

NOTICE OF LAY-OFFS AS A RESULT OF A WORK STOPPAGE IN YOUR OWN ENTERPRISE

This type of notice shall be used in cases when the enterprise's own employees may be called to strike, a so-called conditional notice. §8-3 of the Basic Agreement stipulates a period of notice of 14 days. Once it has been determined who will be laid off, no further notice of lay-offs is required, c.f. §8-5 of the Basic Agreement, but the enterprise must give notice as early as possible c.f. §8-3 of the Basic Agreement, as this has been made clear by this notice. The notice of lay-off shall be given in writing to each individual employee, unless the local parties have agreed otherwise for instance by posting a notice at the enterprise.

In cases where a strike has already commenced at your enterprise by the time a notice of lay-offs is being issued, the enterprise has a right to issue an unconditional notice of lay-offs, but in such cases a period of notice of 14 days shall apply.

Example:

To..... (Name of Employee)

CONDITIONAL NOTICE OF LAYOFFS – WORK STOPPAGE AT THE ENTERPRISE

In the event that some of our employees are being called to strike in connection with the revision of the collective agreement, we will seek to continue operations at the enterprise as long as possible. If the strike does not make it possible to maintain operations in a rational manner, the enterprise will to give notice of lay-offs to all/some of our employees.

In a meeting on _____ (date), the enterprise has conferred with the shop stewards on the possible need for lay-offs which may arise.

With reference to c.f. §8-5, c.f. §8-1 subsection 1 of the Basic Agreement we hereby notify you that all or some of our employees may be laid off as of _____ (date).

As soon as the enterprise is fully aware of the development and the effects of the labour dispute, you will be notified further as to the time of entry into force of the lay-off and information about its likely duration. You will be informed as early as possible.

City/Date _____

Signature _____