



THE NEW HOLIDAY ACT AND THE TRANSITIONAL PERIOD

HOLIDAY FROM 1 MAY 2020 – 31 AUGUST 2020

Holiday commenced after 1 May 2020 is still taken according to the existing Holiday Act.

However, the holiday period commenced 1 May 2020 only runs up to and including 31 August 2020. This period is called the “Mini holiday period”.

During this Mini holiday period, you will have a total of 16.64 (which we are rounding up to 17) holidays available. These holidays were earned during the period 1 January 2019 - 31 August 2019.

TRANSFER OF HOLIDAY FROM THE MINI HOLIDAY PERIOD TO THE NEW HOLIDAY ACT

If you have any unspent holiday days left, once we transition to the new Holiday Act, the days will automatically be transferred to concurrent holiday for the coming new Holiday period; 1 September 2020 - 31 December 2021.

Afterwards, the transferred holiday - which has now been transferred to concurrent holiday – must be treated according to the rules of the new Holiday Act.

I HAVE HEARD THAT I MIGHT NOT HAVE ENOUGH HOLIDAY DAYS FOR THE SUMMER OF 2020. IS THAT CORRECT?

It is correct that there has been a focus on ensuring that you consider already now how many holiday days you are going to need from 1 May 2020 to 31 August 2020.

Generally, it will not be necessary to request a transfer of the holidays to 2020.

If you usually take 3 weeks' summer holiday, the 17 days will be sufficient and you do not need to worry about your summer holiday.

WHAT HAPPENS TO THE EXTRA HOLIDAY ENTITLEMENTS FROM SEPTEMBER 2020 AND GOING FORWARD?

The right to extra holiday entitlements is not part of the Holiday Act, they are given to all fixed salaried employees by IMPACT/IMPACT EXTEND, when you have worked with IMPACT/IMPACT EXTEND for 9 months.

When transitioning to concurrent holiday, you will continue to be entitled to 5 extra holiday entitlements per year, this will not change.

The extra holiday entitlements are allocated to you in the beginning of a new holiday year, and as that is changing from May to September, the extra holiday entitlements will from 1 September 2020 and going forward be allocated in September.

If you have not taken your extra holiday entitlements by the end of the holiday year (31 December), they will be paid with your January salary. The extra holiday entitlements cannot be transferred.

EXTRA HOLIDAY ENTITLEMENT IN THE MINI HOLIDAY PERIOD

During the Mini holiday period - starting on 1 May 2020 - you will receive a proportionate share of the extra holiday entitlements corresponding to 3 days. You can use these extra holiday entitlements up until 31 December 2021. Otherwise they will be paid with your January salary. The extra holiday entitlements cannot be transferred.

ADVANCE HOLIDAYS

The New Holiday Act gives fixed salaried employees the opportunity to take holiday in advance.

This means that if you have not earned enough days for your holiday, you will be able to make an agreement with your immediate manager about holiday in advance. Subsequently, the days will then be set off against the holiday days that you earn.

Holiday must of course as always be approved by your immediate manager, taking the company's daily planning into account. The maximum limit to the number of days that may be taken in advance is corresponding to the remaining holiday days that can be earned within the current holiday year (1 September - 31 August the following year).

HOLIDAY ALLOWANCE

After 1 September 2020, your holiday allowance will be paid twice a year with the salary in May and August.

HOLIDAY ALLOWANCE IN THE MINI HOLIDAY PERIOD

The holiday allowance earned during the period from 1 January 2019 to 31 August 2019 will be paid out in May 2020.

The holiday allowance earned during the period from 1 September 2019 to 31 August 2020 will not be paid out, because the holiday allowance is included in the 12.5% frozen holiday pay.

CAN I STILL TAKE MY AUTUMN HOLIDAY IN OCTOBER 2020?

Yes. You will accrue 2.08 days of holiday in September 2020, which you will be able to take in the autumn. If you do not take all your days of holiday during the Mini holiday period, they will be transferred and can be used as well. You can also use your extra holiday entitlements. Finally, when the new Holiday Act enters into force, it will be possible to take holidays in advance, based on agreement with your immediate Manager.

I HAVE ONLY ACCRUED A FEW DAYS OF HOLIDAY TO SPEND IN THE MINI HOLIDAY PERIOD, WHAT CAN I DO?

If you have not earned full holiday which can be used during the Mini holiday period, you can apply to have your holiday pay disbursed from “Lønmodtagernes fond for tilgodehavende feriemidler (the employees fund for outstanding holiday pay)”. This means that you can submit an application to the fund to have the holiday pay, which you have earned during the period from 1 September 2019 to 31 December 2019 and which has been frozen in the fund, disbursed.

The possibility of having holiday pay disbursed from the fund applies to you if:

- you have earned days of holiday during the period from 1 September 2019 to 31 December 2019 and
- you have earned less than 8.4 days of holiday during the period from 1 January 2019 to 31 August 2019

Applications concerning disbursement of holiday pay from the fund can be submitted from April 2020 to December 2020.

More information is available on www.borger.dk.

Please, contact payroll@impact.dk if you are unsure about how much vacation you have accrued.

WHEN WILL IMPACT/IMPACT EXTEND'S NEW HOLIDAY POLICY BE READY?

We expect that a final Holiday Policy will be ready in the summer of 2020.