



### **Appendix 3. Irregular work according to schedule**

For employees whose working hours are not distributed in the same manner during working days, a schedule shall be drawn up. The schedule shall be considered a local agreement entered into by the employer and the relevant local labour organisation. The schedule should be finished at least two weeks before it begins to apply.

One or more persons can be included in the schedule. The schedule specifies between which hours of different days the various work shifts shall be conducted. The work hours should total 40 hours per week. If the work hours cannot be evenly distributed between weeks, the average shall be no more than 40 hours per week during a period of limitation.

When a holiday falls on a day between Monday and Saturday, the employee shall normally be freed from working. The same applies for Midsummer's Eve, Christmas Eve, New Year's Eve, the day before the Saturday between 31st October and 6th November (Alla Helgons dag), and any compensated working days between holidays (Mondays - Fridays located between two work-free days).

If this cannot be arranged, the time off shall instead be offered during another working day whose working hours approximately correspond to the holiday. The same applies in the event of reduced working hours for certain days preceding holidays in accordance with Chapter 4, Section 7 of Term Agreement and Term Agreement T.

\* The time between the beginning and end of the working hours of a shift cannot exceed 14 hours.

\* After no more than 6 hours of work, a break of at least 30 minutes must be taken (the break does not count towards working hours).

\* If a break is not possible, a stop for a meal of at least 20 minutes must be scheduled. This counts towards the working hours and should be made as clear as possible in the schedule.