**Transition to the new Danish Holiday Act from 1 September 2020**

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| **Month** | **Action** |
| 31 August 2020 | End of the mini holiday year. Holiday days not taken are automatically carried forward to be held as concurrent holiday in accordance with the new Holiday Act.  In connection with the transition to the new Holiday Act on 1 September 2020, employees can request to have any unused holiday exceeding 20 days disbursed. However, employees are not entitled to have this holiday disbursed.  Special days of holiday follow the previous rules and can be taken up to 30 April 2021.  NOTE: Trainees who have been awarded holiday (i.e. not earned holiday) will lose any remaining holiday of the 16.64 holiday days which they have not taken by 31 August 2020. |
| 1 September 2020 | The new Holiday Act enters into force, which means that all employees earn 2.08 holiday days per month, and these can be taken on an ongoing basis.  Note in particular that the employer should help employees to ensure that the number of days of holiday an employee takes during the holiday year leaves enough earned days of holiday for the summer period. Employees can always see their remaining holiday by logging on to staff.au.dk |
| September - November 2020 | Holiday for the holiday year 1 September 2020 to 31 August 2021 is scheduled in advance together with any special days of holiday not taken. Templates are available on the website.  The date of registration in advance has been moved, as the start of the holiday year has been moved. The first holiday period is to be set in the days leading up to Christmas and New Year and it is subject to at least one month's notice.  Note in particular that notice can only be given for three weeks of summer holiday in the summer of 2021, as the last 2 x 2.08 holiday days will not be earned until 1 August and 1 September 2021, respectively. From and including 2021, the last week of holiday will therefore be in the days around Christmas and New Year before the end of the holiday period. This means that it will again be possible to set a four-week holiday in July from summer 2022. |
| January - March 2021 | Holiday not scheduled to be held must be held at one month’s notice for any remaining holiday and three months’ notice for main holiday.  One month’s notice must be given for special days of holiday to be taken if the time for taking special days of holiday has not been scheduled.  Note in particular that it is important to help employees ensure that they do not take too much holiday during the holiday year so there is not enough remaining for the main holiday period. |
| April 2021 | Any special days of holiday not taken must be agreed to be transferred to the next special-holiday year 1 May 2021 - 30 April 2022. |
| 1 May 2021 | Employees with full holiday entitlement have five special holidays available in the period 1 May 2021 to 30 April 2022. |
| 1 September 2021 | Start of new holiday year (1 September 2021 to 31 August 2022). The holiday period is 1 September 2021 to 31 December 2022. |
| September to November 2021 | Registration in advance of holiday and special days of holiday for the holiday year 2021/2022.  One month’s notice must be given for any holiday from the holiday year 2020/21 to be taken that has not been scheduled. |
| December 2021 | The period for taking holiday for the holiday year 2020/21 ends on 31 December 2021. It is possible to agree to carry forward any holiday not taken exceeding the first four weeks to the following holiday year.  Note that the rules about circumstances that may prevent you from taking holiday (holiday obstacle) have been changed and holiday not taken because of an obstacle from the 1st to 4th holiday week can no longer be disbursed but must be carried forward to the next holiday period. |
| January 2022 | See the holiday year cycle below. |
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| **International employees on the concurrent holiday scheme** |  |
| 1 September 2020 | International employees on the concurrent holiday scheme will transition to concurrent holiday in accordance with the new Holiday Act, including rules for taking holiday and carrying forward unused holiday. Holiday days not taken will automatically be transferred to be taken in accordance with the new Holiday Act. In connection with the transition to the new Holiday Act on 1 September 2020, employees can request to have any unused holiday exceeding 20 days disbursed. However, employees are not entitled to have this holiday disbursed.  Take particular care to give notice for all accumulated holiday days to be taken before 31 December 2021, after which the holiday must be disbursed if transfer of holiday has not been agreed. One month’s notice must be given for remaining holiday to be taken. |

The holiday year cycle: The holiday year is 12 months, while the period in which holiday can be taken is 16 months.