

# THE COLLECTIVE AGREEMENT

## THE SHORT STORY



### THE DANISH MODEL

The foundation stone for our collective agreement was laid with the September settlement in 1899, when the employees and employers agreed on some of the principles that define the Danish labor market today - among other things that the employees' rights are secured through collective agreements rather than by law and that the employer has the right to direct and distribute the work.

The collective agreements are today known as the Danish Model.

### THE STRENGTH IS IN THE COMMUNITY

Over the years, collective agreements have guaranteed employees good rights and working conditions, because many members have stood together to demand something better.

Employers and employees listen to each other, and together they make agreements that both take the employees' interests into account and the company's needs and earnings.

But the employees' rights are only met if they stand together about their claims against the employer.

Therefore, it is a good idea to use communities to get an agenda through - for example via a trade union

### OUR AGREEMENT IS TWOFOLD

#### STOK - standard agreement

Finansforbundet and FinansDanmark negotiate the STOK, which applies to the entire sector and forms the basis for the enterprise agreement

#### VOK - enterprise agreement

Finansforbundet in Danske Bank and Danske Bank negotiate the company agreement for the employees of Danske Bank that are not covered by individual contracts.

### RESULTS OVER TIME

Our rights at Danske Bank have been built over time. With each collective agreement, we have built on the salary and the rights we got in the previous agreement.

New ones have been added and old rights have been modernized, so that our collective agreement has been able to keep up with the agreements in the sector and the development of the labor market.