

Answers and comments concerning GN-Knit activity in Sweden.

1. In your offer to Abri for the work at Ronneby brunn you charge 100 sek per hour for construction workers, 145 sek per hour for Tilers, 125 sek per hour for Painters, 125 sek per hours for Water and Sanitation assemblers and 155 sek per hour for Electricians.

In that price all costs are included. (Please see the order from Abri)

How can you with this prices follow the collective agreement with the trade union? At this year the minimum salary was 112 sek per hour for construction workers.

Answer:

When we made offer to ABRI (2006) we were not bound by collective agreement. In spite of this we were following minimum wages. Works priced 100,00 SEK/h were done by workers „Övriga arbetstagare S2” and „Övriga arbetstagare S3”. Their minimum wages were 0,7 x basic wage (if „grundlön” = 112,00 SEK/h it makes 78,40 SEK/h) After entering SBI (march 2007) we received instruction concerning working conditions and we introduced them.

It was possible to achieve profit with careful planning, effective use of working time and cost control.

2. You have also a work for Ronneby kommun where you changed the roof at the preschool Gullivan year 2011. Then you charged 185 kronor per hour for construction workers – all included.

How can you with this prices follow the collective agreement with the trade union?

Answer:

See point 1 for explanation.

3. I have found other jobs for Ronneby kommun where you charged 195 sek per hour for construction workers (2011) and another where you charged 240 sek per hour.

How can you with this prices follow the collective agreement with the trade union?

Answer:

See point 1 for explanation.

4. I have the annual report, for year 2012, you have handed to the authorities in Norway that applies only to Gn-knits operations in Norway only. (See appendix)

And I have the annual report you gave me for Gn-knit in total for year 2012.

After calculating I have come to the conclusion that you pay the workers that work in Poland and Sweden 19 sek per hour. Or if the paper to the Norwegian authorities are not correct and in that case the workers has round 32 sek per hour. (Please see the appendix how I have calculated).

What is your comments?

Answer:

Wrong calculation.

Wrongly assumed number of workers – I told that between 2008 and 2009 our employment dropped from about ninety something to about 45 but it doesn't mean that we had in 2012, 45 workers.

Wrongly assumed wages cost.

In 2012 we spent for wages: (pos. V, ”lonnskostnad” from „resultatregnskap”) + (pos. VI, ”trygdeavgift og andre ytelser” from „resultatregnskap”) + (pos. VII, ”ovrige typekostnader knyttet” from „resultatregnskap”).

Above positions doesn't contain costs of accommodation and food.

5. Arbeidstilsynet in Norway has twice make inspection. In november 2011 they found that your workers worked 255 hour per month and had a salary per hour on 55-60 sek. The payslip was both from Norway and Sweden.
Some month later Arbeidstilsynet make the second inspection and found that the workers had half of the salary that they had legally right to have. Arbeidstilsynet stopped you to work (later they allowed you to work again in Norway). They also made a policereport, and the police is not ready with its investigation.
What is your comments?

Answer:

I have explained to Norwegian Work Authorities, that our workers receive much higher wages than were pointed in their report and receive (for free, from our company) accommodation and full board. We didn't know that the case was reported to Police. So I was very surprised when I'd received, some time ago, notice from the Norwegian Police, that the case **was discontinued**.

6. Krzysztof Golombek said to Stoppafusket that the workers work 6 days a week and nine hours per day when they are working in Sweden? Do you mean that this is legal according to the working time regulations in Europe? Have you had negotiations with the trade union about working overtime like that?

Answer:

I said that, during posting our workers work **maximum** (not always) 6 days a week 9 h a day. Working time over 40 h per week is compensated with paid rest time. In reference period our workers work average 5 days a week and 8 h per day.

It is legal in Europe. See, please: "Directive 2003/88/EC of the European Parliament and of the Council of 4 November 2003 concerning certain aspects of the organization of working time."

7. Gn-knit (Wanda Golombek), has no F-tax in Sweden. Why?

Answer:

Why do you think we should have F-skat, could you point us any law or regulation which makes it obligatory in our case?

Because there are number of incorrectness in questions presented by You; hereby I'm stopping the right of use of any information included in financial documents, concerning our company and provided by me, without our written consent.

Krzysztof Gołombek