

**Kommunal.**

# Emergency Situation Agreement

# Background

- Due to the forest fires in the summer of 2018, a number of questions about employment conditions and benefits for employees working were raised.
- It was obvious that existing collective agreements were perceived as insufficient.
- The purpose of the Emergency Situation Agreement is to provide greater flexibility in terms of work obligations, working hours and conditions and, in return, provide more favorable compensation for employees.

# Activation

- Can be activated and started to be applied only after a special decision making by the employer party
- The collective agreements for ordinary operations shall be applied as far as possible.
- Applies to all professional categories of the municipal workers' union

# Definition of a emergency situation

- Emergency situation in this agreement means any event that **deviates from the norm**, which involves **serious social disturbances**, requires **immediate intervention** by a municipality, a county council / region, municipal associations or municipal companies or several in collaboration, and which has **significant or decisive impact on the staff supply** in the municipal operations.

## Salary and compensation

- Employees in the emergency services (or other current professions that are bound by ordinary collective bargaining agreements) already have a fixed hourly salary.
- Regular working hours are 48 hours and hourly pay and emergency compensation are based on the first hour. That is, hourly wage \* 220%

## Resting time

- Minimization of daily and weekly rest, ie 9 hours and 24 hours respectively
- lunch break can be changed for meal breaks, ie you may need to cancel the break to work
- Guaranteed rest for 24 hours after the last shift. Transport in employer vehicles is considered work, transport on eg trains are resting. Monthly pay no extra emergency compensation.

## Working environment

- The work environment responsibility cannot be negotiated away.
- An annex to the collective agreement that states who is responsible for the working environment.
- For example, it is the hiring employer who is responsible for ensuring that the daily work is carried out safely.



