

Agreement between Finansforbundet and the Danish Employers' Association for the Financial Sector (FA) on reopening following the COVID-19 pandemic (new Coronavirus)

1. Agreement

This Sector Agreement shall only apply to compliance with the authorities' recommendations for gradual reopening following the COVID-19 pandemic in Denmark.

2. Background/purpose

In light of the seriousness of the situation, the Parties have a common understanding that the companies and employees have a mutual responsibility to mitigate the consequences of the COVID-19 pandemic for both companies and employees. In order to comply with the authorities' recommendations for a gradual reopening following the COVID-19 pandemic in Denmark, the Parties agree to the temporary derogations specified in sections 4 and 5 below.

3. Employees covered

The Agreement covers all employees covered by collective agreements in companies that are members of FA in Finansforbundet's sector, except for those in the insurance agent sector.

4. Working from home

FA and Finansforbundet hereby agree to suspend framework agreements on telework.

Companies shall endeavour to normalise the working conditions for employees who have working environment challenges in working from home as quickly as possible.

Companies shall endeavour to ensure that some of the employees continue working from home for the foreseeable future.

In this regard, consideration shall be given to the tasks/areas that can be solved from home without significant reduction in productivity. Consideration shall be given to employees who belong to or have household members in specific risk groups.

Employees who are unable to work during the applicable working hours as a consequence of the authorities' recommendations for a gradual reopening following the COVID-19 pandemic in Denmark and/or reduced care services, will not experience a reduction in salary for the period up to and including 31 May 2020.

Employees who are able to work according to the authorities' recommendations for a gradual reopening following the COVID-19 pandemic in Denmark, but choose not to do so, may experience a reduction in salary.

5. Working hours

Employees shall maintain their regular, stipulated/agreed working hours to the extent possible. There will be a wide range of situations where this is not possible until the situation is normalised. In such situations, the manager and the employee shall agree on how the work must be organised in order to meet the operational needs of the company and the employee's need for flexibility. It may also be necessary for companies to organise work in a

different manner than hitherto, such as allocating tasks, teams and resources in a different manner, which may have an impact on the employee's working hours in addition to the specific tasks.

Employees must continue to adapt to the fact that working hours may be placed in a different manner than hitherto, ref. below, but with particular consideration to families with children. This should however be carried out in dialogue between manager and employee.

In order to mitigate the consequences of the COVID-19 pandemic, the Parties hereby agree to apply the following temporary derogations to SCA and similar provisions in CCA:

- § 5, para. 1 and 2 will be suspended if the company's need to place working hours at other times than those specified under § 5, para. 1 or 2 can be attributed to the authorities' recommendations for gradual reopening following the COVID-19 pandemic in Denmark.
- § 5, para. 6 will be suspended so that the change to stipulated working hours can be made by giving 24 hours' notice and without payment of allowances if the change can be attributed to the authorities' recommendations for gradual reopening following the COVID-19 pandemic in Denmark.
- § 6, para. 1 will be suspended so that an individual agreement on the placement of working hours may be concluded in addition to the period defined in the provision if the change can be attributed to the authorities' recommendations for gradual reopening following the COVID-19 pandemic in Denmark.
- § 6, para. 3 and 4 will be suspended so that an agreement on agreed working hours without payment of allowances for even very short periods may be concluded if the change can be attributed to the authorities' recommendations for gradual reopening following the COVID-19 pandemic in Denmark. As a natural consequence, such an agreement may be terminated by both Parties without notice, but will otherwise be void when this Agreement no longer applies.
- § 7 para. 3, point 2, para. 4 and 5 will be suspended so that an agreement on agreed extended working hours may be concluded without being subject to a specific period of notice and without payment of allowances for even very short periods if the change can be attributed to the authorities' recommendations for gradual reopening following the COVID-19 pandemic in Denmark. As a natural consequence, such an agreement may be terminated by both Parties without notice, but will otherwise be void when this Agreement no longer applies.
- § 8, para. 3 will be suspended so that agreed working hours and extended working hours can be changed without being subject to a specific period of notice and without payment of allowances if the change can be attributed to the authorities' recommendations for gradual reopening following the COVID-19 pandemic in Denmark.
- § 8, para. 4 will be suspended so that no allowances are payable if the placement of/agreement on working hours for the periods specified in the provision is due to a change in working hours that can be attributed to the authorities' recommendations for gradual reopening following the COVID-19 pandemic in Denmark.

The Parties agree that the changed work patterns, etc. that may arise as a result of the companies' need to organise work in a different manner during this period will not be regarded as shift work in accordance with § 13 of SCA and similar provisions in CCA.

6. Entry into force, notice and renegotiation

The Agreement enters into force on 27 April and will be valid up to and including 31 May 2020 and may be terminated by either party by giving one week's notice.

The Parties also agree that there will be a need to continuously discuss and possibly renegotiate the content of this Agreement depending on how the situation develops.

Copenhagen, 17 April 2020

THE DANISH EMPLOYERS' ASSOCIATION
FOR THE FINANCIAL SECTOR (FA)

FINANSFORBUNDET