



Holiday Act and Newrest OSL policy

Holidays shall be given in accordance with the applicable rules in the Holidays Act.

As from 2002, the holiday is extended so that it amounts to five weeks, i.e. 30 working days, including 5 Saturdays. 30 working days correspond to 35 calendar days.

Employees over 60 years of age shall still have an extra holiday week, see §5 of the Holidays Act.

In the case of feasts and public holidays that fall on a weekday during the holiday (i.e. not on a Sunday), the employee is entitled to extend the holiday by a corresponding number of days. Ordinary pay shall be paid for such days.

A total of up to 21 consecutive calendar days shall be given in the period from 1 May to 30 September, except when otherwise agreed with the particular employee in writing.

Employers may decide when the rest of the holiday is to be taken outside of the period from 1 June to 30 September according to the guidelines that follow from § 7 of the Holidays Act and the appendix to this agreement concerning holidays.

All Newrest employees has to apply for their summer vacation by the end of February through Kelio. Your manager will approve or reject the vacation application according to the shift plan.

The holiday shall always start on a Monday, unless the employee and the employer agree on another weekday. This does not apply to the part of the holiday that is given in connection with Christmas and/or Easter.

FERIEPENGGER – Holiday pay

Holiday pay, inclusive of holiday under the collective agreement, amounts to 12 % of the calculation base

Pay As You Earn (PAYE) – Tax deductions on holiday pay

Please be aware that the rules regarding exemption to pay tax on holiday pay do not apply to these employees.



Employers must use the tax deduction card applicable at the time when the holiday pay is paid, even if the holiday pay was earned earlier.

If you're receiving holiday pay in 2019 for pay earned in 2018 and you fall under the PAYE scheme, be aware that tax will be deducted according to the rate stated on the tax deduction card for 2019.