



COLLECTIVE AGREEMENT

BETWEEN

SULINERMIK INUUSSUTISSARSIUTEQARTUT KATTUFFIAT (SIK)

AND

ROYAL GREENLAND A/S

2026 – 2028

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§ 1 – Area covered by the collective agreement

This agreement covers:

- a) Skilled hourly workers,
- b) Unskilled hourly workers in the food industry,
- c) Laboratory assistants,
- d) Commercial and office,
- e) Apprentices,
- f) Adult apprentices,

who are employed on an hourly wage under Royal Greenland A/S and who are not covered by another collective agreement, hereinafter referred to as employees.

Art. 2. Wage earners who hold an apprenticeship certificate or a certificate of completion of apprenticeship training, EFG training or STI training, are covered by the rules for skilled workers if they are employed in the profession for which an apprenticeship certificate or training certificate has been issued.

Art. 3. Wage earners who are not covered by Art. 2 are referred to as unskilled workers.

Art. 4. In certain special cases, a non-skilled employee may, after negotiation between the parties to the collective agreement, be promoted to and paid as a skilled employee.

Art. 5. Apprentices in practice follow the rules of Naalakkersuisut, the Ministry of Finance and SIK for Apprentices and students.

Art. 6. Adult apprentices in internships follow the rules for unskilled workers in accordance with this collective agreement.

§ 2 – Working hours

The working hours standard is 40 hours per week. Working hours for the individual days of the week are planned in accordance with the needs of the company. Of the seven days of the week, two days are normally free of work for the individual employee: This can, however, be deviated from by local agreement.

Art. 2. The period during which the working hours standard is set shall be determined by the employer after discussion with the employees and their trade union representatives, considering the company's interests. In the event of disagreement, SIK has the right of appeal, cf. § 23.

Art. 3. deductions shall be made for absence within the normal working hours. The deduction shall be equal to the employee's normal hourly wage for each absence hour in question.

§ 3 – Breaks

The employees under this Collective Agreement are entitled to 2 x 15 - minute employer - paid breaks per working day.

Art. 2. In addition, the employees are entitled to a ½ paid meal break per working day at their disposal and which does not necessarily have to be taken at the workplace.

Art. 3. Breaks are determined by factory management in collaboration with the workers at the individual production site.

§ 4 – Wage payment

For hourly-paid employees, the pay period is 14 days.

Art. 2. The employee shall provide an account in Greenlandic or Danish bank to which the wage can be transferred.

Art. 3. For hourly-paid employees, the wage is available on Friday of the week following the end of the pay period.

Art. 4. If an employee has not been able to receive the wage on the date of disposal, cf. Art. 3, the payment shall take place when the employee requests it.

Art. 5. If the normal pay day falls on a public holiday, wages shall be paid on the preceding weekday.

§ 5 – Basic pay

The basic increases to the following amounts per hour:

	01.01.2026 Kr.	01.01.2027 Kr.	01.01.2028 Kr.
Unskilled	127.02	131.92	136.82
Unskilled, under 18 years old	88.82	92.02	95.22
Skilled workers	144.54	150.44	156.34

Apprentices: • Construction worker • Electrician and plumber	01.01.2026 Kr.	01.01.2027 Kr.	01.01.2028 Kr.
1st year of education	62.79	65.19	67.59
2nd year of education	73.78	76.18	78.58
3rd year of education	87.10	89.50	91.90
4th year of education	91.14	93.54	95.94
5th year of education	95.63	98.03	100.43
Apprentices: • Food training courses • Canteen assistant	01.01.2026 Kr.	01.04.2027 Kr.	01.04.2028 Kr.
1st year of education	62.79	65.19	67.59
2nd year of education	76.45	78.85	81.25
3rd year of education	93.20	95.60	98.00
4th year of education	95.72	98.12	100.52
5th year of education	99.87	102.27	104.67
Apprentices: • Machining • Machine operator • Blacksmith	01.01.2026 Kr.	01.01.2027 Kr.	01.01.2028 Kr.
1st year of education	62.79	65.19	67.59
2nd year of education	76.36	78.76	81.16
3rd year of education	86.55	88.95	91.35
4th year of education	89.32	91.72	94.12
5th year of education	93.48	95.88	98.28
Apprentices: • Ship fitter • Terminal operator	01.01.2026 Kr.	01.01.2027 Kr.	01.01.2028 Kr.
1st year of education	62.79	65.19	67.59
2nd year of education	76.36	78.76	81.16

3rd year of education	86.04	88.44	90.84
4th year of education	89.85	92.25	94.65
5th year of education	93.48	95.88	98.28

Adult apprentices		01.01.2026 Kr.	01.01.2027 Kr.	01.01.2028 Kr.
Grade				
1	1 - 2 year	127,02	131,92	136,82
2	3 – 5 year	128,24	133,14	138,04

§ 6 – Seniority increment

The hourly rate of pay and bonus pay are subject to the following seniority increments:

	Per hour
After a total of 2 years of employment	DKK 4.00
After a total of 5 years of employment	DKK 7.00
After a total of 8 years of employment	DKK 10.00
After a total of 12 years of employment	DKK 12.00
After a total of 15 years of employment	DKK 15.00

Art. 2. The seniority increment is granted on the basis of employment at Royal Greenland A/S.

Art. 3. Provided that employment continues at Royal Greenland A/S, salary seniority is earned during absences due to vacation, illness, maternity leave and adoption, as well as public duties.

Art. 4. For skilled workers, the seniority increment is determined on the basis of the time that the employee has been employed in a job that requires training/education. Seniority increments are calculated from the start of the education.

§ 7 – Money payable after death

If an employee, cf. § 1(1), dies during the employment period, the following amounts are paid to the surviving spouse or children under the age of 18 whom the employee has a duty to support:

By continuous employment at Royal Greenland A/S in:

- 1 year 2 weeks' basic pay.
- 2 years 3 weeks' basic pay.
- 5 years and more: 4 weeks' basic pay.

§ 8 – Overtime and time off

Overtime should be avoided as far as possible. For ordered and controlled work at the place of employment that extends beyond normal working hours, overtime pay is granted as a supplement to the hourly rate. For all hours, the supplement amounts to 50% of the basic pay, cf. § 5. For apprentices, it amounts however to 50 per cent of the basic pay for unskilled employees over 18 years old.

Overtime pay is earned at the time (at the minute) the overtime starts.

Art. 2. The working hours standard is calculated as 8 hours per day, constituting however 40 hours for 1 week.

Art. 3. Overtime must be notified no later than 5 hours before the end of normal working hours on the day in question. If no notice is given, an additional overtime hourly wage will be paid in addition to the actual overtime hours. The individual factory management, in consultation with the shop steward, has the option of drawing up a work schedule, which applies to the employees in the coming period for which the factory management expects the working hours to be. When the work plan is changed, the employees must be notified of this no later than 5 hours before the end of normal working hours on the day which the change is made.

Art. 4. For overtime that lasts at least 4 hours beyond the usual working hours of a normal working day, an additional overtime hourly wage is paid in addition to the actual overtime hours.

Art. 5. If an employee is called to work outside usual working hours after leaving the workplace or on otherwise non-working days, at least payment for 4 hours of work shall be provided.

Art. 6. By agreement between the employee and the employer, overtime may be taken as time off in lieu. In the event of time off in lieu, the overtime payment for time off will be replaced by an amount corresponding to the number of overtime hours earned plus a pay supplement for hours of 50%.

§ 9 – Sundays and public holidays supplement

For work on Sundays and public holidays, an hourly supplement of 50% of the basic wage is paid, cf. § 5. For employees under 18 years of age, the supplement amounts to DKK 12.50 per hour.

Art. 2. In the event of overtime, overtime pay shall also be made in accordance with § 9(1).

Art. 3. The following are considered public holidays.

If you work during these days, you can get 1.5 times your salary. If you do not work, there is no working time and no 8-hour allowance.

- a) New Year's Day, 1 January,
- b) Epiphany (after 12:00), 6 January,
- c) Maundy Thursday (6 April 2023) ,
- d) Good Friday,
- e) Easter Sunday and Easter Monday,
- f) International Workers' Day 1st May (all day) ,
- g) Great Prayer Day,
- h) Ascension Day,
- i) Whit Monday,
- j) National Day of Greenland, 21 June,
- k) Christmas Eve, 24 December,
- l) Christmas Day, 25 December,

m) 2nd Christmas Day, 26 December,

n) New Year's Eve, 31 December.

§ 10 – Weekday public holiday pay

Public holidays referred to in § 9 are considered to be weekday holidays if they do not fall on a Sunday,

Art. 2. Weekday holiday payment is granted in the following amounts:

	For full weekday public holidays	For half weekday public holidays
Unskilled workers under 18 years of age	300.00	150.00
Unskilled workers over the age of 18	300.00	150.00
Skilled workers	300.00	150.00

If the following condition is met:

If work is performed on a weekday public holiday, weekday holiday pay is granted in addition to the usual payment for the work under the collective agreement.

§ 11 – Supplements for staggered working hours and shift work

For work performed during the period from 17:00 to 06:00, the following supplement is granted:

- 2nd shift – 17:00 to 23:00 DKK 10
- 3rd shift – 23:00 to 06:00 DKK 13

Art. 2. No supplements are paid for staggered working hours or for shift work.

Art. 3. Work on Sundays is also compensated with a Sunday and public holiday supplement, in accordance with § 9(1).

Art. 4. For overtime performed during staggered working hours or as shifts, supplements in accordance with Art. 1 are not granted. The employee is entitled instead to either time off in lieu in accordance with § 8(6) or overtime supplements in accordance with § 8(1).

Art. 5. However, for overtime on shifts that extends beyond the 2nd and 3rd shifts, both the last accrued shift supplement in accordance with Art. 1 and time off in lieu in accordance with § 8(6) or overtime supplement in accordance with § 8(1) shall be granted.

Art. 6. For every 40 hours worked on the 2nd and 3rd shifts, two hours of paid leave are earned, which is accrued and given as full days off by agreement between the employer and the employee through his/her trade union representative. For work on the 2nd and 3rd shift over parts of a week, pro-rata paid leave is earned and accrued. The accrued paid leave can be converted annually to payment with the final payroll processing before Christmas.

§ 12 – On-call availability supplement

For employees who are required to be on-call outside of normal working hours, this is paid at DKK 40.00 per hour of on-call availability.

In the event of a call-out while the employee is on-call, the actual overtime hours are paid. In addition, no payment can be made pursuant to § 8(3).

No separate remuneration is paid for telephone calls.

§ 13 – Qualification allowance etc.

2% of the payroll is allocated for qualification allowance, upgrading, possibly education with a view to upgrading and other things.

§ 14 – Pension contributions and payment thereof

As a contribution to the employee's pension, the employer shall pay into the Employee Pension Fund (SISA):

Pension contributions as of 1 January 2026 amount to 11,00% of the gross salary (total payroll):

The employer's contribution:	7,30 %
<u>The employee's contribution:</u>	<u>3,70 %</u>
Total	11,00%

Art. 2. The pension contribution is paid only for employees, including apprentices and adult apprentices, who have reached the age of 18, and only for the wage earned from and including the day the employee reaches the age of 18.

§ 15 – Information and Education Fund, Holiday Fund and Social Fund

Royal Greenland A/S contributes DKK 0.40 per hour worked by the employees to the Salaried Employees' Information and Education Fund of 1 September 1971.

Art. 2. Holiday Fund:

- Royal Greenland A/S contributes DKK 0.85 per hour worked to the Holiday Fund.

Art. 3. Social Fund:

- Royal Greenland A/S pays DKK 0.45 per hour worked to the Social Fund.

Art. 4. Payments are made to a financial institution selected by SIK 14 days in advance.

§ 16 – Illness

If an employee is unable to carry out work due to illness, the resulting absence is considered to be a legal absence, unless the employee in question has contracted the illness through intent or gross negligence during the employment relationship, or has fraudulently concealed the illness in question during the employment.

Art. 2. Illness must be reported before the start of working hours to be regarded as a legitimate impediment.

Art. 3. The employer may require documentation of the illness by means of a medical certificate. The cost of the medical certificate shall be borne by the employer.

Art. 4. Hourly paid, full-time employees who are members of SIK are granted unemployment benefits during illness, provided that the person concerned has been employed continuously for at least 30 days prior to the onset of the illness.

Art. 5. The request for sick pay due to illness must be submitted no later than 9 days after the onset of the illness to Royal Greenland's payroll department, e-mail: timegl@royalgreenland.com.

Art. 6. Sick pay is provided from the first day of incapacity to work. Sick pay is paid for the scheduled working days per week, but not for weekday public holidays. Sick pay can be granted for a maximum of 26 weeks within 12 consecutive months. If the incapacity to work is due to an accident that occurred while working, Sick pay may, however, be granted for a further 13 weeks.

Art. 7. Sick pay ceases on the day that the employee can work again, even if he or she does not immediately start work and even if the employee fails to report fit for work. Sick pay are still given, however, after the employee is again fit for work if the employee has been treated for his/her illness outside the place where the employee's workplace is located, and until the person concerned can return to the workplace by the fastest possible travel connection.

Art. 8. In the event of dismissal during illness, the employee earns the right to sick pay during the notice period.

Art. 9. Sick pay amounts to DKK 130 and is paid together with the salary for the pay period in question to SIK's members.

Art. 10. Sick pay is not paid during strikes and lockouts. Sick pay is not paid out for holiday days for which the employee has earned holiday allowance. Holiday allowance is not paid for paid-out sick pay.

Art. 11. Making false statements in connection with the payment of sickness benefits may also result in loss of the right to sick pay and any paid-out sick pay will be reimbursed to Royal Greenland A/S.

Art. 12. When the sick person receives compensation for loss of earnings by other means, or when unemployment benefit has been unduly received, any paid-out sick pay must be reimbursed to Royal Greenland.

Art. 13. Making false statements in connection with the payment of unemployment benefits will result in a police report. For the employee, making false statements will also result in loss of the right to assistance.

Art. 14. In the event of abuse, the individual employee may no longer be entitled to the benefit schemes.

Art. 15. From now on, paid leave will be given for medical consultations, dental appointments and children's medical appointments. The employer may require documentation that the employee has consulted a doctor or dentist. Under these conditions:

1. Salary expenses are only covered in connection with medical visits/dental visits in the city/village where you work, i.e. payment is not made for consultations in another city/village.
2. A maximum of 4 hours' wage expenses is covered in connection with a consultation.

A maximum of 3 consultations can be covered for an employee per 6-month period.

§ 17 – Time off from work due to child's illness

The employee is entitled to paid leave without loss of wages to care for a sick minor child, from the first day the child gets sick, and until childcare can be provided. In addition, the employee is granted access to paid leave without loss of wages for up to 14 working days in connection with a 0–15-year-old child's hospitalisation in and outside of their hometown, as well as to accompany the child in connection with travel to and from the hospital paid for by the healthcare system.

Art. 2. Paid leave in connection with the child's first day of illness assumes that:

- a) It is the child's first sick day,
- b) the child is under 12 years old,
- c) the best interests of the child make it necessary and
- d) the child is living at home

Art. 3. Paid leave in connection with the child's hospitalisation and any travel to and from the hospital is conditional upon documentation of the circumstances to the employer. It is also assumed that the employee has been employed by the company for at least 6 months prior to the leave.

Art. 4. The scheme may be withdrawn for the individual employee in the event of abuse.

Art. 5. The salary is paid as the employee's normal hourly rate multiplied by the working hours standard for the day in question.

Art. 6. In addition, access to special paid leave may be granted, cf. Art. 1, when the child is admitted to the home according to medical instructions/documentation.

§ 18 – Other paid special leave

Employees who are members of SIK's main board are granted paid special leave to attend SIK's board meetings up to 4 times a year.

Art. 2. In the event of a close relative's serious illness, death or funeral, the employee is entitled to up to eight days' paid leave. A request for leave from work must be submitted in writing to the employer.

Art. 3. Close relatives mean parents, spouse and persons treated as such, children and siblings, but not the family of the spouse or persons treated as such.

Art. 4. In the event of serious illness or death among the employee's close relatives, cf. Art. 3, the employee is granted free travel from the workplace to the seriously ill relative's or the deceased's place of residence in Greenland or Denmark assuming they have been continuously employed for at least 9 months. However, for employees with less than one year of seniority of service, it is possible to apply to the Social Fund to have the expenses paid out. A request for leave from work must be submitted in writing to the employer.

Art. 5. Wage during paid leave pursuant to Art. 1 and 2 shall be calculated based on the employee in question's normal working hours and normal hourly pay.

Art. 6. Requests from employees who are members of the boards of a local branch of SIK or of the main board of SIK for unpaid leave to carry out professional work shall –be granted. Such leave may be granted for up to one year at a time.

Art. 7. Relocation allowance: After two years of employment, one day's paid leave is granted in connection with a moving day, with a maximum however of one moving day a year.

§ 19 – Public offices

Employees are granted unpaid leave, to the extent necessary, to perform duties in the capacity of:

- a) Member of the Greenland Parliament,
- b) member of a municipal council or village council,
- c) member of a parish representation,
- d) member of a school board or after-school club committee,
- e) circuit judge,
- f) lay judge,
- g) official observer,
- h) municipal bailiff and
- i) any other public office imposed by a public authority.
- j) Board members of SIK's local branches or members of SIK's national board

Art. 2. Absence in accordance with Art. 1 shall not be considered as negligence in relation to the hours that must be worked before overtime payment is paid. The absence must be reported to the employer as early as possible.

§ 20 – Additional expenses for business trips

Royal Greenland A/S grants unemployment benefit to employees who are temporarily stationed at a location other than their home domicile, in accordance with the applicable rules for civil servants in Greenland. Rates cannot be revised downwards without SIK's consent.

Art. 2. Travel time for business trips and in connection with courses is counted as working hours. However, working hours calculated in this way for travel time must not lead to the working hours standard for the day in question to be considered as not having been met. Travel time between 22:00 and 08:00 is not included as working hours, however, provided that a place to sleep has been made available to the employee.

§ 21 – Work safety clothing and safety equipment

The employer makes the work safety clothing and safety equipment prescribed by the Danish Working Environment Authority within the various professions and work areas available to the employee free of charge.

Art. 2. The employer makes the clothing required by the Ministry of Food and Agriculture in connection with production, etc. within the food industry available to the employee free of charge.

Art. 3. The employee is obliged to use the safety clothing and safety equipment provided. The items provided must be returned in connection with the termination of the position. Otherwise, the employees' receivables will be offset.

§ 22 – Work interruptions

An employee who has been employed by the company for at least 1 month and who, due to external circumstances, cannot perform planned work, and who has shown up for work and cannot be assigned to other work due to a shortage of raw materials, or damage has occurred to machinery or a forklift, must be paid the normal hourly wage times the work norm on the day in question, even if sent home at the start of normal working hours.

Art. 2. However, apprentices are always entitled to payment for work interruptions, regardless of the provision in Art. 1.

Art. 3. Employees who, after being summoned to meet up at the start of their normal working hours but are sent home due to a shortage of raw materials, will be paid according to the shift schedule.

§ 23 – Right of appeal

SIK has the right to reprimand in accordance with the main agreement between the parties if it believes that the lack of consideration for the employees' wishes regarding the arrangement of daily working hours and Saturday off arrangements cannot be sufficiently justified in the interests of the company.

Art. 2. If there is any doubt as to whether an employee is entitled to receive the services mentioned in §§ 3, 5, 7 and 19, and enquiries concerning this through the trade union representative do not result in a satisfactory solution, the matter can be dealt with in accordance with the rules in the Main Agreement between the parties that govern the relationship between the parties.

§ 24 – Holiday and holiday allowance

Employees are entitled to annual leave in accordance with the rules of the Landsting Act on Holiday in force at any given time. Pursuant to section 12 of the Landsting Act No. 10 of 12 November 2001, the special rules listed below have been agreed.

Art. 2. Employees are entitled to holiday pay of 12.5% of the wages earned, except for compensation for business trips, cf. §20 of the collective agreement, and the employer's pension contribution, cf. §14 of the agreement.

§ 25 – Pregnancy, Parental leave and Adoption

The employee is entitled to maternity leave with full pay in accordance with the Danish Act on Pregnancy, Maternity and Adoption in force at any time.

§ 26 - Disagreements and arbitrary dismissals

Disagreements are handled according to the rules in the main agreement applicable between the parties.

Art. 2. When exercising the right to make individual dismissals, there must be no arbitrariness. Disagreements in this regard shall be dealt with in accordance with the rules in the above-mentioned main agreement.

§ 27 – Union representative rules

Reference is made to the collective agreement on union representative in force between the parties.

§ 28 – Termination

Within the first month of employment, neither the employer nor the employee is obliged to give any notice in connection with termination of the employment relationship. Hereafter, the following applies:

For unskilled workers	From Royal Greenland A/S	From the employee
Year of employment:		
For the remainder of the 1st year of employment	2 weeks	3 days
For the 2nd, 3rd and 4th year of employment	3 weeks	1 week
For the 5th and 6th year of employment	4 weeks	1 week
For the 7th and 8th year of employment	5 weeks	2 weeks
For the 9th and any following years of employment	6 weeks	2 weeks
For skilled workers, Year of employment:	From Royal Greenland A/S	From the employee
For the remainder of the 1st year of employment	2 weeks	3 days
For the 2nd, 3rd and 4th year of employment	4 weeks	2 weeks
For the 5th and 6th year of employment	6 weeks	3 weeks
For the 7th and 8th year of employment	8 weeks	4 weeks
For the 9th and any following years of employment	10 weeks	5 weeks

Art. 2. The notice periods in subsection 1 apply to employees who have been employed by Royal Greenland A/S without interruption for the period specified. However, the following circumstances are not considered interruptions:

- a) illness that has been reported to the company before the start of normal working hours,
- b) absence in accordance with the County Council regulation on pregnancy, maternity and adoption, or
- c) interruption of work due to the employer's circumstances, if the employee resumes work when offered it.
- d) Transfer from one department to another within the same company by agreement between employer and employee.

Art. 3. The employer's notice period will lapse if it can be documented that the employee has breached the employment contract. Non-compliance includes cases where Royal Greenland A/S' hygiene rules are not observed by employees.

Art. 4. The notice period also lapses in the event of unemployment at the workplace because of machine downtime, material shortages or other force majeure that halts operations, in full or in part.

Art. 5. Both the employee and the employer must give notice of termination in writing.

§ 29 – Period of validity of the collective agreement

This Agreement shall enter into force on 1 January 2026. The Agreement may be terminated by either Party with three months' notice to 31 December 2028, but no earlier than 30 September 2028.

Art. 2. After termination of the collective agreement, remuneration shall be paid in accordance with the wage rates applicable as of 1 January 2028 for the period until a new collective agreement is concluded.

Art. 3. Through this collective agreement, Royal Greenland A/S is also prepared to encourage employees to organise themselves in SIK.

Nuuk, den 4. december 2025

Sulinermik Inuussutissarsiuqartut Kattuffiat

Royal Greenland A/S

Jess G. Berthelsen

Union President

Søren Olsen Damgaard

HR Deputy Chief

Guidelines

§ 2 – Working hours

When does the working day/working hours start?

Working hours start when you are dressed and ready to work, not when you arrive and first you must change clothes etc.

Upon arrival:

If you arrive too early, before the start of the working day, and clock in too early, the hours will only be counted from the time you were asked to arrive.

In the event of late arrival:

In the event of late arrival up to 5 minutes, no wage deductions will be taken.

In the event of late arrival over 5 minutes, a 15-minute wage deduction is taken.

In the event of late arrival over 15 minutes, a 30-minute wage deduction is taken.

For breaks:

It is mandatory to clock - out/in for all breaks.

If you forget to clock out for breaks, the following shall apply:

- Wage deduction of 20 minutes the first time you do so.
- Wage deduction of 30 minutes the second time you do so, if it is the same day.

At the end of the shift:

If an employee forgets to clock out at the end of the shift and leaves early without clocking out, the manager in question clocks out for the employee.

§ 3 – Breaks

Breaks, per day:

- ½ hour 2 x 15 min. paid break from RG A/S
- ½ hour Lunch, own payment if this break is held

Example 1:

If a factory is in production for 8 hours in 1 day with an additional 1 hour of breaks in total.

The employee pays for half an hour of the break, and the company pays for the other half an hour. The employee will therefore receive a total wage of 8.5 hours.

Example 2:

If a factory is in production for 8 hours in 1 day with an additional 45 minutes of breaks in total.

The employee pays for 15 minutes of the break, and the company pays for the remaining 30 minutes. The employee will therefore receive a total wage of 8.5 hours.

Example 3:

If a factory is in production for 8 hours in 1 day with an additional 30 minutes of breaks in total.

The company pays for a 30-minute break. The employee will therefore receive a total wage of 8.5 hours.

Example 4:

If a factory is in production for 7.5 hours in 1 day with an additional 1 hour of break in total.

The employee pays for half an hour of the break, and the company pays for the other half an hour. The employee will therefore receive a total wage for 8 hours.

§ 6 – Seniority increment

The employee's salary seniority will, however, continue during periods of home leave or during periods when the company is closed.

§ 8 - Overtime and time off

The collective agreement - § 8(4)

For overtime, that lasts at least 4 hours beyond the usual working hours of a normal working day, an additional overtime hourly wage is paid in addition to the actual overtime hours.

When is § 8(4) used with 1 hour of additional time in overtime?

Example 1:

Working hours from 07:00 to 15:00

- Without lunch = 8 hours of work

Additionally, overtime: from 15:00 – 19:00

- Overtime 4 hours
- In addition + 1 hour extra according to § 8 (4).

Example 2:

Working hours from 07:00 to 15:30

- Deducted own paid lunch of ½ hour
= 8 hours of work

Additionally, overtime: from 15:30 – 19:30

- Overtime 4 hours
- + 1 hour according to § 8 (4).

§ 16 –Illness

Sick leave must be registered in Royal Greenland's time registration system, after which it is paid out via the payroll office.

§ 17 – Time off from work due to child's illness

Example of the child's sick days during a week:

The child falls ill: Monday, given as the child's first sick day

Gets better: Tuesday, child goes to nursery/kindergarten.

Falls ill again: Thursday, given as the child's first sick day.

Example of the child's sick days for several children or twins:

Child 1 falls ill: Monday, given as the child's first sick day.

Gets better: Wednesday.

Child 2, falls ill on Wednesday, is given as the child's first sick day.

Child 3, falls ill on Saturday, is given as the child's first sick day.

Other – External workforce is hired.

The collective agreement is followed, including payments to the funds.

Other – Courses etc.

When the employee participates in courses, the course day is calculated as 8 working hours per day:

- even if the course lasts less than 8 hours.
- However, if the course lasts more than 8 hours per day, all course hours will be paid as working hours.

For example:

- 6-hour course, paid for 8 working hours.
- 12-hour course, paid for 12 working hours.

If no course is held on the weekend, unemployment benefit will only be paid if the course is held outside the hometown.