

Friday, 11 December 2020

Finansforbundet: Steven Vallik

FA: Nicholai Kjølberg

The meeting was held as agreed by the Parties, with the purpose of establishing some common viewpoints affecting how member companies handle travel to countries to which the Ministry of Foreign Affairs of Denmark discourages travel, as well as to towns, municipalities, regions, etc. to which the Danish authorities discourage travel.

The specific problem concerned the question of situations where an employee – in contravention of the guidelines of the Ministry of Foreign Affairs of Denmark – chooses to travel to one of the countries to which travel is discouraged and is then infected with the coronavirus.

The case is discussed.

The Parties agreed on the following:

that FA, in connection with its advice to the member companies, underlines that this involves advice specifically in relation to the Corona pandemic,

that a company can naturally use all the commonly-known employment sanctions – from reprimands to a pay deduction or summary dismissal; however, it should be underlined to the member companies that the sanctions that are aimed at terminating employment require exceptional circumstances,

that, via the system pertaining to labour legislation or other relevant forum, Finansforbundet can react and monitor a case where a company – in the opinion of the union – has failed to comply with rules or agreements,

that it is important that companies inform employees in advance about their position concerning different situations, including duties and rights in connection with travel to countries/towns, municipalities, regions, etc. in Denmark, to which Danish authorities discourage travel. In connection with this, it is also important that the company highlights the possible sanctions that such conduct may trigger,

to recommend that employees in self-isolation work from home as much as is possible and appropriate, and to support that the self-isolation period of the employees is as short as possible, e.g. by making it possible for employees to be tested on the 4th and 6th day as per the recommendations of the health authorities.

This protocol replaces the protocol of 12 October 2020. The protocol shall be valid as per the agreement between Finansforbundet and FA on reopening after Covid-19 of 12 October 2020, which most recently has been extended to 28 February 2021.

Copenhagen, 15 December 2020

THE DANISH EMPLOYERS' ASSOCIATION
FOR THE FINANCIAL SECTOR

FINANSFORBUNDET