



Membership Ballot OK25

Information about the
collective agreement

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The OK25 Membership Ballot folder is based on the agreements entered into by CO-industri and the Confederation of Danish Industry on February 9, 2025. CO-industri would like to point out the signed minutes are the legally binding documents.

The minutes can be obtained from the federations. They are also available on CO-industri's website co-industri.dk and on okfakta.dk



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Collective agreements in industry

Danish industry's new collective agreements have been negotiated by CO-industri (The Central Organisation of Industrial Employees in Denmark), which is an association of nine trade unions representing more than 230,000 workers employed on an hourly rate basis and administrative and technical workers employed on a salaried basis in industry.

CO-industri's main tasks include negotiating collective agreements with the employers represented by the Confederation of Danish Industry (DI) and providing professional and legal advice in the event of disagreement about the collective agreements during the term of the collective agreement.

Chief negotiators are CO-industri President Claus Jensen, chairman of the Danish Metalworkers' Union (Dansk Metal), and CO-industri Vice-president Mads Andersen, chairman of the The Industrial Sector of United Federation of Danish Workers (3F Industri). In addition, each of the nine member unions is represented in CO-industri's Negotiating Committee, which has continuously participated in the negotiations and approved industry's new collective agreements.

The collective agreement has also been approved by CO-industri's Central Management. The nine member unions are:

Danish Metalworkers' Union
(Dansk Metal)

The Industrial Sector of United Federation of Danish Workers
(3F Industri)

Union of Commercial and Clerical Employees
(HK Privat)

Danish Association of Professional Technicians
(Teknisk Landsforbund)

Danish Union of Electricians
(Dansk EI-Forbund)

Danish Union of Plumbers and Allied Workers
(Blik- og Rørarbejderforbundet)

Danish Union of House Painters
(Malerforbundet i Danmark)

National Union of Service Employees
(Serviceforbundet)

Danish Railway Federation
(Dansk Jernbaneforbund)

Now it's up to you

First, I would like to thank you for being a member of a real union which negotiates collective agreements. We can only achieve good results when we are backed by you and the other 230,000 members of CO-industri's member unions.

The collective agreements begin and end with you, our members. You make the proposals. We negotiate. And you vote on the agreement we have reached.

That is why we always listen to you and your colleagues before we sit down at the negotiating table with the Confederation of Danish Industry. This time, you, the members, submitted 527 proposals to us, and CO-industri's vice president, Mads Andersen, and I received much useful input from the almost 1200 union representatives we have met at eight preparatory meetings around Denmark before the beginning of the negotiations.

A better work-life balance is among the hopes that were high on the list. I am therefore pleased to tell you that with the new collective agreement, you will be entitled to take days off when you have special family needs.

You will be able to accompany your elderly mother to an examination at the hospital or to a meeting with the social services. Those of you who are grandparents can have a fun day off with your grandchildren. And things settle down a bit more at home when you can also stay at home on your child's third day of sickness.

A new milestone that I would also like to highlight is the remuneration of DKK 9,000 per year for health and safety representatives. It's no secret that this issue has been on the table before.

Now we have finally succeeded. It has been important to us that the remuneration is awarded to health and safety representatives who are members of the CO-industri member unions. When this is possible, it should be clearly felt that being organised makes a difference.

In addition to what I have mentioned here, there are several other improvements including more money and more rights. Read about these on the following pages.

There is still room for your and your colleagues' local wage negotiations. The goal is, of course, to get back to normal before the period of high inflation – namely that real wages may increase year by year.

Finally, I encourage you to vote. A high voter turnout helps to ensure strong collective agreements. I would like to recommend that you vote yes.

Best regards

A handwritten signature in blue ink, appearing to read 'Claus Jensen', with a long horizontal flourish extending to the right.

Claus Jensen
Chairman of CO-industri

Better work-life balance

You will have new opportunities to take time off to create a better balance between your family life and your work life.

You will be able to have:

- 2 grandchild care days
- 2 days to accompany close relatives in case of acute emergencies, planned health consultations, treatments and meetings with public authorities
- 5 days to accompany close relatives in connection with critical illness or diagnostic assessment of this
- Child's 3rd day of sickness



Free Choice Account

Your Free Choice Account will be increased from 9 to 11 percent. As before, this will give you more to spend as you like in connection with:

- Holidays
- Extra days off
- Public holidays
- Child's 2nd day of sickness
- Doctor's visits with children
- Childcare days
- Senior days off
- Days off according to the agreement

And three new options:

- Grandchild care days
- Accompanying close relatives
- Child's 3rd sick day

The extra 2 percent corresponds to another 4 days of time off – which may also be used for other purposes such as senior days off.

You may also still choose to place the amount from the Free Choice Account in your pension. Or you may have it paid out.

Pension

The employer's contribution to your pension scheme will be increased by 1 percent

Remuneration of health and safety representatives

If you are an elected health and safety representative, you can look forward to receiving compensation of DKK 9,000 per year.

Only health and safety representatives who are members of one of CO-industri's member unions may receive this remuneration.

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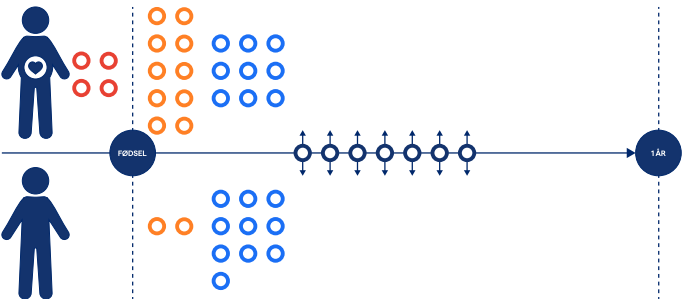
Pay during maternity leave and parental leave

The number of weeks with full pay during parental leave will be increased by 2 weeks for children born on June 1, 2025 or later.

The 2 weeks are freely distributed among the parents. Thus, the total number of weeks with full pay during maternity and parental leave is up to 42 weeks – some are earmarked for the individual parent, some may be distributed freely among them.

Parental leave sharing

To accommodate solo parents and different types of families, the law has made it possible to share the leave between several people. The collective agreements will allow a social parent to receive full pay during 25 weeks of leave. A close family member can receive full pay of up to 17 weeks of leave.



- Earmarked weeks up to due date
- Earmarked weeks for use within 10 weeks of birth
- Earmarked weeks for use within 1 year of birth
- Weeks to be shared freely

Pay during illness

As an hourly paid worker, you will be entitled to pay during illness for three additional weeks.

The total period with pay during illness will thus be 17 weeks. The first 5 weeks include nuisance compensation.

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Salaried employees

Salary

In the Collective Agreement for Salaried Employees in Industry, it has been established that you are entitled to an annual salary interview when you ask for it.

50-percent rule

When a company accedes to the Collective Agreement for Salaried Employees in Industry upon fulfilment of the 50-percent rule, it will be natural for the company to use the collective agreement's escalation models for a Free Choice Account and pension scheme instead of carrying out a salary restructuring.

The escalation means that over a period of 3 years, the employees will receive the agreement's full payment into a Free Choice Account and over a period of 4 years, they will receive full payment into the agreement's pension scheme.

Change of pension company

If your employer wants a change of pension provider, you must receive an information form showing the expenses associated with the plan in the new company. This is to give you a better basis for assessing whether you want to switch to the new company or whether you want to stay in, or transfer to 'Pension for Funktionærer' (PFF) instead.

No to overtime

As specified in the collective agreements, you may, under certain circumstances, refuse to accept overtime work if this is justified by weighty personal or family matters in connection with special anniversaries or special acute incidents.

Education

Training at dismissal

If you are dismissed, you may, under certain conditions, attend up to 5 weeks of IKUF-supported self-chosen training. Two of these weeks may be taken in immediate continuation of the original resignation date.

IKUF is the Competence Development Fund in Industry (Industriens Kompetenceudviklingsfond).

More training programmes

IKUF's positive list for agreed education will be expanded to include more credit packages for basic courses in the vocational education and training programmes on IKUF's positive list.

Training representative

It will be possible to appoint two training representatives at the company – one for the hourly paid workers and one for the salaried employees. Until now, one training representative has covered both collective agreement areas.

Extra days off

In future, the value of your extra days off, amounting to 2.5 percent of your wage or salary qualifying for holiday pay, may be paid into the Free Choice Account on an ongoing basis. When you take an extra day off, you will be compensated from the Free Choice Account.

If extra days off are paid with full pay during illness, the employer must automatically pay you compensation for unused extra days off at the end of the holiday period or following resignation.

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Pay and payment rates

Minimum pay	As per 1/5/2025	As per 1/3/2026	As per 1/3/2027
For adult workers:	DKK 139.90	DKK 143.40	DKK 146.90
For workers under the age of 18:	DKK 80.55	DKK 82.60	DKK 84.60

Staggered time, shifts and overtime

All supplements for overtime will be increased by 3 percent as of May 1, 2025, 3 percent as of March 1, 2026, and 3 percent as of March 1, 2027.

All supplements for shiftwork and staggered time will be increased by 3.5 percent as of May 1, 2025, 3.5 percent as of March 1, 2026, and 3.5 percent as of March 1, 2027.

Payment rates in special part

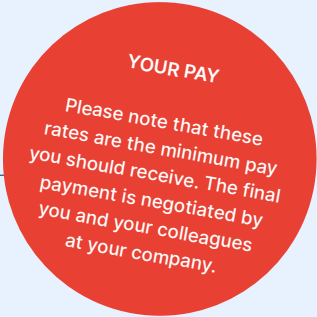
All payment rates in the “Special part” will be increased by 3.5 percent as of May 1, 2025, 3.5 percent as of March 1, 2026, and 3.5 percent as of March 1, 2027.

Free choice contribution

The Free Choice Account will be increased from 9 to 10 percent as of March 1, 2026 and from 10 to 11 percent as of March 1, 2027.

Pension contributions

The employer's contribution to pension scheme will be increased by 1 percentage point as of May 1, 2025.



The Industrial Agreement

Clause13 Overtime	As per 1/5/2025	As per 1/3/2026	As per 1/3/2027
Overtime on weekdays			
First and second hour after normal working hours:	DKK 46.70	DKK 48.10	DKK 49.55
Third and fourth hour after normal working hours:	DKK 74.55	DKK 76.80	DKK 79.10
Fifth hour and until the beginning of normal working hours:	DKK 139.50	DKK 143.70	DKK 148.00
Clause 14	As per 1/5/2025	As per 1/3/2026	As per 1/3/2027
Staggered working hours			
From 18:00 to 22:00 (Appendix 1):	DKK 31.50	DKK 32.60	DKK 33.75
From 22:00 to 06:00 (Appendix 2):	DKK 51.40	DKK 53.20	DKK 55.05
Clause 15 Shiftwork	As per 1/5/2025	As per 1/3/2026	As per 1/3/2027
(6.2) Supplement for shift work			
Weekdays with the exception of Saturdays			
From 18:00 to 06:00 (Appendix 1):	DKK 48.70	DKK 50,40	DKK 52.15
From Saturday at 2 p.m. until the end of the Sunday, on public holidays, and days off according to the agreement (Appendix 2):	DKK 104.35	DKK 108.00	DKK 111.75

All rate changes take effect from the beginning of the pay period in which the agreed effective date is included.

The Industrial Agreement

— provisions relating

to apprentices

Clause 8 Minimum payment	As per 1/5/2025	As per 1/3/2026	As per 1/3/2027
(1) The minimum wage for apprentices under and over the age of 18			
0–1 years:	DKK 82.95	DKK 85.85	DKK 88.85
1–2 years:	DKK 94.00	DKK 97.30	DKK 100.75
2–3 years:	DKK 101.10	DKK 104.65	DKK 108.30
3–4 years:	DKK 117.05	DKK 121.15	DKK 125.40
Over 4 years:	DKK 139.90	DKK 143.40	DKK 146.90

The Agreement for Salaried Employees in Industry

Clause 3 Pay provisions	As per 1/5/2025	As per 1/3/2026	As per 1/3/2027
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(8 A.) Apprentices/trainees in vocational training. For students under the Vocational Training Act, the minimum wage is

1st year per month:	DKK 13,405	DKK 13,875	DKK 14,360
2nd year per month:	DKK 14,850	DKK 15,370	DKK 15,910
3rd year per month:	DKK 16,335	DKK 16,905	DKK 17,495
4th year per month:	DKK 17,660	DKK 18,275	DKK 18,915

A supplement per month to the above rates is granted to apprentices/trainees in the following programmes

The commercial and office education with prior HHX exam:	DKK 1,240		
Technical design programme:	DKK 4,155	DKK 4,300	DKK 4,450

Pay rates	As per 1/5/2025	As per 1/3/2026	As per 1/3/2027
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B. Business academy programmes

– Interns

The technical area, monthly pay:	DKK 18,713	DKK 19,368	DKK 20,046
The mercantile area, monthly pay:	DKK 22,587	DKK 23,378	DKK 24,196

C. Vocational basic training

Apprentices/trainees employed under the Act on Vocational Basic Education (EGU) are paid per month:	DKK 13,700	DKK 14,180	DKK 14,676
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Main points of the OK25 agreement

- The Free Choice Account will be increased from 9 to 11 percent.
- The employer must pay 1 percent more into the pension scheme.
- 2 care days with grandchildren.
- Time off to accompany spouse/partner or parents in special situations.
- Time off on child's 3rd sick day.
- DKK 9,000 in remuneration to health and safety representatives who are organised in one of CO-industri's member unions.
- 2 extra weeks with full pay during parental leave.
- 3 extra weeks with pay during illness.
- Clarification of the right to refuse overtime in certain situations.