



OK23 will mean heavier pay packets

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A strengthened piecework system

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YOU decide - REMEMBER to cast your ballot

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Jim Jensen

Your OK paper



Collective agreement / The meat and food industry / Spring 2023



What we will be voting on

The trade union NNF and DI – the Confederation of Danish Industry – have reached an agreement on new collective agreements for the food industrial area as well as the meat industry. Among the improvements, you will get:

1 Increased hourly wage rate and a strengthened piecework system

Members paid by the hour will get an hourly wage rise of DKK 11.75 in the course of the next two years. For members comprised by the framework agreement, the wage increase will be added to the piecework system.

2 Free-choice scheme increase

The free-choice scheme will be increased by 2% as of 26 February 2024. This scheme can be used for additional pay, pension or freedom.

3 Increased employer-funded pension

As of 1 June 2023, the employees' self-paid pension will go down from 4% to 2%. The employer's contribution will be increased proportionately, namely from 8% to 10%. The collective payment equals 12%.

[Read more on page 3](#)



About the agreements:



I'm particularly pleased that the piecework system has been strengthened. The changes are not so easily explained, and therefore we, the shop stewards, are now facing the major task of equipping our colleagues for the ballot on the agreement. It was difficult to arrive at a model with which we as well as the employers could go along, but we found a solution in which certain mechanisms will ensure that by far the most colleagues will, as a minimum, get the same wage rise as we have seen in the other agreements.

Brian Vestergaard, chairman of the Shop Stewards' College and a member the collective bargaining committee for the meat industry.



More kroner in our pay packets was of great importance among the colleagues, and I believe that the agreement has succeeded in achieving that. The agreement represents good economy which will come to benefit the colleagues on the bottom line. It is also very positive that the scope for education and training – of own choosing as well as agreed – has been expanded. I hope that many will make use of this as, in the long run, this will benefit both colleagues and employers.

Thomas Hansen, shop steward at Atria in Horsens and a member of the collective bargaining committee for the meat industry



I'm proud of the determined effort put into the OK23 bargaining. We were **well-prepared**, for instance owing to all the useful demands and desires provided by our members. You have expressed an incredible interest in the OK23 bargaining. And the **support** we received was what enabled us to negotiate from a position of strength during the bargaining. This is why I'm pleased that we can now introduce our members to two individual agreements.

Ole Wehlast, President, The Trade Union NNF

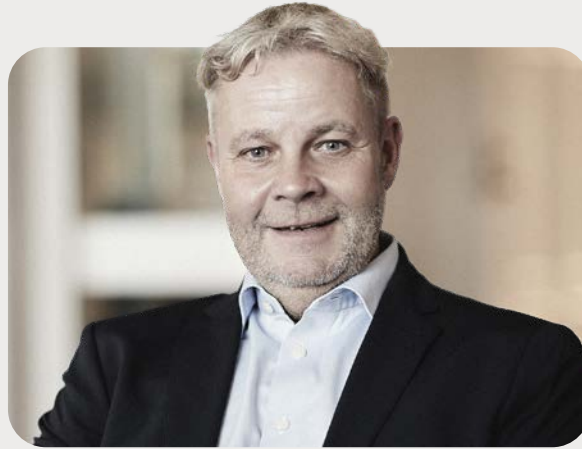
Jim Jensen, senior negotiator and vice president of The trade union NNF:

OK23 will mean heavier pay packets

The lead-up to the OK23 bargaining was more intense than has been the case for any previous bargaining. A rising inflation rate, occurring the moment the coronavirus had left the country, made the members of The Trade Union NNF absolutely explicit in their demands.

WHEN, IN THE autumn of 2022, we called on our members as the OK23 bus stopped off at their workplaces, the members had one overall demand: wage increases. I therefore considered it a compulsory task to ensure that the outcome of OK23 would be reflected directly in our members' payslips. And, fortunately, we succeeded. The prospect of historically challenging bargaining was exchanged into historically good results, senior negotiator and vice president of The Trade Union NNF, Jim Jensen, points out. The agreements for both meat industry and food industry do, in fact, reflect considerable economic increases.

– Members paid by the hour can look forward to an hourly rise of DKK 11.75 in the course of the next two years. Members comprised by the framework agreement can look forward to a wage increase that will, as a minimum, match this. As the wage increases relate to the piecework system however, exactly how the wage increase will manifest itself will be an individual



matter. On the bottom line, all members of The Trade Union NNF will be left with a heavier pay packet as a consequence of the OK23 bargaining, says Jim Jensen.

In addition, the free-choice scheme will be increased by 2% as of February 2024. Moreover, the employers have undertaken to pay a larger part of the pension contributions to the effect that as of June 2023, the colleagues will only pay 2%, whereas the employers will pay 10%.

Tom Jensen, bargaining secretary for the meat industry:

A long-anticipated strengthening of the piecework system

Bargaining secretary for the meat industry, Tom Jensen, is pleased that the union succeeded in arriving at an agreement in which pay rises have been worked out for the piecework system.

FOR YEARS, a strengthening of the piecework system has been a great desire among our many members within the meat industry area. This is why bargaining secretary, Tom Jensen, has no doubts about what he will stress about the agreement on which the union will now hold a ballot of members:

– This is an area we have struggled with during all the years that I have participated. Since 2008, we have ended up with wage increases on the hourly pay because this was all on which we could arrive at an agreement with the employers. This time, we experienced a positive bargaining process with DI, and we succeeded in establishing a new system. This means that by far the most members will be

assured of their expected pay rises with respect to the piecework, he says.

Also, he is pleased with the increased nuisance bonuses. Nuisance bonus with respect to overtime will be increased by 3.5% in 2023 and by 3% in 2024. Other nuisance bonuses will be increased by 4.5% in 2023 and by 3.5% in 2024.



Anette Sønderby Larsen, bargaining secretary for the food industry:

A significant economic boost to all members

Bargaining secretary for the food industry, Anette Sønderby Larsen, is pleased that the members can look forward to increased pay as well as improved conditions within several central areas.

THE AGREEMENT for the food industrial area means a significant economic boost for all members. This is the opinion of Bargaining secretary, Anette Sønderby Larsen, who is highly satisfied with the agreement on which the union will now hold a ballot of members:

– The employers desired increased flexibility from the employees, but it was important for us to ensure that, with respect to this agreement, the members would not be worse off than the remaining labour market. This is why I'm pleased that we have now obtained an agreement that will be in line with the other OK23 agreements, she says.

Anette, further stresses that the agreement involves an increase in the hourly pay for those members within the processing area who are sent on training by their employers. Their hourly pay will go up from DKK 142.50 to DKK 165.00.

And, also, she is pleased that owing to this agreement, it will be easier for the shop stewards to organise their colleagues at the various workplaces.

A strengthened piecework system

The new agreements within the meat industry and food industry contain a strengthening of the piecework system.



The meat industry:




Taking a point of departure in the industry's average efficiency of piecework hours of **188.88%**, it has been agreed that, for 2023, the collective agreement will provide for an hourly rise equal to DKK 6.50 pertaining to piecework hours.

The food industry (processing):

Taking a point of departure in the industry's average efficiency of piecework hours of **168.06%**, it has been agreed that, for 2023, the collective agreement will provide for an hourly rise equal to DKK 8.49 pertaining to piecework hours.

This means:

The business will calculate the individual master areas at the workplace.

On average 	Above average 	Below average 
<p>If you work within a master area with an efficiency that is on average, you will be ensured an hourly pay increase equal to DKK 6.50 for piecework hours pertaining to the meat industry or DKK 8.49 pertaining to the food industry (processing).</p>	<p>If you work within a master area with an efficiency that is above average, you will be ensured an hourly pay increase equal to a minimum of DKK 6.50 for piecework hours pertaining to the meat industry or an hourly pay of DKK 8.49 pertaining to the food industry (processing). The higher efficiency, the higher the pay increase.</p>	<p>If you work within a master area with an efficiency that is below average, your pay will be readjusted twice a year in order that you will obtain an hourly pay increase equal to DKK 6.50 for piecework hours pertaining to the meat industry or DKK 8.49 pertaining to the food industry (processing).</p>
<p>Examples, the meat industry:</p> <p>Michael works in slicing The piecework efficiency in his master area is 188.88%. As the efficiency is equal to the average of 188.88%, Michael will be ensured the hourly pay increase equal to DKK 6.50 for piecework hours that is provided by the collective agreement – for 2023. Thus there will be no readjustment.</p>	<p>Michael works in deboning The piecework efficiency in his master area is 215.00%. As the efficiency is above the average of 188.88%, Poul will be ensured an hourly pay increase equal to DKK 7.40 for 2023. Thus, his hourly pay for piecework hours will be DKK 0.90 over the hourly pay rise of DKK 6.50 that is provided for by the collective agreement. Thus there will be no readjustment.</p>	<p>Jette works in the packing room The piecework efficiency in her master area is 150.45%. As the efficiency is below the average of 188.88%, Jette will get an hourly pay increase equal to DKK 5.18 for 2023. Thus, her piecework hours for the period will be readjusted by DKK 1.32 per hour to obtain the hourly increase of DKK 6.50 provided for by the collective agreement – for 2023.</p>
<p>Examples, the food industry (processing):</p> <p>Lars works in slicing The piecework efficiency in his master area is 168.06%. As the efficiency is equal to the average of 168.06%, Lars will be ensured the hourly pay increase equal to DKK 8.49 for piecework hours that is provided for by the collective agreement – for 2023. Thus there will be no readjustment.</p>	<p>Gitte works in sausage making The piecework efficiency in her master area is 172.76%. As the efficiency is above the average of 168.06%, Gitte will be ensured an hourly pay increase equal to DKK 8.72 for 2023. Thus, her hourly pay for piecework hours will be DKK 0.23 over the hourly pay rise of DKK 8.49. Thus there will be no readjustment.</p>	<p>Martin works in the minced-meat production The piecework efficiency in his master area is 150.45%. As the efficiency is below the average of 168.06%, Martin will get an hourly pay increase equal to DKK 7.60 for 2023. Thus, his piecework hours for the period will be readjusted by DKK 0.89 per hour to obtain the hourly increase of DKK 8.49 provided for by the collective agreement – for 2023.</p>

Ensuring an increase for as many colleagues as possible

Colleagues working according to a permanent efficiency or agreed wages will also be encompassed by the ensured wage rise provided for by the collective agreement and they will not be comprised by the individual master area's average efficiency.

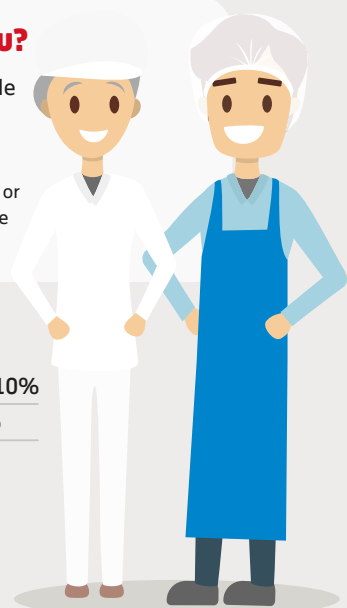
Wage rates for 2024

In 2024, the hourly wage rise provided for by the collective agreement for the meat industry, will be DKK 6.23 for piecework hours and, for the food industry (processing), the hourly rise will be DKK 8.14 for piecework hours.

How will the new piecework pay affect you?

It will be the efficiency of your master area that will decide how the new piecework system will affect you. Ask your shop steward if you want to know what applies to you.

Please note: If your efficiency is lower than the average of 188.88% or 168.06% while your master area's collective efficiency is above, there will be no readjustment for you.



Hourly pay (standard wages)

27 February 2023 + DKK 6.00
26 February 2024 + DKK 5.75

Free-choice scheme

26 February 2024 + 2%

Pension

As of 1 June 2023, the employers' contribution will be increased – from 8% to 10%
As of 1 June 2023 the employees' contribution will be reduced – from 4% to 2%

Nuisance bonus with respect to overtime

27 February 2023 + 3.50%
26 February 2024 + 3.00%

Other nuisance bonuses

27 February 2023 + 4.50%
26 February 2024 + 3.50%

Maternity/paternity/leave

Father/co-mother will get an additional earmarked two-week leave with pay. In addition, the parents will be entitled to two more weeks of leave which can be shared between them. This will provide a total of 36 weeks' leave with pay after the date of giving birth.

YOU decide – REMEMBER to cast your ballot

The trade union NNF and DI have reached an agreement concerning your collective agreement. Now, you must vote for or against.

In order that, in the future, we shall still be in a position to negotiate good and satisfactory results, we need your ballot - regardless of whether you are for or against the collective agreement.



The trade union NNF's executive committee will decide on the collective agreements pertaining to the meat industry and the food industry. Read more on ok23.nnf.dk

How it works:

It is not just your collective agreement that will be subject to ballot in the very near future. About 600,000 wage earners in the private sector shall have a new collective agreement. In some areas an agreement has been obtained whereas, in other areas, this has not been possible.

THE CONCILIATION officer will collect all agreements entered into as well as the terms of renewal of such agreements in which the parties have not been able to reach an agreement in a proposal for a settlement on which a ballot will be held.

The ballot will take place as one collective ballot. It will either be a yes or a no for all the approximately 600,000 wage earners who are comprised by the settlement proposal.



If, according to the ballot rules:

- At least 40% of those entitled to vote participate in the ballot, simple majority shall decide whether it will be a yes or a no.
- If less than 40% participate in the ballot, at least 25% of all those entitled to vote must have voted no in order that the settlement proposal be turned down, thus triggering a major industrial conflict.

How you cast your ballot:

- You will receive a ballot paper from your shop steward. If you have no shop steward, your workplace will be visited by a representative of The Trade Union NNF, who will deliver ballot papers. Your vote will be secret and you will thus be anonymous so that no one – neither Fødevareforbundet NNF nor your shop steward will know how you voted.

You have the right to vote when you are a member of The Trade Union NNF, and:

- If you work under one of the collective agreements having been negotiated
- If you are unemployed but have worked under one of the collective agreements having been negotiated
- If you are on a flexible job release scheme and, at the date of the ballot, are working under one of the collective agreements having been negotiated
- If you are an apprentice and work under one of the collective agreements having been negotiated.

Your **OK paper**

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