdays after 14.00, the supplement is kr. 7.00 per hour. Employees under 18 years old receive 50% of the Saturday supplement.

In cases of overtime, overtime payment must be made in accordance with Article 19, point 1.

(2) The following days shall be considered holidays:

- New Years day, 1<sup>st</sup> January
- The holy days of the Evangelical Lutheran Church
- Maundy Thursday

- Good Friday
- Easter day and 2<sup>nd</sup> Easter day
- The workers' international day, 1<sup>st</sup> May
- "Store Bededag"
- "Kristi Himmelfartsdag"
- Whitsun day 1 and 2 (pinse)
- Greenland's National Day, 21<sup>st</sup> June
- Christmas Eve, 24<sup>th</sup> December
- Christmas day, 25<sup>th</sup> December
- Boxing day, 26<sup>th</sup> December
- New Years' Eve day, 31<sup>st</sup> December

### **Article 21: Payment for public holidays**

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

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

	<b>Whole public holidays</b>	<b>Half public holidays</b>
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:

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

(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 22: Standby supplement**

Employees who carry out overtime that cannot be inspected, or which can be inspected only with difficulty, may be paid a stand-by supplement instead. The amount of the supplement is determined by agreement between the employer, the employee and the company representative. In case of disagreement between the employer and the employee regarding the amount of the supplement, the case may be brought for negotiation between the parties to the agreement.

### **Article 23: Interpreting supplement**

For employees who do not have any prior interpreting qualifications, but perform a substantial amount of verbal interpretation or written translation, a surcharge of DKK 500 per person is paid for monthly paid employees and DKK 125 per week for hourly paid employees.

### **Article 24: Functional remuneration**

An employee who, upon request, is moved to a temporarily higher position, is entitled to payment in accordance with the rules set out below, assuming that the employee takes over the duties assigned to the higher post.

(2) The right to higher paid temporary employment occurs when the employee has held such a position for eight consecutive days and worked on the first and last day.

(3) Payment is then made with an amount that represents the difference between the normal salary applicable to the employee's own position and the salary that the employee would receive if employed in the higher position, including any supplement.

### **Article 25: 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 and the employee and employer do not agree on the personal allowance, the employee is entitled to seek help with negotiations from the local SIP. If no agreement is reached the matter may be referred to the decision between SIK and GA.

### **Article 26: Pension contributions and payment thereof**

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

Per 1<sup>st</sup> April 2023: 8.9 % of the basic salary, cf. § 17, subs 1, for employees who are 18 years or older.

Per 1<sup>st</sup> April 2025: 10 % of the basic salary, cf. § 17, subs 1, for employees who are 18 years or older.

The pension contribution is also paid for apprentices.

**Pension contribution is only paid according to the basic salary is paid, cf. § 17, subs 1.**

### **Article 27: Periods of notice**

For salaried employees covered by this agreement, the notice of termination of employment shall apply. Employees covered by this agreement are hired for a probationary period of 3 months. The employer's notice of termination in the probation period is 14 days.

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Employers or HK staff who are not salaried are not obliged to provide any notice in period in the first month of employment. After the first month of employment, the following shall apply:

<b>For non skilled employees</b>	<b>From the employer</b>		<b>From the employee</b>	
	<b>Hourly paid</b>	<b>Monthly paid</b>	<b>Hourly paid</b>	<b>Monthly paid</b>
For the remainder of the 1 <sup>st</sup> year of employment	2 weeks	1 month	3 day.	1 month
For the 2 <sup>nd</sup> , 3 <sup>rd</sup> and 4 <sup>th</sup> year of employment	3 weeks	2 months	1 week	1 month
Hereafter	4 weeks	3 months	1 week	1 month

<b>For skilled employees</b>	<b>From the employer</b>		<b>From the employee</b>	
	<b>Hourly paid</b>	<b>Monthly paid</b>	<b>Hourly paid</b>	<b>Monthly paid</b>
Up until six months of employment	2 weeks	1 month	3 days.	1 month
After six months of employment	4 weeks	3 months	2 weeks	1 month
Hereafter the notice period increases by one month for monthly paid employees and one week for hourly paid employees for every 3 <sup>rd</sup> year of employment	6 weeks	6 months	3 weeks	1 month

(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 before the start of the working day
- b) absence in accordance with the Landsting Regulation on pregnancy, maternity leave and adoption, or interruption of work due to employer conditions, if the employee resumes the job when offered.
- c) 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 force majeure, which brings about a full or partial halt in operations.

(5) Termination of employees employed less than 15 hours on average can be done with one week's notice from the employer and with 3 days' notice from employee.

(6) Both the employer and the employee shall provide notice in writing.



## Article 28: Period of application of the agreement

This agreement shall enter into force on 1<sup>st</sup> April 2023. The agreement may be terminated by either of the parties upon the issue of three months' notice to 31<sup>st</sup> 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 Employers' Association of Greenland (GBA) moreover 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 cease to apply:

The agreement of 17 Juni 2019 between the Employers' Association of Greenland (GBA) and Sulinermik Inuutissarsiuteqartut Kattuffiat (SIK) for commercial and office staff.

On behalf of S.I.K  
Nuuk

On behalf of GBA  
Nuuk

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Jess G. Berthelsen  
Chairman

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Christian Keldsen  
Director