

Chapter 4 Duration of work and working hours

ARTICLE 4.1 DURATION OF WORK

1. In consideration of this chapter and of the provision in or by virtue of laws containing prescriptions for reducing the duration of work, the employer shall determine a working hours schedule for employees. A working hours schedule is understood to be a schedule drawn up for a period longer than one week, which is made known in advance and which states the beginning and end of daily working hours.
- 2a. The duration of work is on average no more than 38 hours a week. The actual working week will be relieved by substantial breaks.
- b. The actual working week depends on the application of vacation-leave hours, in accordance with appendix 3. The employer determines the actual working week.
3. No work will be carried out on Saturdays and Sundays, New Year's Day, Easter Monday, 5 May, Ascension Day, Whit Monday, both Christmas and Boxing Day and the Queen's Birthday. In addition, employees are entitled to exchange (a) day(s) of leave, for a free day on other religious holidays and anniversaries.
4. The third paragraph can only be departed from if the employer's interests so dictate and in consideration of the following:
 - a. No labour shall be carried out on at least 13 Sundays in a period of 6 months;
 - b. Employees shall be allowed to enjoy the Sunday peace as much as possible and shall be afforded as much opportunity as possible to visit their church on Sundays and on their religious holidays. For employees who have informed the head of their department that they belongs to a religious community that celebrates the weekly day of rest on the Sabbath or the Seventh Day, the provision with respect to Sunday shall, upon request, be applied mutatis mutandis with respect to the Sabbath or the Seventh Day. This article applies mutatis mutandis to employees with other religious beliefs. Employees will be allowed to take a workday off on those religious holidays applying to them;
 - c. The working hours schedule is arranged in such a manner that the employee preferably has a day off in, or at least over each 7-day period, for at least 2 preferably successive days, days where a maximum of 2-half days can be split.
5. The established working hours arrangement can only be departed from, if the employer's interest makes this inevitable or in case of special circumstances, provided that arrangements are made for the employee to enjoy at least 36-hour uninterrupted hours of rest during the relevant period of 7 days.
6. The determination of a working hours arrangement, as meant in the first paragraph, can be waived in special cases. In those cases the second through the fifth paragraph will be applied mutatis mutandis.
7. The employee of 55 years of age and older will not be assigned any activities which are to be carried out between 10.00 p.m. and 06.00 a.m., unless:
 - a. There is a question of pressing reasons in the interest of the service and the Working Conditions Service have stated that there are no objections to assigning the activities;
 - b. This concerns a part of the service that continues after 10.00 p.m. and ultimately ends at 00.00 a.m.;
 - c. The employee consents to the assigned service.
8. With the permission of the COR, the employer can annually determine collective company holidays. Collective holidays come to the account of annual part of the vacation-leave that can actually be used for vacation, as meant in article 5.2 sub 1.

ARTICLE 4.2 Over-60 SCHEME

The employee of 60 years of age and older shall, at his request, be granted permission to reduce his 8-hour daily workday by a half hour with full pay.