

April 18th, 2018

Information regarding possible labor force conflict

Dear Parents and Students,

The collective bargaining negotiations (OK18) has been postponed by 14 days.

The negotiations are still going on at the Danish Conciliation Board in the hope that a new collective agreement can be entered into, and by postponing today for the second and last time, an eventual strike will begin on May 8th and a lockout on May 12th. If negotiations break down earlier, then the conflict will begin five days after the breakdown occurred.

Herlufsholm is chosen to go on strike

As you know, the school has been selected on the employees' union to go on strike - a decision that includes basically all teaching staff in the middle school, high school and IB.

The school cannot choose not to be a part of the conflict. It is a precondition for receiving money from the state that the school follows the provisions that the state issues. The state pays a part of the expenses involved in running the school. It is therefore decided by law that salaries and employment conditions are negotiated between the Ministry of Finance and the unions.

Teachers at the school are therefore required to stop working in case of a strike/lockout, and others are not allowed to take on their jobs. The work that a teacher on strike was scheduled to do is considered affected by the strike terms. In other words, no teaching can be carried out in the lessons normally taught by a teacher who is included in the strike. Staff who are not involved in the strike will carry out their regular duties. However, the state expects that the school will endeavour that business operations be limited to the most essential tasks during a possible conflict.

Because of the situation outlined above, we are hereby providing information about which consequences a strike/lockout will have for the students at Herlufsholm Skole and which precautions you as parents will have to take.

Teaching and supervision

In the event of a strike, all teaching at the school will be suspended and all other activities planned by the school, such as after school activities, parents meetings, balls, etc., will not be carried out. As a consequence, the students will be asked not to show up at the school since no pedagogical activities will be carried out and no supervision will be in place.

The school will decide to which extent and in which form some of the cancelled activities can be carried out after the end of the strike - in case it takes place.

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Boarding students and dormitories

The manning of the dormitories will also be affected by a possible conflict since the school will not be able to provide the customary supervision of the student houses. We therefore encourage all boarding students to make provisions so it will not be necessary to stay at the school during a possible conflict.

However, an emergency response service will be in place at the school with adequate supervision, so that no students are left in the lurch but can stay and eat at the school under safe conditions. Boarding students who arrive at the school during a strike/lockout are asked to notify the school of their arrival by email to Rektorkontoret.

Already planned activities away from the school, including exchanges and conferences.

Parents of students who are scheduled to participate in international conferences and trips during the strike/lockout period will be contacted separately about this, since the possibility of carrying out these activities depends on which staff members the activity is planned to include.

Looking ahead

Negotiations are still underway. If the Conciliation Board concludes that the negotiations are progressing, the arbitrator can postpone the conflict by two times 14 days. This means that it is still not possible at the present time to tell if there will be a conflict and - if there is one - when it will start. We encourage you to follow the news in the media, and we will also continue to inform you of the developments of the situation on Parent web.

I realize that many parents need to know about the school's situation, among other things in order to be able to make arrangements with respect to their childrens' return to the school or possible stay with family and friends in case of a conflict. We will therefore make a determined effort to provide information as quickly and accurately as possible.

The school and Headmaster's Office is open for phone calls as usual also during an eventual strike and lockout.

We will do our utmost to get through a possible strike in the most painless manner possible for all parties.

Yours sincerely,



Flemming Zachariasen
Headmaster