## Members provide input in advance of collective bargaining round

## Denmark

The HK Kommunal municipal union has received plenty of input from members and activists as it prepares its claim for the upcoming negotiations. Over 7000 contributions with 20000 suggestions have been submitted to the union covering a wide range of pay and conditions. Some of the key issues highlighted by the union include the need to maintain competence funds that provide for education and training and the call for action to tackle stress. Time off to deal with care responsibilities is also a common demand, particularly from workers with caring responsibilities for older people. There are varied opinions on pay with some calling for a general wage increase for all while others see local pay deals as important.

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Collective Bargaining
Health and Safety
Local government
Social Services
Work-life balance