

# Welcome to Denmark!

Check up on your collective agreement!

and your colleagues join the trade union, the union will help you to ensure good pay and working conditions. Additionally, you will get personal help, in case of injury or if the company goes bankrupt. Sign up before you need us, just like you pay insurance before the accident occurs.

## Any questions?

This folder contains only a small selection of the different rules that apply to the Danish labor market. If you would like to know more or have questions, please contact your local trade union.

## Contact 3F – BJMF

- The building workers' union in Copenhagen

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## Together we are strongest!

[www.3f.dk/bjmfimmigrant](http://www.3f.dk/bjmfimmigrant)

## Occupational pension

If your employer is a member of an employers' organisation or is covered by an accession agreement, you are covered by a pension scheme. The total contribution is in most cases 12 % of your total monthly pay, of which you must pay 4 % yourself, while the rest is paid by your employer.

Many pension funds offer a healthcare scheme which means that you may have access to free treatments such as massage or physiotherapy. There is also a range of insurances associated with your pension e.g. in case of your death or critical illness.

Ask your union about the rules for your company.

## Holiday

According to Danish law you are entitled to 25 holidays with allowance every year. The allowance is equivalent to 12.5% of your pay. For holidays held until April 30, 2020, allowance is calculated based on your pay in 2018. From May 1st until August 31st, 2020, allowance is calculated based on your pay from January 1st until August 31st, 2019. From September 1st, 2020, allowance is based on your actual pay. You will earn 2,08 days per month, which can be held in the following month. The collective agreement grants you additionally 1 week (the 6. holiday week).

## About the trade union

80% of all construction workers are organized in the unions under BAT. The unions have collective agreements for every single trade in the construction sector in Denmark. Every year, the unions ensure billions of DKK in compensation for union members. The unions under BAT organize all construction workers and sign collective agreements with all companies no matter of their nationalities.

The good working conditions in Denmark are something we create together, so we also need you. If you

BAT – Bygge-, Anlægs- og Trækartellet. The Federation of Building and Construction Workers' Unions – is an association of the trade unions of the building trades in Denmark, consisting of 3F (United Federation of Danish Workers), Dansk EL-forbund (The Danish Union of Electricians), Malerforbundet (The Danish Union of Painters), Blik- og Rørarbejderforbundet (The Union of plumbers and pipe workers), Dansk Metal (Danish Metal Workers), HK (Danish Union of administrative staff) and Teknisk Landsforbund (The Danish Association of Professional Technicians). BAT represents approx. 80.000 employees.

DANSK EL-FORBUND



MALERFORBUNDET



Teknisk Landsforbund



# Your rights on a Danish building site

Welcome to Denmark. Employees at Danish workplaces have a number of rights that are laid down in collective agreements for each trade group. In case you work for a company, which is covered by a collective agreement, you have the same rights as your Danish colleagues.

## Collective agreements

In Denmark it is not the government but the social partners that agree upon the regulations of the labour market. The regulations are written in an agreement between your union and an employers' organisation/ your company. In Denmark there is no statutory minimum wage. Therefore, you always need to know for which company you work, and whether your employer has a collective agreement. In this regard your local union is always available with help and guidance.

## Employment contract

In Denmark you must have an employment contract containing:

- Name
- Address
- Telephone number
- Type of pay – hourly or piecework
- CPR/CVR-number
- Date of commencement
- Info regarding the collective agreement

The employment contract must be signed in two copies by your employer and yourself.



## Minimum wage

The wage is agreed upon between you and your employer based on the collective agreement. The minimum wage depends on your trade group. Remember that the minimum wage only is the starting point for the negotiation. In the box below you find some of the rates, applying from March 2020 until February 2021. And the average rate reflecting the minimum wage + the result of the local negotiation.

## Pay checks

Each employee working for a company covered by a collective agreement must receive a paycheck at every payroll. The paycheck must include information such as hourly pay, working hours, overtime pay, sick pay, holiday pay, pensions pay and compensation for loss of earnings on public holidays. If you see “on-account

amount” on your paycheck, you must check whether it corresponds to the amount that has actually been paid out to you in cash.

## Working hours

Working hours are normally fixed at 37 hours per week and must lie between 06:00 and 18:00 from Monday till Friday. Other working hours must be agreed in writing between employee and employer. Remember to keep a record of how many hours and where you work. Write it down in a calendar or keep a copy of the weekly timesheet that you submit to your employer.

## Overtime and weekend work

If you work more than 37 hours a week or on the weekend, you are normally entitled to extra payment in addition to your hourly pay. Typically, you get +50 % payment for the first three hours of overtime and +100 % for the rest. Remember that you must receive payment for ALL the hours you work. If you have made special working agreements with your employer with more than 37 hours a week, it is always a good idea to get help from the union to look them through.

Trade group	Hourly minimum pay rates from March 2020	Average gross hourly wage, Q4 2019*
Concrete worker / Steel fixer	128,65 kr. / 17,25 €	188,85 kr. / 25,27 €
Pipe fitter	132,10 kr. / 17,71 €	211,33 kr. / 28,28 €
Bricklayer	151,40 kr. / 20,29 €	201,62 kr. / 26,98 €
Carpenter	128,40 kr. / 17,21 €	194,19 kr. / 25,98 €
Painter	130,35 kr. / 17,47 €	174,31 kr. / 23,32 €
Electrician	133,70 kr. / 17,92 €	205,29 kr. / 27,47 €
Plumber	132,10 kr. / 17,71 €	211,33 kr. / 28,28 €

\*Source: DA's salary statistics