

Industry agreement

2024 – 2026



INDUSTRY AGREEMENT 2024 – 2026

Agreement

between

NHO

(The Confederation of Norwegian Enterprise)

and

Norsk Industri

(The Federation of Norwegian Industries)

of the one part

and

LO

(The Norwegian Confederation of Trade Unions)

and

Fellesforbundet

(The Norwegian United Federation of Trade

Unions)

of the other part

In effect from 1st April 2024 to 31st March 2026

PART I
Basic Agreement LO – NHO
 (published as a separate publication by LO and NHO)

PART II
Industry Agreement

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Preface

The Industry Agreement is the front trade for Norwegian wage revisions and was negotiated in 2012 based on four previous agreements:

- Engineering Industry Agreement ("VO")
- Technology and Computer Industry Agreement ("TD")
- Nexans Agreement ("Nexans")
- Textile and Apparel Industry Agreement ("Teko")

A key object of these negotiations was to strengthen the importance of the front trade in wage revisions, by allowing the conditions for industries exposed to international competition to establish norms for Norwegian income policy. Norsk Industri and Fellesforbundet consider it to be important that the front trade represents a broad range of industries and companies, and they will facilitate an expansion of the front trade. At present the front trade encompasses the following industries:

- Engineering and technology industry
- Technology and computer industry
- Textile and apparel industry

The Industry Agreement consists of two parts:

- PART I Basic Agreement between LO and NHO
- PART II Industry Agreement
 - Part A Common rules and appendices
 - *Common Part*
 - Part B Special rules and appendices
 - *Engineering Industry Part*
 - *Technology and Computer Industry Part*
 - *Textile and Apparel Industry Part*

The Basic Agreement exists as a separate document and is available from one of the central organisations.

Part II A is based on the work of two committees, during the collective bargaining agreement period of 2010-2012 and 2018-2020, respectively, and on negotiations between the parties. The revised agreement contains both new provisions and the continuation of provisions from the original agreements. Where the special parts have significant clarifications, references have been included in the Common Part to the text in Part II B (the special parts).

Part II B contains rules for individual industries that have not been converted to common rules. The industries follow the four previous agreements. The parties agree on expansion of the scope of the common rules. Since the Industry Agreement is a new innovation, a decision has nevertheless been made to wait before addressing areas where there are significant differences.

In instances where no actual changes have been made in relation to the previous agreements, Fellesforbundet and Norsk Industri agree that the rules shall be interpreted based on these agreements.

It is emphasised that moving of text from the special parts to the Common Part does not in itself have legally changing effect in relation to the original agreements and the appendixes to such.

In case of a dispute about the correct understanding of the agreement and the translated text into English, it is the Norwegian version that is legally correct and binding.

COMMON PART

Chapter I *Scope*

§ 1.1 Scope

This Agreement may be made applicable to enterprises whenever so required by LO (the Norwegian Confederation of Trade Unions) and Fellesforbundet (the Norwegian United Federation of Trade Unions) of the one part and NHO (the Confederation of Norwegian Enterprise) and Norsk Industri (the Federation of Norwegian Industries) of the other part to enterprises appearing in § 1.2.

§ 1.2 Industries

- 1.2.1 The agreement may be made applicable for those industries that appear in this provision. See also § 2.4.
- 1.2.2 The Technology and Computer Industry Part applies to enterprises in the workshop and technology industries and related industries.
- 1.2.3 The Technology and Computer Industry Part applies to enterprises in the technology and computer industries and related industries.

Note for 1.2.3

See also:

- the Technology and Computer Industry Part, § 1.1
- 1.2.4 Textile and Apparel Industry Part in effect for enterprises in the textile and clothing industry as well as associated industries.

Chapter II *Scope of the agreement*

§ 2.1 Parts of the Industry Agreement

The Industry Agreement consists of two parts:

- PART I Basic Agreement between LO and NHO
- PART II Industry Agreement
 - Part A Common rules and appendices

- *Common Part*
- Part B Special rules and appendices
 - *Engineering Industry Part*
 - *Technology and Computer Industry Part*
 - *Textile and Apparel Industry Part*

§ 2.2 Trade groups and other positions

The agreement encompasses positions in production in those industries that appear in § 1.2. This is with the exception of the Technology and Computer Industry Part due to its vertical character, cf. the Technology and Computer Industry Part, § 1.1.

When new production methods entail a change in the operations or require new competence, they shall still be encompassed by this agreement.

The central parties recommend that the local parties adapt their in-company agreements to the competence requirements and responsibilities, etc.

In enterprises subject to the Industry Agreement, Engineering Industry Part, the provisions contained in Appendix 5 may on agreement locally be applied to members of the Federation according to point 1.2 of the appendix.

§ 2.3 Leased manpower

This agreement may be made applicable as a wage agreement in manpower or temporary help agencies that have employees who are hired out and perform work under the scope of this agreement. § 1.1. See Common Appendices 8 and 8A

§ 2.4 Industry Agreement – industry affiliation

All enterprises that are bound by the Industry Agreement shall be affiliated with one of the industries named under § 1.2. The industry and nature of the activities are decisive for the industry under which the individual enterprise will be placed.

New enterprises that are bound by the Industry Agreement shall accordingly be placed in one of the industries listed in Part II B. If there is disagreement on the industrial affiliation, it shall be addressed in negotiations between the parties. The parties agree to

apply § 3-7 to § 3-10 of the Basic Agreement for the determination/change of an industry if the parties do not reach an agreement.

Fellesforbundet and Norsk Industri shall have an overview of the enterprises' industrial affiliation.

§ 2.5 Expansion of the front trade

Norsk Industri and Fellesforbundet consider it to be important that the front trade represents a broad range of industries and companies, and they will facilitate an expansion of the front trade.

Chapter III Competence

§ 3.1 Competence development

3.1.1 The future competitiveness of industry will be dependent in a large part on adaptation to new technology and the knowledge and competence of the employees.

3.1.2 To ensure that employees are able to obtain the qualifications needed for new tasks, and thereby are able to satisfy the enterprise's future requirements, the parties have agreed that:

- it is of great importance to increase interest in and opportunities for vocational training, and to arrange conditions so that enterprises take in more apprentices where that is appropriate.
- the need for taking in apprentices must be discussed between the enterprise and the shop stewards.
- joint work must be done to provide continuous updating and vocational training so that the training is as nearly as possible compatible with the needs of the industry at all times.
- efforts must be made to ensure that the system of passing trade examinations pursuant to § 3.5 of the Education Act – “the practical training system” – is also maintained in the future.
- the trade councils must seek to provide training courses for updating the qualifications of skilled workers as necessitated by changed working requirements and conditions, new technology, etc.

- when new technology is introduced, the employees it affects shall be given the necessary training. The nature and extent of such training shall be discussed between the parties in the particular case, see Chapter V of Supplementary Agreement IV to the Basic Agreement. Training provided during the employee's ordinary working hours shall take place without loss of earnings.
- further education is the concern of the various educational establishments, the enterprises and the individual employees. The parties will seek to influence the authorities so that further education is offered, during working hours and during leisure time, depending on the local conditions.
- the enterprise and the shop stewards shall regularly discuss general training issues with a view to improving the skills of the employees. The parties shall discuss effective and flexible planning for training, including use of digital training where this may be appropriate.
- that the enterprise and shop stewards discuss annually whether there is a competence gap between the enterprise's skills requirements and how the opportunity for employees to obtain professional, further or continuing training should be facilitated. The discussions shall be based on the enterprise's need for skilled workers and enterprise's needs and the individual employee's need and desire to expand his/her skill set. The provision of vocational training in all enterprises that fulfil the requirements for being a training establishment should be an objective.
- that the central and local parties must make provisions so that labour immigrants who work in this country and aim to be part of the Norwegian labour market are able to strengthen their basic language skills, safety knowledge and working culture.
- that with the introduction of a continuing education programme, for example the Industry Trade School, a plan for the content, requirements and execution will be discussed with the shop stewards. Upon agreement, an agreement will be entered into concerning joint responsibility for implementation between the company and the shop stewards.

- that skills development measures through the Industry Trade School or other relevant continuing and further education courses are planned to the extent that this does not hinder the employer's proper planning of operational and personnel allocations. It is a prerequisite that the training increases the productivity and adaptability of the enterprise and the individual employee. Any initiatives are to be agreed between the employer and employee.

In order for the individual to be motivated and given the opportunity to undertake continuing and further training, by agreement between employer and employee, the opportunity can be given to implement skills-enhancing measures as mentioned above of up to 7.5 hours duration per year, paid as part of the employee's ordinary salary. The provision of this training includes a goal of completion and that the employee contributes the necessary personal effort outside working hours. Other criteria are to be agreed locally.

§ 3.2 **Competence Committee**

A Competence Committee will be established with three representatives from each of the parties. The Competence Committee shall assist the organisations with the formulation of measures for the best possible vocational, supplementary and further education.

§ 3.3 **Practical competence**

Each individual employee is entitled to have his practical competence documented.

Note on § 3.3

See also:

- Textile and Apparel Industry Part § 2.5

§ 3.4 **Recruitment**

Norsk Industri and Fellesforbundet have agreed that it is important to ensure recruitment to the industry. Based on this Norsk Industri and Fellesforbundet therefore recommend that the local parties assess possible measures, such as grants for learning material, grants for living expenses, and grants for travel expenses and

removal costs. Norsk Industri and Fellesforbundet therefore request the local parties to assess the need for measures to increase the mobility and supply of apprentices.

§ 3.5 **New trades**

It is agreed that any new trades shall be placed under the Vocational Training Act as new apprenticeship subjects as soon as possible.

§ 3.6 **Proficiency test**

At enterprises where the employees perform highly qualified, specialised work that cannot be placed as a subject under the Vocational Training Act, the parties may agree that employees who have been working for 3 ³/₄ years and have turned 22 years of age, may undergo an in-company proficiency test that will entitle them to pay grading as a skilled worker.

The proficiency test shall be set by the parties at the enterprise and the degree of difficulty shall be comparable with the trade examinations set under the Education Act. Employees who pass the proficiency test shall be notified of this in writing.

Note on § 3.6

Does not apply to the Textile and Apparel Industry Part.

§ 3.7 **Placement of students with the enterprise**

If students from comprehensive schools, secondary schools or labour market training schemes are placed with the enterprise, the arrangements for such placement must be discussed with the shop stewards in advance.

Chapter IV

Equal opportunities and equality

§ 4.1 **Equality and non-discrimination.**

4.1.1 The parties shall, through cooperation, information and discussion, promote equality and prevent discrimination on the grounds of gender, pregnancy, maternity leave and adoption, care responsibilities, ethnicity, religion, outlook on life, disability,

sexual orientation, gender identity and gender expression or a combination of these. The parties shall further seek to prevent harassment, sexual harassment and gender-based violence.

The employer is responsible for the enterprise's statutory equality work, but both parties are responsible for taking the initiative on equality issues. Where no local agreement has been entered into, equality work must be included in the established system for cooperation, information and discussion in the enterprise.

Reference is also made to Chapters 6-12 on equality, the Main Agreement's Supplementary Agreement II – Framework Agreement on promoting equality and preventing discrimination in working life.

Entry in the minutes

During the term of the agreement the parties at the individual enterprises shall review their local agreements as necessary for the purpose of ensuring that these agreements are in accordance with the Gender Equality Act.

4.1.2 *Pregnant employees*

Whenever a transfer is possible, pregnant employees are entitled to be transferred to other work in the enterprise during pregnancy if engaged on work that could harm the foetus or the employee. If possible, such a transfer shall also be made if pregnancy makes the work more difficult. Pay shall not be reduced when the employee is temporarily transferred to other work.

§ 4.2 Elderly employees and employees with a reduced work capacity

4.2.1 Fellesforbundet and Norsk Industri have agreed to work, both centrally and locally, to promote a personnel policy whereby elderly employees and employees with a reduced work capacity can remain at work through to ordinary retirement age.

4.2.2 It is a condition that the parties at the individual enterprise discuss the working situation for the older employees and those whose health is impaired. In particular it should be taken into consideration that lifting heavy weights, working on shifts and overtime, travel assignments and dirty work may result in an undesirable strain for these employees. Therefore older employees

and those whose health is impaired should be excused from work of this type, based on a doctor's assessment or if they so desire.

- 4.2.3 For older employees and employees whose health is impaired, individual agreements may be made between the individual employee and the enterprise concerning job tasks, adapted training/updating in their own field of work rest breaks, home/distance working, part-time work, reduced working hours, etc.

Note on § 4.2

See also:

- Textile and Apparel Industry Part § 5.1

Chapter V

Working hours, holidays and short welfare leaves

§ 5.1 Ordinary working hours

When determining working hours and times for breaks, negotiations shall be conducted with the employee representatives.

Reference is otherwise made to Common Appendix 7.

Ordinary working hours shall not exceed an average of 37.5 hours per week.

Note on § 5.1

See also:

- Engineering Industry Part § 2.1
- Technology and Computer Industry Part § 2.1
- Textile and Apparel Industry Part § 3.1

§ 5.2 Shift work

5.2.1 Shift work in general

Shift work shall be permitted.

The shop stewards shall be consulted when determining the shift work plan.

Before making a decision on starting up shifts, the shop stewards shall be consulted in advance.

Note on § 5.2 for Textile and Apparel Industry

The shop stewards shall be consulted when determining the shift work plan.

See also:

- Engineering Industry Part, § 2.2
- Technology and Computer Industry Part § 2.3
- Textile and Apparel Industry Part § 3.3

5.2.2 *Working hours for shifts etc.*

Working hours when working two shifts shall not exceed an average of 36.5 hours per week.

Working hours when working three shifts shall not exceed an average of 35.5 hours per week.

Working hours when working continuous shift work shall not exceed an average of 33.6 hours per week.

The working hours for offshore work are found in Engineering Industry Part's Appendix 1 "Collective Wage Agreement for Offshore Work".

Working hour systems for major works are found in the Engineering Industry Part's Appendix 2 "Framework Agreement on Working Hour Systems for Major Works" and Appendix 3 "Framework Agreement for Incorporating Onshore Work with Daily Working Hours in Excess of 10.5 Hours with/without Work on Sundays".

Note

The Engineering Industry Part's Appendices 1, 2 and 3 do not apply to the Textile and Apparel Industry Part.

5.2.3 Notice of changes in working hours shall be given as early as possible.

Note

Does not apply to the Textile and Apparel Industry Part, see Textile and Apparel Industry Part § 3.3

- 5.2.4 *Compensation for missing hours upon a transition to shift work*
If when changing from daytime work to shift work an employee will have shorter working hours calculated over a shift cycle, the employee shall be compensated for the missing hours. The same applies when changing from shift work to daytime work.

Note

Does not apply to the Textile and Apparel Industry Part, see Textile and Apparel Industry Part § 3.3

§ 5.3 Flexible working hours (flexitime agreements)

Within the framework of this agreement these parties may agree locally on flexible working hours for all the employees or groups of employees at the enterprise.

The agreement must contain rules concerning the framework hours, core hours and flexitime. Core hours are to be the same on all days.

§ 5.4 Part-time

The principles for part-time work shall be determined in a written agreement between the parties locally. The same applies with regard to permanent alterations in the established pattern for part-time work.

A rest break shall be stipulated for part-time work in excess of 5 ½ hours on a single day (see Working Environment Act, § 10-9). The above shall not prevent alterations in working systems when necessary and when agreed upon with the individual part-time worker.

Note on § 5.4

See also:

- Textile and Apparel Industry Part § 3.2

§ 5.5 Overtime

Concerning overtime pay: see

- Engineering Industry Part §§ 5.1 and 5.2
- Technology and Computer Industry Part §§ 5.1 and 5.2
- Textile and Apparel Industry Part § 3.5

5.5.1 *Definition of overtime work*

Overtime work is all work outside ordinary working hours for the employee concerned at the individual enterprise, after a deduction for breaks for meals or rest.

5.2.2 *Overtime work in general*

The use of overtime is regulated by § 10-6 of the Working Environment Act.

Also within the framework of the limits for overtime work in § 10-6 of the Working Environment Act, employees shall be entitled to be excused from overtime work for special occasions such as meetings etc., as well as for other private reasons.

Before overtime is used when the enterprise is in a lay-off situation, it must be discussed with the shop stewards first.

The shop stewards shall be entitled to see overtime lists for leased manpower who are under the control and management of the enterprise.

Note on § 5.5

See also:

- Technology and Computer Industry Part § 2.2
- Textile and Apparel Industry Part § 3.5

§ 5.6 **Agreement on time off in lieu of overtime pay**

The local parties may enter into an agreement on time off in lieu of overtime pay.

The overtime supplement shall be paid. The agreement shall contain rules as to how and when employees may take time off in lieu.

§ 5.7 **Holidays**

Holidays must be granted in accordance with the Act relating to holidays. For holidays regulated by the agreement, see Common Appendix 7.

Note on § 5.7

See also:

- Textile and Apparel Industry Part, Chapter VII

§ 5.8 Short welfare leave

In response to the State Mediator's proposal of 1972 regarding equality when it comes to short welfare leave, an agreement on such leave shall be made at all enterprises. For the purpose of the following rules, short welfare leave means leave for the time necessary, up to one day, with pay at the ordinary rate, shall at least encompass the following welfare leave instances:

- 5.8.1 Leave in the event of a death and attending the funeral, when it concerns a member of the closest family. "Closest family" refers to persons who are close relatives of the employee, such as a spouse/cohabitant, child, sibling, parent, parent-in-law, grandparent or grandchild. Leave to attend the funeral of an employee, so that the employees in that person's department can be represented at the funeral.
- 5.8.2 Leave for examination, treatment and check-up by a dentist or doctor, treatment by a physiotherapist or chiropractor when national insurance allows benefits for such treatment.
- This concerns instances where it is not possible to obtain an appointment outside of working hours.
- In some cases the employee may also have a long journey. Such cases will not come under these rules, which apply only to short welfare leave. Besides, in last-mentioned cases, the employee will usually be on sick leave.
- 5.9.3 Leave to accompany a child on the first day at a daycare centre or the first time the child starts school.
- 5.8.4 Leave when parents are called to attend a parent-teacher meeting in a primary or lower secondary school and this cannot be arranged outside of working hours. Such leave shall be given for up to two hours.
- 5.8.5 Women who are breast feeding a child are entitled to the time off necessary to feed the child, at least 30 minutes twice a day, or they may have working hours shortened by up to one hour per day. Payment for this is limited to maximum one hour a day and ceases when the child turns one year of age.

- 5.8.6 Leave for the remainder of the working day when the employee has to leave work due to sickness.
- 5.8.7 Leave by reason of acute sickness in the home. This refers to cases of acute sickness in the home when no other help can be obtained and the employee's presence in the home is imperative. The rule concerning short leave for the employee to make other arrangements also applies here.
- 5.8.8 Leave for a spouse/cohabitant when necessary in connection with a birth in the home or admission to hospital.
- 5.8.9 Leave when moving to a new permanent residence.
- 5.8.10 Leave to attend call-up examination for national service.
- 5.8.11 Leave for serving as a blood donor if it is difficult to do this outside of working hours.
- 5.8.12 Leave for the employee to attend his/her own child's confirmation.
- 5.8.13 "Cohabitant" means a person with whom the employee has shared a home for two years or more and who is registered in the Population Register as having the same address as the employee during that period.
- 5.8.14 An agreement concerning the further guidelines for this system shall be made between the parties at the separate enterprises.

When an employee is to be given leave with pay pursuant to the above rules, the rate of pay shall be determined by negotiation based on the actual earnings in the case in question.

Note on § 5.8

5.8.14, second paragraph does not apply to the Textile and Apparel Industry Part.

§ 5.9 Leave of absence to provide care

The enterprise will pay the ordinary wages during the leave period for employees who are granted a leave of absence to provide care in accordance with § 12-3 of the Working Environment Act.

Chapter VI
Wage setting, wage systems and local negotiations

§ 6.1 Minimum hourly pay

At enterprises to which this agreement applies, no employee shall be paid less per hour worked than the stipulated minimum hourly rate, unless a lower rate is provided for elsewhere in the agreement.

Note on § 6.1

See also:

- Engineering Industry Part, § 3.1 and § 3.2
- Technology and Computer Industry Part § 3.1
- Textile and Apparel Industry Part Chapter II

§ 6.2 Adjustment of rates

See also the Common Part, § 6.1

As from 1st April 2024 all hourly rates will be raised by NOK 7.00 per hour. For two-shift workers who work a 36.5-hour week, the hourly rate will be raised by NOK 7.19 per hour. For three-shift workers who work a 35.5-hour week, the hourly rate will be raised by NOK 7.39 per hour, and for three-shift workers who work a 33,6 hour week, the hourly rate will be raised by NOK 7.81 per hour.

The parties at the separate enterprises may agree that the hourly rate shall be increased by the percentage that NOK 7.00 represents of the average hourly rate for adult workers at the particular enterprise in the fourth quarter of 2023. If the parties so agree, the adjustment of rates can be based on groups of employees. Any general supplements allowed by the enterprise that were not reflected in the pay statistics for the fourth quarter of 2023 shall be taken into consideration in these calculations.

The wage rises do not apply for employees who left their employment with the enterprise before the proposal was adopted.

Overtime, back-payment of overtime supplement, shift allowance etc. will not be recalculated for work performed before the proposal was adopted.

Note

Supplements given specially for the Textile and Apparel Industry Agreement will be recalculated correspondingly.

§ 6.3 Summary of hourly pay

Shop stewards who so request shall be given lists showing status and hourly pay, or the necessary material that provides a basis for such a list.

§ 6.4 Guarantee schemes

See the Engineering Industry Part § 3.2 "Guaranteed pay" and the Textile and Apparel Industry Part appendix 2 "Guarantee scheme"

§ 6.5 Pay rules for apprentices

6.5.1 Main model

The main model for professional and vocational training is two years of training at an upper secondary school (levels 1 and 2), plus two years of apprenticeship with an enterprise, with 50% training time and 50% value generating time.

Hourly rates for apprentices amount to a percentage of the hourly rate exclusive of all supplements for newly trained skilled workers in the enterprise. This includes any bonus that is a part of the skilled workers' hourly pay.

1.	2.	3.	4.	5.	6.	7.	8.	half year
School				30	40	50	80	per cent

6.5.2 Other training paths

The pay scale for apprentices in trades that have 3 years of upper secondary school plus 1 year of apprenticeship with an enterprise, is as follows:

7.	8.	half year
50	80	per cent

The pay scale for apprentices in trades that have 3 years of upper secondary school plus 1.5 year of apprenticeship with an enterprise, is as follows:

7.	8.	9.	half year	
40	50	80	per cent	

The pay scale for apprentices in trades in the textile and apparel industry that have 1 year of upper secondary school plus 3 years of apprenticeship with an enterprise, is as follows:

1.	2.	3.	4.	5.	6.	7.	8.	half year
School (Level 1)		0	15	25	30	50	80	per cent

For apprentices that have not taken upper secondary levels 1 and 2, a local agreement shall be made concerning the proportion of the total skilled worker pay during the apprenticeship period. The enterprise shall enrol the apprentices for the obligatory school education.

6.5.3 *Apprentices with technical-general subjects (TAF apprentices)*

For the time an apprentice is placed with an enterprise he/she shall for the first two years be paid 30% of a newly graduated skilled worker. For the last two years he/she shall be paid for the productive component, so that in the aggregate for all four years they build up a total pay corresponding to the annual pay of a newly graduated skilled worker.

Normative table:

1.	2.	3.	4.	half year
55	55	70	75	per cent

6.5.4 In cases where the apprentice fails the first trade/craft examination, and this cannot be attributed to a fault of their own, the enterprise is requested to make arrangements for continuation of the necessary practice period for completion of a new trade/craft examination. The pay will be in accordance with the last half year rate if the period is extended. Reference is made otherwise to the Education Act.

6.5.5 *Overtime rules for apprentices*

Apprentices, TAF apprentices and trainees over 18 years of age shall be paid for overtime at least at the same rate as unskilled workers or mates at the enterprise.

§ 6.6 **Wages and expenses for taking examinations**

Wages and expenses for taking the practical qualifying examination and for the theoretical part of the qualifying examination for apprentices shall be paid by the employer. The employer is under no obligation to pay wages more than once within the same trade.

§ 6.7 **Employees who enter into a training contract**

Employees who enter into a training contract with the enterprise shall retain their pay. Pay for skilled workers who are employed by and have entered into a training contract with the enterprise shall be agreed upon locally.

§ 6.8 **Pay rules for young employees**

Pay for young employees shall amount to a percentage of beginner pay excluding all supplements for unskilled workers at the enterprise.

15	15 1/2	16	16 1/2	17	17 1/2	years
53	56	61	70	80	90	per cent

Note on § 6.8

Does not apply for the Textile and Apparel Industry Part, see Textile and Apparel Industry Part § 2.2

§ 6.9 **Development of pay systems**

6.9.1 *Agreements concerning wage systems and the formulation of such*

Based on the rules in this agreement and the traditions in the various industries that are encompassed by this agreement, various pay systems may be agreed upon. Reference is made to Part B.

Norsk Industri and Fellesforbundet would point out that it is of decisive importance that the development and maintenance of pay systems be part of the work to improve total productivity at each enterprise.

Wage systems must hence be adapted to improvements concerning:

- technological, development and digitalisation
- machinery and equipment
- premises and workspaces
- raw materials and semi-manufactures
- methods and processes
- planning and work organisation
- other measures that promote a good working environment and rational and effective production

Work must also be done to achieve efficient utilisation of machinery, equipment and working hours. It is necessary that the parties cooperate to this end at all times in recognition of their joint responsibility for positive development of the enterprise.

Note on 6.9.1

See also:

- Engineering Industry Part, § 3.3
- Technology and Computer Industry Part, Chapter III
- Textile and Apparel Industry Part, § 2.7

6.9.2 *Individual supplements*

The individual employees shall be paid a supplement to the minimum hourly rate according to their skills, qualifications, experience, responsibility and job content.

For Norsk Industri and Fellesforbundet it is a condition that the parties at the individual enterprises consider whether higher earnings should be given to employees who have special qualifications or knowledge in excess of what normally is required for skilled, specialised and unskilled workers, and to employees who qualify themselves for new tasks that result from introduction of new technology , see Common Part, Chapter III. III), should be given higher earnings.

For the central parties it is also a condition that criteria for differentiation in pay based on qualifications and knowledge shall also be considered.

Note

Does not apply to the Technology and Computer and Textile and Apparel Industry Parts.

6.9.3 *Termination of pay system agreements*

Agreements concerning pay systems may be terminated upon one (1) months' notice, if not otherwise agreed. It is a condition that genuine negotiations are conducted between the parties at the enterprise before such notice is given.

If one of the parties requests assistance from the organisations for formulating a pay system or clarifying interpretation issues related to the collective wage agreement, such a meeting shall be held without undue delay.

This also applies if the organisations agree to hold an organisational meeting to discuss adjustments in pay.

Notice shall be deferred until such a negotiation meeting has been held.

Note

Does not apply to the Technology and Computer and Textile and Apparel Industry Parts.

§ 6.10 Local negotiations and criteria for wage adjustment

6.10.1 The parties agree that local wage negotiations shall be held once every year of the collective wage agreement during the term of the agreement in accordance with this agreement.

When the wage negotiations are to be held shall be agreed on in the individual enterprise. The parties in the individual enterprise may agree on a breakdown of the supplement.

Local negotiations shall be held based on the individual enterprise's economic reality. This means that the local parties shall base their reasoning on

- enterprise's economy
- productivity
- outlook
- competitiveness
- current labour market situation (applies only to the Engineering Industry Part)

External wage statistics, wage levels at other enterprises or wage trends may not be invoked as grounds for adjustments beyond what is stated above.

Raises given under a collective wage agreement since the last assessment was made, shall be taken into consideration when making the assessment.

In connection with local wage negotiations, the enterprise shall also consider the pay for employees who are absent on parental leave.

Norsk Industri and Fellesforbundet make it a condition that the local parties conduct genuine negotiations and that minutes of the negotiations are kept.

6.10.2 *Pay differentiation*

The established differentiation in pay between workers in groups of positions should also be reviewed at local wage adjustments.

Note on § 6.10

Does not apply to enterprises using the normal provision in the Textile and Apparel Industry Part

See also:

- Textile and Apparel Industry Part, Chapter II

§ 6.11 **Hourly and monthly pay**

The local parties may agree to adopt monthly pay instead of hourly pay.

All of the provisions of the agreement that are based on hourly pay shall also be used for monthly pay, applying a conversion factor of 162.5 hours per month.

Monthly paid employees retain their monthly pay in full also for weeks that include moveable public holidays or the 1st or 17th of May, or days off determined by the enterprise.

§ 6.12 Equal pay

The parties have agreed that in accordance with the Industry Agreement under otherwise equal conditions, men and women shall be treated alike, in regard to both earnings and occupations. Therefore in local wage negotiations the parties shall review wage conditions for men and women and consider the reasons for any differences in pay, cf. the provisions contained in the Norwegian Equality and Anti-discrimination Act.

Through negotiations the parties shall correct any imbalances that may exist in the enterprise and attributed to discrimination on grounds of gender. In negotiations the local parties shall:

- obtain an overview of the pay for the various groups, broken down by men and women, to clarify whether any of the differences are due to gender.
- clarify who should be offered formal competence, professional updating, competence upgrading and similar measures that provide grounds for a different pay rate and assess whether the offers are adapted to the participation of women in the labour force. The local parties must ensure that men and women are treated equally.
- clarify what criteria are used for seniority supplements. The parties shall assess in this connection whether the pay system has taken adequately taken into account the fact that women have a greater degree of unpaid leave to care for family.
- clarify what criteria have been used for the classification of the various wage groups.
- review the criteria for determination of the pay rate with a view to ensuring that the criteria are gender neutral.
- check that employees who are granted leave with entitlement to maternity or adoption benefits pursuant to § 14-4 and § 14-14 of

the National Insurance Act have been assessed in the same manner as other employees in local negotiations.

If the parties find after a review in accordance with the above that there has been discrimination on grounds of gender, then this discrimination shall be remedied.

In all enterprises which, according to legislation, are under obligation to conduct a gender-divided pay survey every two years, the shop stewards must participate in the planning and assessment of the salary survey.

§ 6.13 Pay seniority

The initial period of national service in the Armed Forces and obligatory community service shall be credited for pay seniority increments.

Employees who are granted leave of absence to perform similar service, shall similarly be given pay seniority increments.

Employees who have a leave of absence in connection with pregnancy/birth or adoption, build up pay seniority for up to one year, provided that the employee is entitled to maternity or adoption benefits pursuant to the National Insurance Act.

Note on § 6.13

Does not apply to employees with wages that are determined in accordance with § 3.2 of the Technology and Computer Industry Part.

Note on all of Chapter VI

See also:

- Engineering Industry Part, Chapter III
- Technology and Computer Industry Part, Chapter III
- Textile and Apparel Industry Part, Chapter II

Chapter VII
Special rules regarding pay

§ 7.1 Remuneration for public holidays and 1st and 17th of May

Instead of work pay, employees who are on weekly, daily, hourly or piecework rates and are not at work in the ordinary way on the above mentioned days, shall receive remuneration according to the following rules:

7.1.1 Remuneration

- 7.1.1.1 Remuneration shall be paid for New Year's Day, Maundy Thursday, Good Friday, Easter Monday, Ascension Day, Whit Monday, Christmas Day and Boxing Day when these days fall on a weekday which, according to the regular working time for the enterprise, would otherwise have been an ordinary working day.

Remuneration shall also be paid when public holidays and 1st and 17th of May fall within the period when the employee is on holiday or is laid off owing to a close down.

- 7.1.1.2 Remuneration for the 1st and 17th of May and movable feasts represents individual hourly pay.

- 7.1.1.3 If general supplements are paid in the time after the calculation period, these shall be added when paying out remuneration.

- 7.1.1.4 Remuneration shall be paid for the number of hours that would have been ordinary working hours on the day concerned.

Remuneration shall be reduced proportionally if, pursuant to the pay system in the enterprise, reduced working hours are in force on the particular weekday.

Deductions shall be made from the remuneration for any daily allowance the employee may receive for the day in question from the employer or from national insurance that is financed wholly or partly by obligatory contributions from the employer.

- 7.1.1.5 For young workers and apprentices the remuneration shall correspond to the average hourly earnings in the enterprise for these employees as a whole.

- 7.1.1.6 For employees at enterprises that have a system of fixed pay, the remuneration paid shall be calculated according to the individual

employee's hourly earnings in the week in which the movable public holiday falls.

- 7.1.1.7 Weekly paid employees keep their weekly pay in full also in weeks that include movable public holidays or the 1st or 17th of May.

These rules are not intended to prevent the parties at the enterprise from agreeing on a different system of pay or a different calculating period.

In this connection Fellesforbundet and Norsk Industri have agreed as follows:

Employees who have variable earnings shall be paid remuneration corresponding to the individual employee's hourly earnings during the pay period immediately preceding the public holiday or the 1st or 17th of May, or his/her hourly earnings in the last known quarter if a pay period is not representative.

- 7.1.1.8 In addition to the payment the particular employee is to receive pursuant to the agreement, those on continuous shift work shall receive NOK 56.51 for each full shift worked on a public holiday that falls on an ordinary weekday.

It is reckoned that there are up to three shifts on a public holiday. As a rule the time is counted from 2200 hours on the day preceding the public holiday to 2200 hours on the holiday day, or the last holiday day. The above applies whenever one of the following days fall on an ordinary weekday:

New Year's Day, Maundy Thursday, Good Friday, Easter Monday, Ascension Day, Whit Monday, Christmas Day and Boxing Day.

Holiday pay is calculated based on the above rate, but not shift work or overtime percentages.

- 7.1.1.9 Shift workers who lose a shift before movable public holidays as a result of the working hours provision in the Working Environment Act, shall be remunerated for these shifts as for a public holiday. If an employee loses part of a shift on these days, the remuneration shall be in proportion to the time lost.

7.1.2 *Rules for earning remuneration*

Employees are entitled to remuneration when they have been employed by the same enterprise for at least 30 days preceding the public holiday, or are engaged later for work lasting at least 30 days. For earning the right to remuneration, the three-day public holiday at Easter is counted as one unit and the two-day public holiday at Christmas plus New Year's Day are counted as one unit.

If an employee who has been employed by the enterprise for five consecutive years or more, is dismissed for a reason not attributable to him/her, and the period of notice expires on the last working day in April or December month, the employer shall pay the employee remuneration for 1st of May or 1st of January, respectively.

7.1.3 *Payment*

The remuneration shall be paid not later than on the second payday following the public holiday. For public holidays that are regarded as one unit, payment shall be made not later than on the second payday after Easter Monday and New Year's Day, respectively. If the employment ceases before that time, the remuneration shall be paid together with the final settlement.

7.1.4 Remuneration is regarded as part of earned income and shall be included in the basis for calculating holiday pay. It shall not be included in the basis for calculating the overtime supplement.

Entry in the minutes

Any language-related changes do not change the practice or prevailing law.

Note on § 7.1

See also:

- Engineering Industry Part §4.1

Chapter VIII Supplements for overtime, shift work, etc.

§ 8.1 **Staggered working hours**

If working hours are moved, payment shall be the same as for overtime.

Note on § 8.1

Does not apply to the Textile and Apparel Industry Part - see Textile and Apparel Industry Part § 3.4

§ 8.2 Food allowance and food

An employee who is instructed to work overtime on the same day as he/she is to do so, shall be paid a food allowance of NOK 107.00 when the overtime lasts 2 hours or more. The parties may agree that the enterprise shall provide a dinner or other food free of charge instead of paying the food allowance.

For overtime work that lasts more than 5 hours, it is a condition that the enterprise provides additional food or possibly that an agreed sum be paid to cover expenses for food.

§ 8.3 Working clothes

The enterprise shall provide the necessary protective clothing and working clothes and the laundering of these clothes, unless a different arrangement is agreed upon between the parties. If required, the employer shall provide adapted workwear for women and men where the unisex version is not usable. It is a requirement that such workwear meets HSE requirements and that this is practical and financially viable. Further guidelines for issuing, laundering etc. shall be agreed upon at the individual enterprises. Working clothes are the property of the enterprise. Working clothes shall be issued when starting work for the enterprise.

Where employees perform work where the work requires safety glasses, the enterprise must offer safety glasses combined with glasses with strength to employees who have a documented need for this and where safety glasses as protection in addition to ordinary glasses do not provide appropriate protection. More detailed guidelines for the scheme, e.g. cost coverage, duration of work etc., are drawn up at the individual enterprise.

§ 8.4 Extremely dirty work

What is to be defined as extremely dirty, must be determined relative to the general nature of the work at the individual enterprise. Whether the work is extremely dirty shall be determined prior to starting the work.

If a dispute arises at an enterprise as to whether a dirt supplement shall be paid for a job, the employees may not, on those grounds, refuse to perform the work or demand to be transferred to other work.

At enterprises where work of a dirty nature is frequent, it is a precondition that this is taken into consideration when determining the ordinary wage rates at the enterprise.

Note on § 8.4

Does not apply to the Technology and Computer and Textile and Apparel Industry Parts.

See also:

- Engineering Industry Part § 5.5
- Technology and Computer Industry Part § 5.4
- Textile and Apparel Industry Part, Chapter IV

Chapter IX ***Other rules***

§ 9.1 Parties' mutual obligations

The enterprises this agreement encompasses may not engage any employees for regular work at the enterprise, on conditions that are poorer than those stipulated in the agreement.

§ 9.2 Working environment and safety delegates

Fellesforbundet and Norsk Industri agree that the individual enterprises shall carry out systematic safety and environmental work. In this connection, the parties will actively support that enterprises with fewer than 10 employees comply with the intentions of the law to have safety delegates. In addition, that enterprises with fewer than 10 employees, which comply with the provisions of the law concerning exceptions from this, have a written agreement on another scheme.

Safety delegates and company managers are jointly encouraged to participate in a basic course in safety and environmental work that satisfies the requirements of the law.

§ 9.3 Payment of sick pay in advance

Norsk Industri and Fellesforbundet recommend that the local parties review the basis for the payment of sick pay in advance where this is not the case. Companies are not permitted to discriminate against their employees with respect to the advance payment of sick pay.

§ 9.4 Occupational pensions

Norwegian Industries (Norsk Industri) and the Federation (Fellesforbundet) would stress how important it is that the local parties review, once in each collective wage agreement period, the schemes established for the enterprises and what these give the individual groups of employees in addition to the various National Insurance retirement pension, disability benefits etc. Against this background the parties should discuss the need for changes in the schemes the enterprise has. Minutes shall be kept of these discussions.

§ 9.5 Salary statistics

Regarding salary statistics for the Industrial Agreement and the individual parts of it for main and interim settlements, refer to the protocol between the Federation and the Confederation of Norwegian Industry of 15 April 2012 and the protocol between the Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO) of 15 April 2012.

§ 9.6 Subscription deductions

Enterprises that are to deduct union membership fees from pay for employees who are union members pursuant to § 11-3 of the Basic Agreement, shall deduct subscriptions and report this in accordance with the systems or arrangements approved by Fellesforbundet and Norsk Industri. It is the assumption that there will be a number of systems or arrangements that are approved by these two organisations and the enterprise is free to choose among these.

Note on § 9.6

See also:

- Common Appendix 4

§ 9.7 Non-union enterprises – wage revisions

The following applies for non-organised enterprises for which the agreements in Part B are binding by direct agreement with Fellesforbundet (so-called "association agreements", "hanging agreements" or "declaration agreements"), in which the parties agree to accede to "the agreement in force at the time in question":

These enterprises are covered by collective agreement revisions between the parties to the agreement, without terminating the direct agreement.

As a consequence of agreement between the national union and the non-organised enterprises to join the agreement in force at the time in question, no particular negotiations and/or mediation are conducted between the national union and the non-organised enterprises, since negotiations//mediation between the parties to the agreement also include/concern the national union and the non-organised enterprises.

When LO/the national union terminates the agreement, the non-organised enterprises shall be informed by way of a copy of the termination. This notice shall count as a prior termination of the collective wage agreement and complies with the requirements of the Labour Disputes Act for launching a legal industrial dispute.

The national union has the right to call out members in these enterprises for industrial action with notice of stoppage of work pursuant to the deadlines in section 3-1 subsections 1, 2 and 4, while notice of stoppage/stoppage of work is given in the main bargaining round. Any labour conflicts in non-union enterprises cease at the same time as the main conflict.

Whenever a new agreement is made between the parties to the agreement, the new agreement shall apply for the non-union enterprises without any special adoption procedure.

These provisions are a necessary consequence of the Basic Agreement, § 3-1, No. 3.

If the national union or the enterprise wishes to conduct an independent collective wage agreement revision, the direct agreement must be terminated according to the applicable rules for termination.

Chapter X

Duration, termination and adjustment provisions for second year of the agreement

§ 10.1 Duration and termination

This agreement enters into force on 1st April 2024 and applies until 31st March 2026 and thereafter for one (1) year at a time unless terminated by one of the parties upon two (2) months' notice in writing.

§ 10.2 Adjustment provisions for second year of the agreement

Before the end of the first year of the agreement, negotiations shall be opened between NHO and LO or a body appointed by LO concerning possible wage adjustments for the second year of the agreement. The parties have agreed that these negotiations shall be conducted on the basis of the situation in the economy at the time of the negotiations, the prospects for the second year of the agreement and developments in prices and wages in the first year of the agreement.

The changes in the wage agreements for the 2nd year shall be considered by LO's Committee of Representatives or the body appointed by LO and NHO's Executive Committee. If the parties fail to agree, the organisation by which the claim was presented may within fourteen (14) days from the end of the negotiations, terminate the individual wage agreements upon fourteen (14) days' notice (but not to expire before 1st April 2025).

Chapter XI Appendices

§ 11.3 Common appendices

- Appendix 1* *Early Retirement Pension Supplement Scheme*
- Appendix 2* *Agreement on a new AFP scheme*
- Appendix 3* *Agreement on an education and development scheme*
- Appendix 4* *Agreement on guidelines for deduction percentage for union membership subscriptions (“pay deduction agreement”)*
- Appendix 5* *Reduction of working hours as from 1 January 1987*
- Appendix 6* *Promoting equality and preventing discrimination*
- Appendix 7* *Holidays etc.*
- Appendix 8* *Contracting manpower and outsourcing work etc.*
- Appendix 8A* *Employees in temporary employment agencies*
- Appendix 9* *Permanently adapted work in ordinary enterprise (VTO)*

Note

The State Mediator’s minutes book is available on the State Mediator’s website,
<https://www.riksmekleren.no/riksaker/2024-002>

Early Retirement Pension Supplement Scheme between The Norwegian Confederation of Trade Unions (LO) and YS

§ 1 Background and purpose

In the 2018 collective bargaining agreement, NHO, the Norwegian Confederation of Trade Unions (LO) and the Confederation of Vocational Unions (YS) agreed that the Severance Pay Scheme between NHO and LO should be wound up and that the disposable capital in the Severance Pay Scheme should be transferred to a new Early Retirement Pension Supplement Scheme established by the LO and YS.

The objective of the Early Retirement Pension Supplement Scheme is to provide extra payments to those who retire with a contractual early retirement pension (AFP) at age 62, 63 or 64 without any side income from work.

This text (the Early Retirement Pension Supplement appendix) replaces the text from the 2018 agreement.

§ 2 Establishment

The Early Retirement Pension Supplement Scheme was created between LO and YS as a separate legal entity. The Early Retirement Pension Supplement Scheme is responsible solely for its own obligations. Through the creation of the Early Retirement Pension Supplement Scheme, LO and YS are addressing their collective bargaining agreement obligation pursuant to § 3.

LO and YS will agree on, within the framework of this appendix, the more detailed rights and obligations of the individual employee with respect to the Early Retirement Pension Supplement Scheme.

The code of regulations applicable at any point in time for early retirement pension supplements is available at the Web site of the Early Retirement Pension Supplement Scheme, see www.sliterordningen.no.

The Early Retirement Pension Supplement Scheme will be established with effect from 01.01.2019. The Early Retirement Pension Supplement Scheme may relinquish the administration in part or in full to the Joint Scheme for Early Retirement Pensions (AFP).

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At the same point in time, the Severance Pay Scheme will be shut down for the granting of new disbursements and the premium obligations will cease. The Severance Pay Scheme will still exist until the obligations it has incurred up to 31.12.2018 are disbursed.

The Early Retirement Pension Supplement Scheme must inform NHO of those changes that are made to the code of regulations that are associated with the scheme.

§ 3 Collective bargaining agreements with Early Retirement Pension Supplement Scheme appendixes

LO and YS must include the Early Retirement Pension Supplement Scheme appendix in all collective bargaining agreements with AFP entered into with NHO. LO and YS must for all collective bargaining agreements with AFP they have with the Federation of Norwegian Enterprise (Virke), the Labour Movement's Employer Association (AAF), the Cooperatives Employers' Organisation (SAMFO), the Employers' Association for Growth and Rehabilitation Companies (ASVL), the Glass and Façade Association of Norway (GF), the Norwegian Association of Heavy Equipment Contractors (MEF), the Norwegian Haulers Association (NLF), the Norwegian Shipowners' Association (NR.) and the Norwegian Association for Church Employers (KA) offer to incorporate the Early Retirement Pension Supplement Scheme appendix unaltered.

The Early Retirement Pension Supplement Scheme appendix may by consent from the Early Retirement Pension Supplement Scheme be incorporated unaltered into collective bargaining agreements between collective bargaining organisations other than those in the first paragraph, when the agreement is entered onto the AFP list. If the collective bargaining agreement had the AFP appendix as at 31.12.2018 then consent must be granted.

In the private sector, the LO and YS confederations must incorporate the Early Retirement Pension Supplement Scheme appendix unaltered into all direct agreements with AFP. This does not apply if another similar early pension retirement supplement scheme is already applicable at the company. Companies that by direct agreement have been associated with another early retirement pension supplement scheme may by direct agreement not be associated later with the Early Retirement Pension Supplement Scheme.

The exceptions for AFP coverage and association apply correspondingly for the Early Retirement Pension Supplement Scheme.

§ 4 Individual requirements

Early retirement pension supplements are disbursed to employees born in 1957 or later, and are conditional upon the employee

- having been granted AFP from the Joint Scheme for early-retirement pensions,
- having been employed at the withdrawal point in time for AFP at a company associated with the Early Retirement Pension Supplement Scheme, and
- having has an average income for the past three calendar years before receipt of the payment that does not exceed 7.1 G [basic national insurance amount].

After withdrawal of the early retirement pension supplement, a gross annual income of up to 15,000 NOK is permitted. A higher income involves the Early Retirement Pension Supplement being rescinded in its entirety, and that a new early retirement pension supplement cannot be granted.

The Early Retirement Pension Supplement Scheme may adopt rules concerning what is meant by average income and what is meant by gross annual income, as well as adjust the income limit of NOK 15,000.

For the rules applicable at any point in time concerning a right to an Early Retirement Pension Supplement, see the Early Retirement Pension Supplement Scheme's Web pages www.sliterordningen.no.

§ 5 Benefits

Full benefits corresponds to 0.25 G (basic national insurance amount) per year for persons born in 1963 or later. The benefits are scaled as follows:

- For withdrawal upon turning age 62, full benefits are received
- For withdrawal upon turning age 63, $\frac{2}{3}$ of full benefits are received
- For withdrawal upon turning age 64, $\frac{1}{3}$ of full benefits are received

For retirement after turning age 65, no benefits are granted.

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Persons born in 1957 receive $\frac{1}{7}$ of the benefits named in the first paragraph and those who are born later receive a further $\frac{1}{7}$ of the benefits for each yearly cohort until the 1963 cohort.

The benefits cease upon death or upon turning 80 years of age.

The benefits are adjusted in the same manner as on-going disbursements from national insurance and AFP.

§ 6 Financing

The Early Retirement Pension Supplement Scheme is financed by capital that is transferred to the scheme from the Severance Pay Scheme, premiums from the companies and returns on the funds.

The companies must pay premiums from 01.01.2019 through and including 31.12.2023. The premium rates will be equal to the rates that applied for the Severance Pay Scheme as at 31/12/2018 Beginning on 01.01.2019, premiums will no longer accrue to the Severance Pay Scheme.

Premiums are calculated on the basis of the number of employees at the company who are encompassed by the Early Retirement Pension Supplement Scheme. Premium rates per month are:

<u>Working hours per week</u>	<u>Premium per month (13-67 years old)</u>
0-19 hours:	NOK 12.00
20-29 hours:	NOK 16.00
More than 30 hours:	NOK 20.00

The Early Retirement Pension Supplement Scheme will establish more detailed rules on the calculation and collection of premiums. The parties are in agreement that the quarterly premium should be sought to be redone such that it is calculated on the basis of the number of employees at the end of each month in the preceding quarter.

The companies or NHO do not bear responsibility for the Early Retirement Pension Supplement Scheme's obligations.

§ 7 Changes and winding up

If the AFP scheme is changed and it has significance to the right to withdraw an early retirement pension supplement, then the Early Retirement Pension Supplement Scheme must assess necessary

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changes, including the requirement for a longer membership period in the Norwegian National Insurance.

LO and YS must evaluate the Early Retirement Pension Supplement Scheme on an on-going basis and assess the scheme's financial sustainability. If it should turn out to be necessary to address the solidity of the Early Retirement Pension Supplement Scheme, LO and YS may by agreement between themselves undertake necessary changes that deviate from the appendix's provisions concerning the right to benefits and the magnitude of the benefits.

From the point in time that the finances dictate that the scheme should not be subjected to further obligations, LO and YS may decide that new early retirement pension supplements will no longer be granted.

The Early Retirement Pension Supplement Scheme will be wound up after its last disbursement of an early retirement pension supplement.

Means that remain after all obligations have been covered will be returned to those who were parties in the Severance Pay Scheme (NHO and LO) and be used for related purposes determined jointly by these parties. It is a precondition that NHO and LO, in consultation with YS, determine solutions concerning the use of funds that take into proportionate consideration that other collective bargaining areas have also contributed to the finances of the Severance Pay Scheme and the Early Retirement Pension Supplement Scheme.

If the agreement between LO and YS is terminated pursuant to § 2, second paragraph, then the preceding paragraph applies correspondingly.

COMMON APPENDIX 2*Agreement on a new AFP scheme***I Introduction**

The early retirement pension scheme (AFP) was established in connection with the 1988 wage settlement. For the purpose of giving employees of enterprises bound by the collective wage agreements, an opportunity of early retirement – on certain conditions – before reaching the national insurance retirement age.

The Storting decision regarding a new national insurance pension system from 2010 (postponed to 2011), presupposed that other parts of the pension system would be adapted to the new national insurance system.

Against this background LO and NHO, in the 2008 collective wage agreement, agreed that the existing AFP scheme should be replaced by a new AFP scheme adapted to the rules of the new national insurance retirement system.

The parties have accepted the Government's standpoint that AFP should continue in the form of a neutral, lifelong addition to the national insurance retirement pension. Initially this can be taken out from the age of 62 at the retiree's option. The monthly payments will be reduced if the pension is taken out early and will increase the later it is taken out. The new AFP scheme can be combined with earned income without the AFP pension being reduced. With this system, AFP, combined with the new national insurance retirement system, will contribute towards achieving the principal aims of the pension reform.

The State will make periodical contributions to the AFP scheme for employees/retirees that correspond to one-half of the employer's contributions, excluding outlay for the compensation allowance that is fully financed by the State.

II By-laws

This agreement does not regulate all details of the conditions, rights and duties connected with AFP. These are determined through the by-laws for the scheme, which are adopted by the Joint Scheme for Collective Agreement Pensions (AFP) and are approved by the

Ministry of Labour pursuant to the Act of 2010 relating to the contribution scheme.

These by-laws contain detailed rules for both the original and the new AFP scheme. The enterprises concerned must at all times keep themselves updated regarding the duties of the enterprise. The by-laws also contain some special rules regarding that may result in certain employees not being entitled to AFP.

The by-laws that are in force at any given time can be found at www.nyafp.no.

III Original AFP scheme

The original AFP will be paid to employees who have filed an application for such a pension by 31 December 2010 when they satisfy the conditions that apply on the date of implementation. The last implementation date for original AFP is 1 December 2010. The original AFP will run until the month in which the retiree turns 67.

Those who have started to take out original AFP (wholly or in part), may not later claim to take out the new AFP.

IV AFP scheme

New AFP will be paid to employees born in 1944 or later who have been granted AFP from an implementation date of 1 January 2011 or later. The system is established as a joint scheme in the private sector.

Before reaching the age of 70 the new AFP must be taken out with the national insurance retirement pension.

V Conditions for entitlement to new AFP (main points, see also the by-laws)

To be entitled to the new AFP pension the employee must, at the time of taking out the pension and for the last three consecutive previous years, be a genuine employee of an enterprise that belongs to the scheme.

In addition the employee must, on the implementation date, have a pension-earning income that calculated as annual income exceeds the current basic national insurance amount in the preceding income year.

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Furthermore an employee born in 1955 or later must, for at least 7 of the last 9 years before turning 62 (the seniority period), belonged to the scheme in employment with one or more enterprises that were members of the Joint Scheme during that seniority period. For employees born in the period 1944 to 1951, the seniority requirement is 3 of the last 5 years. For employees born in the period 1952 to 1954, both of these figures shall be increased by one year for each year they were born after 1951. The employment during the seniority period must have been the employee's main employment and must have given the employee an income that is higher than the employee's other income.

See also the by-laws (*www.afp.no*) concerning special rules relating to fractions of positions, sick leave, lay-offs, leave of absence, employer's bankruptcy, other income, other pension paid from other employment, redundancy pay, ownership interests in the enterprise, ownership interests in other enterprises, etc.

Employees who have a lower retirement age or age limit than 62, cannot belong to the scheme.

VI Level of pensions in the new AFP scheme

AFP is calculated as 0.314% of the annual pension-earning income through to and including the calendar in which the employee turns 61 years of age and up to an upper limit of 7.1 G. Pension-earning income is determined in the same way as when calculating pension income in the national insurance retirement scheme.

AFP will be paid out as a lifelong addition to the retirement pension.

AFP is so designed that it increases when taken out later, but will not increase any more if taken out after the age of 70. For calculating AFP, the same life expectancy adjustments will be made as for national insurance retirement pensions.

Earned income may be combined with AFP and national insurance pension without either of them being reduced.

AFP will be regulated in the same way as income pension in the new national insurance retirement pension both during earning and payment.

VII The new AFP scheme will be financed as follows:

The costs of AFP will be financed by the enterprises, or parts of the enterprises, that are or were members of the Joint Scheme, and in addition the State will make a contribution relating to the individual retiree.

The State will contribute to AFP. Until 31 December 2010, the rules in Act No. 110 of 23 December 1988 will apply and the rules of the AFP Contributions Act will apply from 1 January 2011.

A compensatory addition to new AFP will be paid entirely by the State.

The enterprises will pay premium to the Joint Scheme to cover that part of the costs that is not covered by the State's contribution. Further rules concerning payment of premium are given in the by-laws for the Joint Scheme for early-retirement pensions (AFP) and in resolutions adopted by the Board of the Joint Scheme.

In the period 2011 to 2015, both years included, some people will still be receiving the original AFP and during that period enterprises that belonged to the original AFP scheme will have to pay premium to that scheme, and also own contributions for their employees who have taken out original AFP. The premium and own contributions will be determined by the Board of the Joint Scheme.

For the new AFP, the enterprises must pay a premium for the employees and others who have received pay and other remuneration that is reported under code 111-A in the Tax Directorate's list of codes. The premium rates will be determined by the Board of the Joint Scheme. The premium shall be a percentage of the total payments from the enterprise according to the reports returned by the enterprise under code 111-A. The enterprise shall pay premium only for that part of the payments to the individual employee in the preceding income year that is between 1 and 7.1 times the average basic amount.

Premium shall be paid for years up to and including the year in which the member of the scheme turns 61 years of age. Premium shall be paid in quarterly.

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VIII In addition to the enterprises who are members of NHO for whom the Wage Agreement is binding, this present agreement applies also to enterprises who are not members of NHO, but have wage agreements with federations that are affiliated with LO or YS.

***Agreement on an education and development scheme
established by the Confederation of Norwegian Enterprise (NHO)
and the Norwegian Confederation of Trade Unions (LO)***
(as last amended in 2024)

§ 1 Object

The object of the scheme is to implement or support measures to promote education and development in Norwegian working life.

§ 2 Ways

Education and development measures, including courses and schooling, shall in part be designed to:

1. provide modern training for shop stewards, with special emphasis on productivity, the environment, economics and cooperation issues,
2. provide training for management personnel and employees in the same fields as mentioned under item 1,
3. prepare, organise and develop training measures,
4. contribute through different measures towards increasing value generation, and
5. promote good cooperation within the individual enterprises.

§ 3 Financing

A simplified model for collecting funds has been established in which the number of employees who are to be included for the purpose of calculating premium is determined from information given by the enterprise to the National Insurance Employer/Employee Register, divided up as follows:

- Group 1: From 0 up to 20 hours weekly
- Group 2: From 20 up to 30 hours weekly
- Group 3: From 30 hours weekly or more

The enterprises pay premiums on a quarterly basis in arrears in accordance with the following monthly rates.

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As of the third quarter of 2011, the following monthly premium rates apply for the Education and Development Fund:

- Group 1: NOK 17
- Group 2: NOK 27
- Group 3: NOK 46

The employee may, as part of the financing scheme, for employees who are covered by the Basic Agreement between LO and the NHO and the Basic Agreement NHO-LO/FLT/HK. deduct NOK 3.25 per week.

The amounts may be adjusted by the LO Secretariat and NHO's executive committee on the recommendation of the Board of the Scheme, see § 5.

§ 4 Collecting premiums

The fund is covered by the OU Scheme. The premium referred to in § 3 shall be paid quarterly to the OU Scheme. The premium paid shall cover the enterprise's aggregate commitments to all Education and Development schemes. The agreement on the OU Scheme supplements this Agreement.

§ 5 Administration

The Scheme is to be managed by a board having six members, three appointed by each party. The position of chairman alternates between the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO) for a period of one year at a time.

§ 6 Use and distribution of funds

Each year the board of the Scheme shall determine the amounts to be set aside in advance for joint purposes worthy of support. The other Scheme funds shall be managed – one half by each – by a special committee appointed by each of the two central organisations. Special by-laws shall be drawn up for the activities of these committees.

NHO and LO shall each keep the other informed concerning the plans these special committees have for use of the funds and the measures that have been implemented.

All enterprises that contribute to the Scheme shall, in accordance with rules to be determined, be entitled to participate in measures financed by the Scheme.

§ 7 Accounts and annual report

The financial year for the Scheme shall be the calendar year. Annual accounts shall be drawn up at the end of each financial year and shall be audited by a state-authorized public accountant. The accounts shall be sent to LO and NHO together with the annual report.

§ 8 Dissolving the scheme

If the Scheme is dissolved, its assets shall pass to NHO and LO, so that each organisation receives the amount over which it had rights of disposition pursuant to section 6 of this agreement. Remaining funds to be used in accordance with section 2 of this agreement.

§ 9 Entry into force

This Agreement enters into force on 1 October 1970 and shall apply until the first ordinary collective wage revision after expiry of the Basic Agreement. The agreement shall thereafter follow the ordinary collective wage agreement periods with any revisions in connection with the spring bargaining.

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Agreement on Guidelines for Deduction Percentage for Union Membership Subscriptions (“The Pay Deduction Agreement”)

between

the Confederation of Norwegian Enterprise (NHO) and appropriate national associations

and

the Norwegian United Federation of Trade Unions (Fellesforbundet) for the Norwegian Confederation of Trade Unions (LO)

1 Background

- 1.1 The background for the agreement on the deduction percentage for union membership subscriptions is based on the provisions concerning this in § 11-3 of the Basic Agreements for Industry and the Building and Construction Trades.

2 Information

- 2.1 It is a condition that the information that becomes available regarding the individual employee and the individual enterprise, shall not be used for any purpose other than in connection with deduction of union subscriptions.

3 Persons for whom deductions are to be made

- 3.1 Fellesforbundet’s local branch or workplace branch is responsible for keeping the enterprise updated with regard to the persons for whom subscriptions are to be deducted, and for following this up. The enterprise shall be notified when new members are enrolled or members resign, using the standard forms for such notices.
- 3.2 For new members, deductions shall be made from the first possible deduction period/wage payment after written notice is given.
- 3.3 Deductions for members who have resigned shall be stopped from the next following pay period after written notice is received from the union, branch or workplace branch.

4 Implementing deductions

- 4.1 The subscription shall be deducted by the enterprise each payday. The amount deducted shall be transferred each month.
- 4.2 The subscription shall be deducted for the whole of the calculation base earned in each pay period (piecework back-payments and holiday pay included).

The calculation base is the employee's gross pay which is entered under code 111-A and the reimbursements of expenses etc. entered as being subject to deductions in the statement of pay and deductions from pay. Fees paid in addition to ordinary earnings to directors and members of the corporate assembly and gratuities are exempted.

- 4.3 The subscription calculated shall be deducted, but with ranking after deductions for income tax, pension premium, the education and development scheme, the scheme for low-paid groups, and alimonies/maintenance.
- 4.4 A pre-printed bank giro form will be sent to the enterprise and shall be used for transferring subscriptions to Fellesforbundet. Enterprises that print out giro forms from their computer systems must insert their identification, which can be found on the forms sent to the enterprise. A copy of the giro form used for transfers to Fellesforbundet shall be forwarded to the workplace branch.

5 Deductions

- 5.1 The enterprise shall, under its own management or via the bank, arrange for deduction of union subscriptions and insurance subscriptions if insurance is included in the membership, when this is requested by the shop stewards, or in enterprises where no shop stewards are elected, by Fellesforbundet or a branch thereof. Fellesforbundet or its branches shall notify the enterprise of the rates that are to be applied for deducting union and insurance subscriptions.

The separate workplace branches may adopt special subscriptions for the workplace branch. This branch subscription shall be deducted with the ordinary subscription, by adding it to the union subscription.

The times for establishing or altering workplace branch subscriptions are given in subsection 5.4.

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- 5.2 The subscriptions deducted shall be transferred to the account number given by Fellesforbundet.
- 5.3 In cases where a separate subscription has been adopted by the workplace branch, that amount shall be transferred to the account number given by the workplace branch.
- 5.4 Rates may be altered with effect from 1 January or 1 July provided notice is given in writing at one month's notice.

6 Two or more branches

- 6.1 If Fellesforbundet has members at one and the same enterprise that belong to two or more different branches, the enterprise shall deduct the subscriptions for all of these branches.

In cases where the branches adopt a special subscription for their districts and the enterprise is unable to undertake deduction of subscriptions at the different rates for the various branches, the branches shall agree on a common rate and report this to the enterprise.

Fellesforbundet may allow one of the branches to represent the Federation in relations with the enterprise.

The branch that is authorised to act on behalf of Fellesforbundet is responsible for enabling the enterprise to group the members by branches in the deduction lists.

7 Deduction lists, notices

- 7.1 The enterprise shall report the deductions made by regularly forwarding deduction lists.

The deduction lists shall state the deduction period and shall contain the:

- DOB and Personal ID No. (11 digits) and membership number or work number when that is used as the membership number
- Name
- Amount deducted
- Any notices, which should include
- Additions during period
- Withdrawals during period
- To or from initial period of national/community service

- Death
- Any other notices agreed upon between the parties to the collective wage agreement

Whenever a computerised system so permits, or when so agreed between the parties at the enterprise, the following notices may also be included:

- To and from lay-off period or leave of absence without pay lasting 5 days or more in excess of the employer period
- To and from payment from national insurance office
- Gross wages
- Deductions hitherto
- Transfer to disability benefits, retirement pension or AFP

The employees shall remain on the deduction list for as long as they are members of Fellesforbundet and are employed by the enterprise.

- 7.2 If not otherwise agreed, deduction lists shall be forwarded to the branch and to the workplace branch monthly. In those cases where sending deduction lists to two or more branches creates practical problems, the organisations may discuss other solutions.
- 7.3 For employees who are on sick leave the enterprise shall, after expiry of the employer period, give the national insurance office notice of the subscription deductions for Fellesforbundet.
- 7.4 Fellesforbundet or its branches and the individual enterprise may agree to provide the information on the deduction lists in electronic form.
- 7.5 To facilitate work at enterprises that do not have a computerised system, Fellesforbundet will supply, to order, standard deduction lists for use in the reporting.

8 Adaptations

- 8.1 For enterprises that for technical reasons are unable to follow these guidelines in full, agreement on the necessary adaptations or transitional arrangements may be made in consultation with the parties to the agreement.
- 8.2 If an enterprise deducts subscriptions for employees who belong to other unions, it is a condition that reporting be coordinated in consultation with the organisations.

COMMON APPENDIX 4**9 Duration and termination**

- 9.1 This Agreement entered into force 1 September 1988 and has since been amended at the 1998 revision of the collective wage agreement. If it proves that the alterations made at the 1998 revision result in practical problems for the individual enterprise, implementation of the altered rules may be postponed until 01/02/1999.

This Agreement may be terminated by either party subject to one (1) year's notice in writing.

Reduction of working hours as from 1 January 1987

A As from 1 January 1987 working hours shall be reduced as follows

- 1 *To 37.5 hours a week:*
Daytime working hours.
- 2 *To 36.5 hours a week:*
Ordinary two-shift work when shifts are not worked on either Saturday evenings or during the 24-hour period on public holidays.
- 3 *To 35.5 hours a week:*
 - a. Work that is performed “mainly” at night.
 - b. Work on continuous shifts round the clock and work on “comparable” rotas.
 - c. Two-shift and “comparable” work on rota “regularly” worked on Sundays and/or public holidays.
 - d. Systems of working hours that result in the individual employees having to work at least every third Sunday and/or movable public holiday.
- 4 *To 33.6 hours a week:*
 - a. Work on wholly continuous shifts and “comparable” rotas.
 - b. Work below ground in mines.
 - c. Work on tunnelling and excavation of spaces in rock below ground.
- 5 For those who have extended working hours owing to standby duties or passive duties in accordance with § 10-4 (2) and (3) of the Working Environment Act, the extension shall be based on the number of hours in the agreement.

B Implementation of compensation for reduction of working hours

- a. Weekly, monthly and annual pay shall remain unchanged. If in addition the employee receives a bonus, production bonus or the like which depends on the time worked, the alterable part shall be adjusted according to item d. below.
- b. Hourly pay (minimum pay rates, normal pay rates, individual pay rates and compensation for loss of piecework) shall be increased by 6.67% for those whose working hours are reduced from 40 to 37.5

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hours, 6.85% for those whose working hours are reduced from 39 to 36.5 hours, 7.04% for those whose working hours are reduced from 38 to 35.5 hours and 7.14% for those whose working hours are reduced from 36 to 33.6 hours.

- c. Other rates of pay that are specified in kroner and øre per hour shall be increased in a manner corresponding to item b. when it is clear that, if the rates were not adjusted, the employee's weekly earnings would drop when shorter working hours commenced.
- d. Piecework rates, fixed piecework rates and price lists, production bonus schemes, bonus systems and other pay systems with varying earnings, shall be adjusted so that the hourly earnings are increased by the percentage applicable pursuant to item b) above.

Until agreement is reached concerning adjustment of rates for piecework etc., the supplements shall be paid per hour worked. The parties may also agree that the supplements shall be kept apart from piecework rates etc. and be paid per hour worked.

- e. Standard piecework rates (basis for calculating piecework pay) shall be adjusted so that piecework earnings rise by the percentage that is to be applicable pursuant to item b) above. Until agreement is reached regarding adjustment of standard piecework rates (basis for calculating piecework pay), the old standard rates (basis for calculating piecework pay) shall be used for piecework and the supplements shall be paid per hour worked.

When an enterprise within an agreement area for which the Basic Agreement gives standard piecework rates, has to use higher figures than the standard piecework rates in the Basic Agreement, these figures shall only be adjusted to the extent necessary to bring them up to the standard piecework rates in the new agreement.

- f. Subject to agreement between the parties within the individual agreement areas, it may be agreed that compensation pursuant to items a) – e) above shall be given in the form of an increase in øre instead of as a percentage.
- g. When reduction from 40, 39, 38 or 36 hours takes place from shorter, earlier working hours, the amount of compensation shall be reduced proportionately.

C General remarks concerning implementation

1. When implementing shorter working hours pursuant to A above, it is of decisive importance that the individual enterprise achieves greater flexibility with regard to when the work is to be performed, maintains appropriate working hours and attains efficient and effective utilisation of working hours.
2. Before shorter working hours are implemented, negotiations regarding practical implementation shall be conducted at the individual enterprises.
3. All collective wage agreements are to contain a provision to the effect that working hours are to be observed and utilised effectively. It is the duty of the shop stewards to work to this end. Breaks, washing times etc. shall be reviewed with the aim of making working hours as effective as possible. If in the opinion of one of the parties there is no longer any reason to continue the arrangements, the matter shall be handled in the normal manner for collective wage agreements.
4. Under § 10-12 (4) of the Working Environment Act, the parties to a collective wage agreement are, subject to certain conditions, allowed to reach agreement on a different arrangement of working hours than the Act prescribes as normal. If in particular enterprises or branches of industry there is a special need for maintaining the present working hours, the parties to the collective wage agreement may make an agreement regarding this in accordance with the provisions of § 10 of the Working Environment Act.
5. In connection with the shorter working hours it may, for the purpose of economic utilisation of production equipment, be desirable to have different ordinary working hours for the different groups of employees, within the framework of the Working Environment Act. Within the system of working hours it may be desirable to have the employees take their breaks at different times. It is a condition that rules regarding this are inserted in the individual collective wage agreements.
6. If the system of working hours results in some work-free weekdays, employees who work on days when they should have had the day off, shall be paid a 50% overtime supplement. In cases where under

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the collective wage agreement a 100% overtime supplement is payable for overtime work on Sundays and public holidays and the eve of such days, a 100% supplement shall be paid after 1200 hours on Saturdays and after 1600 hours on other weekdays.

7. When there is due reason for doing so, the enterprise may be allowed to change days off. In cases where conditions for this are not prescribed in an agreement for the branch of industry or the enterprise, the following shall apply:

Instead of the stipulated day off, a corresponding day off may be given in the course of the following 4 weeks.

Notice of change of the day off shall be given by not later than the end of working hours two days prior to the day off. At the same time the enterprise shall inform the employee of the day to be taken off instead.

When conditions for changing the day off are satisfied, the employee shall not receive additional pay for time worked during ordinary working hours before 1200 hours on Saturdays or before 1600 hours on other weekdays.

8. At enterprises where the rules in § 10-4 (4) of the Working Environment Act concerning standby at home are applicable, the shorter weekly working hours alone shall not give a right to greater compensation in the form of days off than was the practice under a system with an average of 40 weekly working hours.
9. When an enterprise wishes to continue, introduce or expand shift work within the framework of the Working Environment Act, and the collective wage agreement does not already provide authorisation for this, negotiations concerning shift work rules shall be commenced between the parties during the agreement period.

D Daytime work

The central organisations recommend that working hours are divided among five days a week, unless there is due reason for a different arrangement, and that the shorter working hours be effected by shortening the daily working hours by 30 minutes.

Other solutions may also be applied, for example by:

1. shortening the daily working hours by 25 minutes, where there is a 6-day working week,
2. having weekly working hours longer than 37.5 hours during some periods, and correspondingly shorter in other periods,
3. retaining the present weekly working hours or reducing working hours by less than 2.5 hours a week, and allowing corresponding days off spread throughout the year, or consecutive days off at certain times of the year.

In cases where no rules are contained in the appropriate collective wage agreement, the following shall apply:

If the enterprise and the employees – possibly after consulting the organisations – fail to agree, the daily working hours shall be shortened by 30 minutes on 5 of the weekdays or by 25 minutes each day when a 6-day week is worked.

The enterprise shall discuss with the shop stewards whether the working hours shall be shortened at the beginning or the end of the day, or both. When choosing between the alternatives importance should be attached to the employees' wishes and the fact that working hours should as far as possible be the same for all groups in the enterprise. If agreement is not reached - possibly after consulting the organisations - the manner of implementing the shorter working hours shall be determined by the enterprise within the framework of the collective wage agreement.

The above provisions are not intended to prevent the separate branches of industry from making agreements on how the shorter working hours shall be implemented, nor may they be invoked during union-based negotiations in the case of collective wage agreements that contain exact rules regarding division of working hours.

E Change to new shift plan

The parties have agreed that when changing to a new shift plan as a result of the shorter working hours, that shall be followed without making up for time off or working hours pursuant to the earlier shift plan.

COMMON APPENDIX 5**F Maintaining production, productivity and effective working time**

It is a condition that the parties at the individual enterprises endeavour to increase productivity. Whenever possible the shorter working hours should not lead to the need for a larger work force.

In connection with the shorter working hours, the central organisations have agreed to effect a number of measures with the aim of improving the productivity of the enterprises. Reference is made to the organisations' study of working hours dated 6 January 1986. In the Basic Agreement, the Confederation of Norwegian Enterprise and Norwegian Confederation of Trade Unions have formulated provisions that are intended to arrange the best possible conditions for cooperation between the enterprise, the shop stewards and the employees. The central organisations would stress how important it is that the parties follow these provisions in practice.

In connection with the shorter working hours the central organisations – for the purpose of reducing the financial strain – would particularly point out that cooperation must take place at the individual enterprises on measures to increase efficiency, reduce production costs and improve the competitiveness of the enterprise.

The central organisations would refer to the cooperation that has taken place in connection with earlier reductions in working hours. This cooperation brought positive results and was of great importance in ensuring the competitive ability of the enterprise and creating secure jobs.

In the case of this reduction in working hours the central organisations again urge the parties to discuss utilisation of working time. The parties should consider whether working time is employed effectively in all respects and effect any measures necessary to achieve this. Moreover, the parties should bear technical innovations in mind that can improve production results and help improve the working environment in connection with their efforts. Efficiency improving measures that are effected must be in harmony with the requirements to a good working environment. Satisfaction and security are two important factors when considering the question of effective utilisation of working time.

G Further to § 10 of the Working Environment Act*1. § 10-4*

- a. Work on continuous shifts round the clock means work that is conducted 24 hours a day, but stops for Sundays and public holidays.

In ordinary weeks, work may take place from 2200 hours on Sundays to 1800 hours on Saturdays, which means an operating time of 140 hours.

- b. Comparable rotas means a system of working hours that results in the same or nearly the same inconvenience for the employees as continuous shifts round the clock, as will normally be the case when working more than five hours a night, even if the number of hours worked by the individual employees during the night may be somewhat less than if operations continued round the clock.
- c. In this provision the expression «Sundays and public holidays» means «Sundays and/or public holidays». This means that for work on two shifts and comparable work on rotas regularly worked on movable holidays, but not necessarily on Sundays, the ordinary working hours shall not be more than 35.5 hours a week.

For work to be regarded as work on Sundays and/or public holidays, the employee concerned must either have worked at least four hours into the 24 hours that pursuant to the law shall be a day of rest, i.e. all four hours between 1800 and 2200 hours, or after 2200 hours. In the latter case without any requirement regarding a minimum length of time.

- d. Movable public holidays shall be counted as Sundays for the purpose of interpreting the expression "every third Sunday". This means that an employee who does not work Sundays as often as every third Sunday, may nevertheless have a 35.5-hour week if in addition he/she works on movable public holidays to such an extent that it will amount to at least every third Sunday and public holiday.
- e. The expression "work that is performed primarily at night" implies that employees fall under these provisions if 3/4 of their working hours, and at least six hours, are at night (during the

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period from 2100 – 0600 hours) according to their current work arrangement.

2. § 10-4:

- a. "Wholly continuous shifts" means work that continues 24 hours a day without normal stops on Sundays and public holidays.

The extent to which work on rotas can be said to be comparable with wholly continuous shifts, depends on whether the ordinary working hours for the individual employees according to the adopted working plan shall be at different times during the 24 hours, so that working hours for the employee in question include as a general rule at least 539 hours of night work per year and at least 231 hours of Sunday work per year.

In this connection "night work" means work between the hours of 2200 and 0600 (the time for the night shift). The 24 Sunday hours are counted from 2200 hours on Saturday to 2200 hours on Sunday (time for the weekend shift).

If the working hours plan is for a shorter period than one year, the number of hours required for night work and Sunday work must be adjusted accordingly.

Work for a period of less than four weeks is not counted as rota work for the purposes of this provision.

H Transitional arrangements

The existing shift, rota and other working hours systems may be used during a transitional period until 1 July 1987.

Moreover the parties to the collective wage agreement may agree on a further postponement of the shorter working hours for the branch of industry or the enterprises in it, but not for longer than until 1 October 1987.

During the weeks for which the transitional arrangement applies, the number of hours by which the hours worked on average per week under the shift, rota or other system of working hours, exceeds the new working hours, shall be counted as overtime. Until 1 July 1987, 50% overtime shall be paid for the hours whereby the working hours according to the average worked per week under the shift, rota or other system of working hours, exceeds the new working hours.

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If the individual parties to the collective wage agreement have agreed to extend the transition period after 1 July 1987 until 1 October 1987, the additional pay during this period shall be 75 %.

Compensation for reduced working hours shall be paid in addition to payment for the excess number of hours.

COMMON APPENDIX 6

Action programme between LO and NHO
Promoting equality and preventing discrimination

INTRODUCTION

The Basic Agreement between the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO), Supplementary Agreement II – Framework agreement to promote equality and prevent discrimination in working life, sets out the shared goals of the parties for an equal working life and a shared obligation to work for equality and prevent discrimination in working life.

LO and NHO agree on a joint action programme that includes measures in several areas to follow up the objectives:

ACTION PROGRAMME

The central organisations will undertake responsibility for action to bring about structural and cultural changes through active measures by means of the following activities/measures:

A working life with equality and diversity – without discrimination

- The parties shall actively promote equality and diversity in working life and prevent discrimination on the grounds of gender, pregnancy, maternity leave and adoption, care responsibilities, ethnicity, religion, outlook on life, disability, sexual orientation, gender identity and gender expression or a combination of these.
- The parties will work to ensure that shop stewards and employers have knowledge of legislation and agreements that apply to protection against discrimination, harassment and sexual harassment.
- The parties will work to ensure that shop stewards and employers have knowledge of legislation and agreements that apply to employees who are entitled to it.

Together against sexual harassment

- The central organisations will work to ensure that measures against sexual harassment become part of the active, preventive work on the working environment and gender equality in the enterprises.

- The central organisations will support local or industry initiatives to prevent sexual harassment.

Local agreements and projects on equality and non-discrimination

- If the local parties wish to draw up an agreement on work with equality and non-discrimination in the enterprise or wish to initiate specific measures to promote equality and counteract discrimination, the main organisations are able to assist and provide advice.

Working life – family policy

- The central organisations will seek a parental leave scheme that promotes equality.
- The central organisations will work for a family policy that balances considerations of family and working life and which aims to ensure an equal connection to working life for both parents.

Equal pay

- The central organisations will work to counteract pay differences linked to gender, follow up on any measures initiated in the collective bargaining agreements and provide members and union representatives with information and guidance on salary mapping.

Full/part-time

- The parties will work for a full-time culture, adapted to the parties' wishes and needs locally.
- The parties will work to increase awareness and attitudes about the importance of full-time work for productivity, skills development and income throughout life.

Equality in education and career choices

- The parties will work to counteract gender differences in education and career choices.
- The parties will support local or industry-wise initiatives/projects that will promote recruitment and equality of the underrepresented gender.

The central organisations aim for annual collaboration meetings that discuss the status of the collaboration and assess joint concrete activities in the coming year.

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The parties make reference to the Basic Agreement between LO and NHO, Supplementary Agreement II – framework agreement on equality and preventing discrimination in working life, in addition to information on work to ensure equality and prevent discrimination on the websites of LO and NHO: www.lo.no and www.nho.no.

Holidays etc.

Introduction

One of the principal tasks before the parties is to improve the competitive ability of the enterprises. Therefore, when introducing more leisure time, it is a definite condition that the enterprises must be allowed possibilities of compensating for the ensuing competitive disadvantages through greater flexibility. The employees on their part will also have different needs for differentiated systems of working hours, depending on their different phases in life, working and home situations, etc. Greater flexibility combined with the fifth holiday week should contribute towards less absence on sick leave and greater productivity.

A Flexibility

The following provisions shall be inserted in all agreements:

- a. Whenever the local parties so agree, company-adapted systems that do not conform with the collective agreement rules regarding working hours and remuneration for same, may be adopted on a trial basis. Such systems must be submitted to the union and the national association for approval.
- b. Time worked may be calculated on the basis of average time in accordance with the rules of § 10-5 of the Working Environment Act (Norway). The parties to the collective wage agreement may contribute towards establishment of such agreements.
- c. Individual needs may exist for differentiated working hours systems, leisure time, etc. Such systems may be agreed upon with the individual employee or the shop steward, for example in the form of calculated average working hours or a time account system. Agreements made with the shop stewards will take precedence over individual agreements.

B Collective Agreement Holiday Rules

- 1 The extended holiday of five working days, see Holidays Act, § 15, is advanced by introducing the remaining part as a collective agreement arrangement included as an appendix to all collective agreements.

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The extra holiday of 6 working days for employees over 60 years of age, is retained, see Holidays Act, § 5, subsections 1 and 2.

Employees may claim five working days off each calendar year, see Holidays Act, § 5. 4. If the collective agreement holiday is divided up, the employee may claim only so many days off as he/she would normally work in the course of a week.

If the authorities decide to implement the remaining part of the fifth holiday week, these days shall be deducted from the collective agreement arrangement.

2. The remaining part of the fifth holiday week shall be phased in by taking two days in 2001 and the others in 2002.

Holiday pay shall be calculated in accordance with the Holidays Act, § 10.

When the fifth holiday week is implemented, the ordinary percentage for holiday pay shall be 12% of the basis for holiday pay, see Holidays Act, § 10, subsections 2 and 3.

The increase is made by altering the percentage for the holiday-earning year as follows:

- 2000 will be set at 11.1%
- 2001 will be set at 12.1%

If the authorities decide to increase the number of holiday days in the Holidays Act, it is the parties' intention that the above figures shall apply as holiday pay for the corresponding periods.

3. The employer determines the time at which the collective agreement holiday shall be taken after discussing this with the shop steward or the individual employee at the same time as determining the time of the ordinary holiday.

The employee is entitled to be notified of the time of the collective agreement portion of the holiday as early as possible and not later than two months before the holiday is to be taken, unless special circumstances prevent this.

4. The employee is entitled to time off for holiday pursuant to this provision, regardless of whether he/she has earned holiday pay.

If the enterprise shuts down wholly or partly in connection with the holidays, all employees affected by the shut-down may be required to take holiday for that same length of time regardless of the earned holiday pay.

5. The employee is entitled to claim that the total collective agreement portion of the holiday be taken within the holiday year, see Holidays Act, § 7, 2, so that he/she has one full week's holiday. The central organisations urge the parties to place the collective agreement holiday so that the demand to productivity is met to the greatest possible extent, for example in connection with Ascension Day or the Easter, Christmas and New Year holidays.
6. By written agreement between the enterprise and the individual employee, all or part of the collective agreement portion of the holiday may be transferred to the next holiday year.
7. For shift workers, the collective agreement holiday shall be adjusted locally so that, after full implementation, it constitutes four worked shifts.

Notes

- 1 In collective agreements where holiday according to § 15 of the Holidays Act has already been introduced, the number of days shall not be increased as a result of introduction of the collective agreement holiday. The implementation and practical effectuation of the collective agreement holiday for the pertinent areas, shall be subject to further agreement between the parties.
- 2 For the offshore agreements (No. 129, No. 125 and No. 123), the holiday results in a reduction of 7.5 hours per holiday day. The parties agree that the holiday shall be taken in the off-duty period during the holiday year.

COMMON APPENDIX 8*Leasing manpower, putting out work, etc.*

The parties have agreed that it is important to strive to make this branch of industry as attractive and reliable as possible and to ensure that the leased manpower and sub-contractors have orderly wage and working conditions. The parties are concerned about the prevention of "social dumping" and that the challenges that an international market and free movement on the labour market imply are treated in a good way, and in accordance with Norwegian law and agreements, as well as international regulations.

1. Leasing manpower

As soon as possible and before the enterprise enters into a contract to lease workers in accordance with the current rules in the Working Environment act, Chapter 14 (§§ 14-12 and 14-13), the scope and needs shall be discussed with the shop stewards, see the Basic Agreement § 9-3 - 9-6.

1.2 Labour leasing agreements between production enterprises

The unions recommend that the enterprises establish guidelines concerning labour leasing between enterprises, in order to accommodate production fluctuations and counteract dismissals and lay-offs. It is a condition that the labour leasing is in accordance with § 14-13 of the Working Environment Act, as well as other laws and agreements. Such agreements are established with the understanding of the shop stewards.

For leasing manpower, the enterprise shall, when so requested by the shop stewards, document the pay and working conditions that apply at the company when the leased manpower are to work in a sector covered by the agreement, see § 1.1.

1.3 Leasing manpower from manpower agencies (temporary help agencies)

1.3.1 For leasing manpower from manpower agencies (temporary help agencies), § 14-12 of the Working Environment Act applies.

1.3.2 Employees in manpower or temporary help agencies shall have the same wages and working conditions that apply in the enterprise leasing manpower for the duration of the leasing period in accordance with the Working Environment Act, § 14-12 a, (proposal in Prop 74L).

This rule entails that pensions are not encompassed by the principle of equal treatment.

If the manpower or temporary help agency is not subject to an agreement between LO and an employers' organisation, then Common Appendices 1,2,3,4,5,6 and 10 do not apply.

- 1.3.3 The lessee enterprise is obligated to disclose the necessary information to the manpower or temporary help agency, so that the condition of equal treatment pursuant to 1.3.2 can be satisfied, and to subject the manpower or temporary help agency to this condition.

At the request of the shop stewards, the enterprise shall document the wages and working conditions that apply at the manpower or temporary help agency when leased employees are to work under the scope of this agreement.

- 1.3.4 Chapter V of the Basic Agreement applies also to leased manpower with the following exceptions: If the lessor enterprise is subject to the Basic Agreement between LO and NHO, disputes concerning the wages and working conditions of the manpower leased out are a matter between the parties at the lessor enterprise. The shop stewards and representative from the lessee enterprise may provide information on the agreements in the enterprise leasing manpower.

If the lessor enterprise is not subject to the Basic Agreement between LO and NHO, the shop stewards in the lessee enterprise may address claims of a breach of the principle of equal treatment in subsection 1.3.2, so that the lessee enterprise can clarify and remedy the matter as necessary.

Leased employees shall be presented to the shop stewards at the lessee enterprise. When discussing the leasing of manpower, the local parties shall also discuss the resources for shop steward work, see § 5-6 of the Basic Agreement.

Note

Items 1.3.2, 1.3.3 and 1.3.4, shall be implemented at the same time as the amendments to the Act enter into force, see Prop. 74L (2011-2012).

2. Putting out work and subcontractor-like arrangements

As soon as possible and before the enterprise concludes an agreement with a subcontractor for putting out work, the needs and

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amount of the work shall be discussed with the shop stewards, see the Basic Agreement § 9-3 - 9-6.

The enterprise is responsible for ensuring that the subcontractors with whom the enterprise enters into a contract with and who perform work under the scope of the agreement have an employment contract with their employees that at least ensures that the terms and conditions of the agreement with respect to minimum pay, overtime pay, working hours and travel rules in Chapter VI of the Engineering Industry Part have been taken into account.

The enterprise is also responsible for ensuring that the subcontractors with whom the contract is made, enter into an agreement with their employees in accordance with Regulations relating to hired manpower (2005-12-16-1566 § 2). If the subcontractor makes use of subcontractors, this/these subcontractor(s) shall assume a corresponding obligation in relation to their employees as is stipulated in the previous sentence.

When so requested by the shop stewards, the enterprise shall document the pay and working conditions that apply at the subcontractor's enterprise when their employees are working in a sector covered by the agreement, see § 1.1.

At enterprises that frequently use subcontractors, the local parties are strongly advised to draw up special routines for use in such connections.

3. Protection of privacy and duty of confidentiality

It is a condition that the pay and working rules that the enterprise is asked to document, are sufficiently depersonalised and are not contrary to law. The needs of the enterprise, for example competitive factors, may indicate that the information should not be supplied. In such cases the employer may pledge the shop stewards and any advisers to secrecy. The duty of confidentiality also applies after expiry of their period of office, but does not apply in regard to supplying information to relevant public authorities.

4. Living and accommodation conditions for employees of subcontractors performing assignments in Norway

When the shop stewards so request the enterprise shall provide the shop stewards with information concerning arrangements made so that the living and accommodation conditions for employees of subcontractors temporarily performing work for the enterprise are in accordance with the standard that normally applies at the assignment location.

5. Use of temporary substitutes

Temporary substitutes, see the Working Environment Act, § 14-9, 1, b), replace named persons for specific work or a period of time.

6. Other matters

In enterprises that have dismissed or laid off employees or are at risk of having to do so, reference is made in particular to the rules on lay-offs and dismissals in Chapter VI, the Basic Agreement § 10-4 and Chapter 15 of the Working Environment Act.

Entry in the minutes

Measures against unserious working life

Fellesforbundet and Norsk Industri are concerned about the increasing tendency towards unserious conduct and illegal actions in working life. Even though most of the enterprises act in a serious and legal manner, there are many enterprises who do not do so, particularly in the non-unionised sector of working life. This affects all the parties in society. There are employees with poor and uncertain wages and working conditions. Serious enterprises lose out in the competition with unserious enterprises, and society loses out in the form of lost tax revenue. The parties have also observed a trend whereby many of the enterprises that act in an illegal manner do so in a cynical and more cunning manner than before. The parties find therefore that more must be done to create a working life that is serious and legal.

Norsk Industri and Fellesforbundet agree to cooperate on measures aimed at ensuring that the subcontractors that are used are serious. Examples of appropriate measures include arranging a joint seminar/conference and preparing materials for use in the selection of subcontractors. Norsk Industri and Fellesforbundet will set aside the necessary resources for the development and implementation of relevant measures.

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Beyond the changes that the parties agree upon in the Engineering Industry Agreement, Appendix 2, such measures as mentioned above and the information, motivation and training campaign aimed at management personnel on the necessary measures and obligations for the prevention of an unserious working life that the Norsk Industri will be conducting, the parties agree on the following measures:

- a) Ask the authorities to ensure that the supervisory public bodies have the resources required for adequate supervision of compliance with the laws and regulations in force at any given time that have been established to ensure a serious working life in Norway.
- b) Ask the authorities to grant independent authority to the relevant supervisory bodies to implement economic sanctions, in addition to other sanctions, against enterprises that violate the laws and regulations for working life that are in force at any given time.
- c) Ask the authorities to ensure that the police and prosecuting authorities give the necessary degree of priority to the follow-up of violations established as probable.

The parties also make reference to the Government's inaugural declaration ("Soria Moria Declaration") under the "Social Dumping" heading.

The parties require that the measures that are implemented do not conflict with relevant problems related to the protection of personal privacy and that they are within the framework of Norway's EEA obligations.

Employees in temporary help agencies

The provisions in this appendix regulate conditions in the manpower or temporary help agency that are encompassed by this agreement, see § 2.3.

1. This agreement may be made applicable as a wage agreement in manpower or temporary help agencies that have employees who are hired out and perform work under the scope of this agreement, cf. § 2.3.
2. The employees shall have a written employment contract in accordance with the provisions of the Working Environment Act.
3. A written assignment contract containing all the relevant information on the nature, content and duration of the assignment shall be issued for all assignments.
4. Termination and dismissal applies in accordance with the provisions of the Working Environment Act.
5. If an employee is offered employment by the lessee enterprise, he/she may resign upon giving notice at the end of the notice period, unless the parties agree otherwise. During the notice period the employee is entitled to continue to work at the lessee enterprise for the duration of the assignment.
6. The wages and working conditions at the lessee enterprise apply for leasing to enterprises subject to this agreement, see Shared appendix 9 item 1.3.2.
7. The wages and working conditions that have been agreed upon at the lessor enterprise apply for leasing to enterprises not subject to this agreement, provided they are not in breach of the equal treatment requirement in the Working Environment Act.
8. The duty to pay wages applies in accordance with the employees' employment contract. The Working Environment Act and Basic Agreement apply for lay-offs and the termination of employment.

Entry in the minutes

1. The parties assume that LO will terminate the Manpower Agreement between LO and NHO.

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2. During the agreement period, the parties agree to practise § 3-7 (2), second paragraph of the Basic Agreement in the same manner as it has been practised in relation to the existing Manpower Agreement.

If agreement is not reached on continuation of this practice, then § 3-7 (2), second paragraph of the Basic Agreement will apply in the ordinary manner as of the 2014 wage revision.

Permanently adapted work in ordinary enterprise (VTO)

§ 1 Scope of appendices

The appendix applies to employees who are 100% disabled and are permanently employed at the company under the VTA [Permanently Adapted Work] measure in an ordinary enterprise (VTO), or through other corresponding arrangements.

Where nothing to the contrary follows from the appendix, the provisions of the agreement also apply for employees who are encompassed by this appendix.

§ 2 The employee's tasks at the company

The employee will perform those tasks that are imposed on him/her by the company.

Before being hired, how the employee will be handled and receive the follow-up and development that the qualification plan requires will be discussed with the shop steward

§ 3 Employment, work contract, termination of employment/dismissal

The employee will be hired at the company with respect to the Working Environment Act.

A written work contract must be entered into.

Termination/dismissal must have due cause and be performed with respect to the provisions of the Working Environment Act [AML].

§ 4 Wage provisions

The wages that are encompassed by this provision are wages that are disbursed from the company to its employees who are encompassed by this appendix. National Insurance benefits will not be included in the calculation.

The minimum rate for wages appears in the VTA [Permanently Adapted Work] appendix to the AIB [sheltered workshop] agreement applicable at any point in time. From the 1st of April 2024 the minimum rate for wages is NOK 30.50 per hour.

Regardless of the type of agreement, the company is bound by, the above minimum rate applies and once per year the management must

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discuss with the shop steward any possible adjustment of the company's wage rate(s) for those who are encompassed by the appendix.

§ 5 Work outside the enterprise

For work outside the daily work location, such may be compensated pursuant to local agreements.

§ 6 Working hours schemes, Work outside the service location

For work outside the employee's daily work location, it may be agreed that the working hours will follow the working hours at the external company.

§ 7 Wages during illness, etc.

The company must pay sick leave with respect to the provisions in effect at any point in time in the National Insurance Act, based on the wages of the individual during the employer period.

Chapter I *Scope*

§ 1.1 Trade groups and other positions

The Engineering Industry Part encompasses skilled, specialised and unskilled positions.

The Engineering Industry Part also embraces groups of positions for which special qualifications and/or knowledge are required, in addition to the groups of positions mentioned above.

The Engineering Industry Part also encompasses employees in positions as drivers, in security guard service positions and stockroom positions, as well as canteen and cleaning personnel.

Under local agreements the Engineering Industry Part may be made applicable to employees in the above mentioned groups who are in temporary positions in salaried groups and/or hold positions as supervisors.

§ 1.2 Definitions

1.2.1 Skilled workers

A skilled worker means that the person concerned has passed the trade examination held in accordance with the Act relating to vocational training, either after serving a period of apprenticeship under contract or by gaining experience in accordance with § 3.5 of the Education Act.

1.2.2 Specialised workers

A specialised worker means that the employee is at least 18 years of age and has acquired such training that he or she is, independently and under his/her own responsibility, capable of operating the machines or performing other specialised work that is a necessary element in the production process.

1.2.3 *Unskilled workers*

Unskilled workers are employees who do not satisfy the conditions for specialised workers, i.e. employees who perform simpler production work are unskilled workers.

An employee must have turned 18 years of age before receiving the minimum wage for unskilled workers.

1.2.4 *Drivers*

Drivers are recognised as specialised workers unless the person concerned has a relevant trade certificate.

1.2.5 *Stockroom workers*

Stockroom workers are recognised as specialised workers unless the person concerned has a relevant trade certificate.

1.2.6 *Watchmen*

Watchmen shall be placed in either the specialised worker or the unskilled worker group, depending on the nature and scope of their work.

1.2.7 *Cleaning and canteen personnel*

Cleaning and canteen personnel shall be placed in either the unskilled worker or specialised worker group unless they have the relevant trade certificate.

§ 1.3 **Technology industry**

The technology industry is knowledge-based. The development and competitiveness of this industry will in large be dependent on the knowledge and competence of the employees.

This means that the agreement must be adapted to this development at both the central and local levels, see The Common Part 6.9.2 and 6.10.2.

Chapter II
Working hours, holidays and short welfare leaves

§ 2.1 Ordinary working hours

See also the Common Part, § 5.1

2.1.1 Determination of ordinary working hours

The daily working hours will be placed in the time between 0600 hours and 1700 hours the first 5 working days of the week. When there is due reason for doing so, ordinary working hours may be worked on Saturdays between 0600 and 1200 hours.

When the working hours are determined emphasis should be placed on the employees' desires and the enterprise's need to facilitate efficient utilisation of the production equipment. If agreement is not reached – possibly after consulting the organisations – the enterprise shall determine that the working hours are between 0700 and 1600 hours.

The parties would point out that, to facilitate efficient utilisation of production equipment, it will be of great importance to establish a system of flexible working hours, including rest breaks. Therefore, based on the State Mediator's proposal at the collective negotiations in 1986, Part C, subsection 5, it is recommended that the individual enterprises reach agreement on such systems between 0600 and 1800 hours.

§ 2.2 Shift work

See also the Common Part, § 5.2

2.2.1 Shift work in general

It is the intention that the shifts in a two-shift system shall alternate each week between morning and afternoon shifts. It is the intention that the shifts in a three-shift system shall alternate weekly between combinations of morning shifts, afternoon shifts and night shifts. Other systems may be effected by the enterprise if production conditions so dictate. The same applies when so agreed between the parties at the enterprise.

2.2.2 Compensation for a temporary transition to shift work

In the event of a temporary change from daytime work to shift work or from working two shifts to three shifts, compensation for the reduced working hours shall be paid by adding to the shift

worker's earnings on shift work, including overtime, for each pay period:

- from 37.5 to 36.5 hours: 2.74 %
- from 37.5 to 35.5 hours: 5.63 %
- from 37.5 to 33.6 hours: 11.61 %
- from 36.5 to 35.5 hours: 2.82 %
- from 36.5 to 33.6 hours: 8.63 %
- or the percentage obtained if working hours are reduced from other numbers of hours.

Chapter III

Determination of pay rates, etc.

§ 3.1 Minimum hourly pay

See also the Common Part, § 6.1

3.1.1 *Adjustment of rates for minimum hourly pay*

The minimum hourly rates will be adjusted at collective wage bargaining and at adaptation negotiations at intervening wage settlements in accordance with earlier practices.

At enterprises where the pay system so necessitates, an hourly rate can be agreed upon for calculating piecework pay. The hourly rate for calculating piecework pay will be differentiated pursuant to 6.9.2 in the Common Part.

3.1.2 *Rates for minimum hourly pay*

3.1.2.1	Skilled workers:	NOK	211.79
	After one year's employment as a skilled worker:	NOK	213.73
3.1.2.2	Specialised workers:	NOK	202.14
	After 1 year's employment as a specialised worker	NOK	204.20
3.1.2.3	Unskilled workers:	NOK	192.61
	After one year's employment as an unskilled worker:	NOK	194.53

§ 3.2 Guaranteed pay

The employees' wage conditions (hourly earnings in accordance with this provision) shall be checked twice a year based on NHO's calculated annual average (converted to hourly earnings) and the performance of Statistic Norway's industrial wage index for the first and second quarters. The calculation shall be based on wage data from Statistic Norway and what otherwise follows from this provision.

The central calculation shall be based on the previous calendar year's agreed wages for all groups (skilled, specialised and unskilled workers) within the scope of the Industry Agreement / Engineering Industry Part. "Agreed wages" is defined as the fixed wages that are paid, including fixed supplements (such as qualification, seniority or similar supplements).

Variable supplements (such as supplements for work outside the enterprise, see the Engineering Industry Agreement Part's 6.5.1 No. 6), offshore, overtime, shift, dirty work or similar supplements) shall not be included in the calculation basis. Bonuses and reported wages for supervisors / working foremen shall not be included either in the central calculation basis.

The average wage level for the respective groups in the enterprise shall, effective as from 1 April and 1 October, be at least what follows from the guaranteed rate for the same group.

The enterprise shall carry out an adjustment for the individual groups (skilled, specialised and unskilled workers) if the average for the group in the enterprise does not at least amount to:

- Skilled workers: 87% of the central calculation basis
- Specialised workers: 82% of the central calculation basis
- Unskilled workers: 74% of the central calculation basis

The "agreed wages" (as above) for each of the groups (skilled, specialised and unskilled workers), which are encompassed by the Industry Agreement / Engineering Industry Part shall be used as the basis for the calculation of the average hourly earnings for the individual groups in the enterprise.

The following shall not be included for calculation of the average hourly earnings of the individual groups in the enterprise:

- Bonuses
- Supervisors / working foremen

The rules concerning the minimum average hourly earnings do not encompass employees under training and employees who receive a partial disability pension. Payments in accordance with the Industry Agreement, Engineering Industry Part, 3.3.4 (go-slow actions) are also excluded.

If the average hourly earnings are not representative for the enterprise due to special circumstances, then this shall be taken into account in the assessment. If any disagreement arises at the enterprise in connection with this assessment, the matter may be referred to the organisations.

§ 3.3 Pay systems and wage setting

See also the Common Part, § 6.9

3.3.1 Pay systems in general

Agreement may be reached on various types of pay systems, such as time-related/fixed pay, bonus systems and piecework rates. If the parties are unable to agree regarding the system to be used, the enterprise may put the work out on a piece rate.

3.3.2 Skilled work

Skilled workers who hold the trade certificate required for their work, shall be paid as skilled workers.

3.3.3 Gang foreman, leading hand, temporary foremen

An employee who is appointed gang foreman or leading hand or who temporarily functions as a foreman, shall receive additional pay. Further guidelines for and the amount of the raise shall be determined in the local agreement.

3.3.4 Disagreement on the rates in the pay system

If agreement on the rates in a pay system has not been reached and notice of termination of the agreement has been given in accordance with subsection 6.9.3 of the Common Part, the individual employees shall be paid 45% of their average hourly earnings, exclusive of all supplements, in the

last known quarter. Corresponding performance of work is presupposed.

The parties may agree that this shall be based on average hourly earnings exclusive of all supplements for skilled, specialised and unskilled workers.

§ 3.4 Determination of individual supplements following discussions

Supplements for skills, competence, experience, responsibility and job content shall be determined by agreement between each individual employee and the head of the enterprise or its appointed representative, and possibly after consulting the shop steward.

If in the opinion of the individual employee or the shop stewards some unfairness exists that justifies reconsideration, the matter may be discussed in conference with the management's representative.

So that assessment of the individual employees shall be as objective as possible, guidelines shall be established for determining these supplements.

§ 3.5 Time-related/fixed pay

3.5.1 Definition

By time-related/fixed pay we mean a pay system where earnings are calculated according to the time worked (per year, month, week or hour).

3.5.2 Time-related/fixed pay systems

Different time-related / fixed pay systems may be used for parts of the enterprise or for the enterprise as a whole. Time-related/fixed pay systems must be agreed upon in writing.

It may be agreed that earnings in a time-related / fixed pay system shall be split up, see Engineering Industry Part § 3.8.

§ 3.6 Bonus systems

3.6.1 Definition

Bonus systems consist of a fixed pay portion and a smaller variable portion, common to the whole enterprise, the department or a group.

3.6.2 *Various bonus systems*

Various forms of bonus systems may be used. Agreements on bonus systems shall be made in writing.

3.6.3 *Bonus system – fixed pay portion and a variable portion*

The fixed pay portion is dealt with in accordance with the provisions in Engineering Industry Part, § 3.5“Time-related/fixed pay”.

The variable pay portion is made dependent on the production result for the enterprise or group and is dealt with in accordance with the Engineering Industry Part, § 3.8 "Piecework".

Other criteria may also be agreed upon, but criteria such as frequency of injuries and absence on sick leave should be avoided. Guidelines shall be agreed upon for this alterable portion.

In bonus systems, the employees are guaranteed the fixed portion of the pay system.

Other employee categories can be included in bonus systems by agreement.

3.6.4 *Bonus systems and productivity agreements*

The parties recommend that productivity agreements be established at enterprises where the bonus system is used.

§ 3.7 **Productivity agreement – productivity shop steward**

When a pay system with a special productivity or production agreement so requires, an agreement may be made to the effect that the employees shall elect a productivity shop steward, who shall receive pay from the enterprise for the time the parties have agreed shall be spent on this work.

The productivity shop steward shall be an employee who knows the enterprise well (cf. the Basic Agreement § 5-3 (1)). This shop steward shall work on productivity issues in close contact with all stages in the chain, and shall have a particular responsibility for promoting a general understanding of how each individual can contribute towards improving the competitiveness of the

enterprises, thus creating economic conditions that ensure good, secure jobs.

§ 3.8 Piecework

The parties have agreed that piecework shall be allowed. Reference is made to the State Mediator's minutes book for 8 April 2002.

§ 3.9 Pay rules for apprentices

Trainees will be paid as per the scale for apprentices, cf. the Common Part 6.5.1. Raises are given for a secondary school foundation course and advanced course(s) in accordance with the rules for reductions in the training plan.

Chapter IV Special rules regarding pay

§ 4.1 Payment for work on major public holidays

See also the Common Part, § 7.1.

Shift workers who work on any of the major public holidays, Christmas Day, Easter Sunday or Whit Sunday, counting from 1400 hours on the eve of Christmas Day, Easter Sunday or Whit Sunday, to 0600 hours on the second day of the festival, shall receive, in addition to the holiday remuneration, 0.4% of the annual income for each worked day of the public holiday, but not in excess of two days in total. "Annual income" means the pay earned in the particular enterprise in the year from 1 January to 31 December.

Chapter V Supplements for overtime, shift work, etc.

§ 5.1 Overtime supplement

5.1.1 Ordinary overtime

For the week's first five working days, a 50% supplement shall be paid for work after ordinary working hours until 2100 hours.

After 2100 hour a 100% supplement will be paid.

Employees who are instructed to report to work overtime shall be paid for two hours, irrespective of whether the overtime work was performed in less time. This does not apply when overtime is worked as a continuation of ordinary working hours.

5.1.2 Work on agreed days off

For work on free Saturdays and other agreed time off, employees who should have been off duty shall be paid a 50% supplement. After 1200 hours on Saturdays and after and after 1600 hours on other weekdays, a 100% supplement shall however be paid.

5.1.3 Overtime on Sundays and public holidays and the days preceding these days

For time worked after the end of ordinary working hours on Saturdays and days preceding public holidays, and on Sundays and public holidays until 2200 hours on the last public holiday, a 100% supplement shall be paid.

5.1.4 Overtime on shift work on Saturday morning

For overtime on a shift that ends before the end of ordinary working hours at the enterprise on Saturday morning, only a 50% supplement shall be paid for time worked from the end of the shift to 1200 hours on Saturday.

5.1.5 Overtime directly linked with shift work

Shift workers who work overtime before or after a shift, shall be paid the ordinary overtime percentages in addition to the shift supplement for their shift.

5.1.6 Preparatory work

For work for firing up and other preparations for daily operations that commence at 0400 hours or later on weekdays and continues into the ordinary working day, employees shall be paid a supplement of 50% until the ordinary working day commences.

§ 5.2 Overtime basis

The overtime basis consists of the hourly earnings excluding overtime and shift supplements for the skilled, special and unskilled worker groups in the particular enterprise in the last known quarter. The parties may agree that overtime shall be based

on the individual employee's hourly earnings exclusive of overtime and shift work supplements.

§ 5.3 Shift work supplement

5.3.1 For work in a two-shift system (36.5 hours a week) the following supplements shall be paid per hour:

- | | |
|---|-----------|
| • First shift: until 1400 hours on Saturday | None |
| • Second shift: | NOK 22.75 |
| • For shift work after 1400 hours on days before Sundays and public holidays: | NOK 48.61 |

Every hour beyond 2400 hours is paid with a supplement as for third shift.

5.3.2 For work in a three-shift system (35.5 hours a week) the following supplements shall be paid per hour:

- | | |
|---|-----------|
| • First shift: until 1400 hours on Saturday | None |
| • Second shift: | NOK 23.45 |
| • Third shift: | NOK 34.93 |
| • For shift work after 1400 hours on days before Sundays and public holidays: | NOK 50.02 |
| • From 1400 hours on the eve of Christmas Day, New Year's Day, Easter Sunday and Whit Sunday: | NOK 71.66 |

5.3.3 For work on a continuous three-shift system (33.6 hours a week) the following supplements shall be paid per hour:

- | | |
|---|-----------|
| • First shift: until 1400 hours on Saturday | None |
| • Second shift: | NOK 24.85 |
| • Third shift: | NOK 36.86 |
| • For shift work after 1400 hours on days before Sundays and public holidays: | NOK 52.81 |
| • From 1400 hours on the eve of Christmas Day, New Year's Day, Easter Sunday and Whit Sunday: | NOK 75.72 |

- 5.3.4 Watchmen on three-shift systems shall be paid the shift rates in the Engineering Industry Part.
- 5.3.5 When changing from ordinary daytime work to shift work and from two-shift to three-shift work, pay as provided for overtime shall be paid for the first six days.(5 days when Saturday is not a working day.)

This provision is not intended to prevent the separate enterprises from making different agreements regarding corresponding benefits from the enterprise.

- 5.3.6 Shift workers (and part-time workers) who lose a shift before movable public holidays and the 1st and 17th of May owing to the working hours rules in the Working Environment Act, shall be paid the same remuneration for these shifts as for a public holiday. If an employee loses part of a shift on these days, the remuneration shall be in proportion to the time lost, cf. the Engineering Industry Part's § 4.1.

§ 5.4 **Part-time**

For production work that is to be performed on a part-time basis, NOK 10.43 shall be paid from 1530 hours or from the time agreed upon locally between the parties

§ 5.5 **Extremely dirty work**

See also the Common Part, § 8.4

If the parties at the enterprise do not agree otherwise, a supplement of NOK 10.47 per hour shall be paid for extremely dirty work.

Chapter VI ***Work outside the enterprise***

§ 6.1 **Scope**

This chapter concerns all employees who are sent out to work on assignments outside the enterprise.

Exceptions:

- drivers

- employees who are sent on courses (However, the employee will come under this section regardless if the training course mainly concerns operation of machinery and production equipment.)

For other assignments an employee is ordered to perform, agreement shall be made in each particular case.

§ 6.2 **Employment relationship**

6.2.1 *Enterprise*

In addition to the current statutory requirements for the content of an employment contract, employment contracts shall also state the following:

- Information on the enterprise where the employee has his/her permanent place of work

The parties make reference to Appendix 4 for the criteria agreed on for business start-ups.

The employee is employed locally in such cases. The Engineering Industry Part, Chapter VI, applies if employees are sent out to work on assignments outside the enterprise. In such cases, the basis for the reimbursement of travel expenses will be the enterprise, unless otherwise agreed.

6.2.2 *Permanent place of work*

Enterprises may have a need to recruit in connection with a long-term assignment. In such cases, the recruitment can be carried out as local personnel. Normally in such cases, an organisation will be established at the assignment location that satisfies the description of the business concept given. The opportunity to employ at a permanent place of work applies regardless of the type of enterprise.

In addition to the current statutory requirements for the content of an employment contract, employment contracts shall also state the following:

- Information on the site/place of work where the employee shall perform permanent work

The employee is employed locally in such cases. The Engineering Industry Part, Chapter VI, applies if employees are sent out to work on assignments outside the enterprise. In such cases, the basis for the reimbursement of travel expenses will be the place of work, unless otherwise agreed.

If the employer's work on the assignment at the place of work ends, changes in the employment relationship shall be treated in accordance with the ordinary employment protection rules in the Working Environment Act and in the Basic Agreement LO – NHO.

If there is agreement on a change of the place of work, the employee is entitled to full rights in accordance with Engineering Industry Part, Chapter VI, for a period of up to six months, unless otherwise agreed between the employer and employee.

6.2.3 *Travel rules*

In addition to the current statutory requirements for the content of an employment contract, employment contracts shall also state the following:

- That the employee works at different sites/places of work in his employment relationship
- Employer's business address

These working conditions apply in cases where the employee is not employed at a permanent place of work in connection with the enterprise or employed at a permanent place of work. In such cases, the basis for the reimbursement of travel expenses will be the agreed travel address, near the home location as a rule.

§ 6.3 **Basis for determining payment for travel time and supplements for work outside the enterprise**

The basis for determining payment for travel time and supplements for work outside the enterprise is the individual employee's hourly pay.

§ 6.4 Job assignments for which the employee is required to report outside the enterprise, but where an overnight stay is not necessary

6.4.1 Travel expenses

Higher travel expenses when reporting for work outside the enterprise, shall be covered by the enterprise. An agreement on how these expenses are to be paid shall be made in advance.

8.4.2 Payment for travel time outside of working hours

Payment for longer travel time (travel time in excess of 20 minutes each way) that is not included in the working hours shall be made according to the Engineering Industry Part, § 6.3. However, agreement may be made on a fixed sum determined according to the average for the work force concerned.

6.4.3 Working hour systems

Within the framework of the rules of the Working Environment Act and the Engineering Industry Part, special working hours or shift work systems may be agreed upon for work away from the enterprise.

At places where there are workers from a number of firms, the employees must be prepared for alteration of their ordinary working hours for the duration of the assignment, so that their working time corresponds to that planned in advance by the main enterprise in cooperation with the shop stewards for that enterprise. It is a condition that this is clarified before work on the assignment commences.

§ 6.5 Job assignments where an overnight stay is necessary (including inshore work where it is possible to spend the night or daily leisure time)

6.5.1 Special rules for travel at beginning and end of an assignment

1. Time for preparing for and terminating the assignment

For time spent at the enterprise in preparing for and terminating a job assignment, employees shall be paid according to the ordinary rules for payment in the enterprise.

If the working hours system does not allow for time off at home after the end of the job assignment (time off in lieu),

the employee shall be given time off with pay (Engineering Industry Part, § 6.3) before commencing work on a new assignment. For assignments that last for more than 8 days, the employee shall be given 4 hours off, and 7.5 hours off for assignments that have lasted for 4 weeks.

2. Travel expenses (beginning/end)

Travel expenses shall be reimbursed as per accounts rendered with respect to 6.2.1 - 6.2.3. Forms of transport should be chosen that do not involve unnecessary expense for the enterprise.

When an employee uses his/her own car by agreement with the enterprise, payment shall be made according to the government scale or an in-company agreement.

3. Living expenses when travelling (beginning/end)

Living expenses when travelling shall be reimbursed according to an expense account, if no fixed sum has been agreed upon.

4. Payment for travel time (beginning/end)

For travel time within ordinary working hours employees shall be paid according to their hourly earnings exclusive of all supplements.

Pay for travel time outside of ordinary working hours shall be in accordance with Engineering Industry Part, § 6.3.

If an employee has sleeping accommodation, on a train or boat, for example, travel time shall be paid until 2000 hours in accordance with Engineering Industry Part, § 6.3.

Travel on Sundays and public holidays

50% extra for travel time within the period on Saturday from 1300 hours to 2200 hours on Sunday and on other public holidays and the 1st and 17th of May between 0700 and 2200 hours.

Travel at Christmas, Easter and Whitsun

100% extra for travel time on the eve of Christmas Day, Easter Sunday and Whit Sunday within the period from 1300 hours until 2200 hours on the last day of the public holiday.

For free journeys home, cf. the Engineering Industry Agreement Part's 6.5.1 No. 11 payment will not be made.

5. Daily travel time at the assignment location

If daily travel time (walking time) between lodgings and the place of work exceeds 20 minutes one way, the employee shall be paid for the excess time in accordance with Engineering Industry Part, § 6.3.

Longer travel time that is not included in working hours, shall not exceed 1 hour each way.

6. Supplement for work outside the enterprise, outside the permanent place of work and for employees under travel rules

For time worked employees shall be paid a supplement of 20% of the wage rate in accordance with Engineering Industry Part, § 6.3.

Service employees who on such assignments during ordinary working hours travel between different work places, shall also be paid this 20% supplement for travel time.

7. Fitter allowance

Fitters who are leaders of a work team or who alone bear responsibility in excess of that involved in their normal work, shall have a reasonable supplement to their hourly pay. The amount of the supplement shall be agreed upon beforehand.

8. Working hours during the assignment period

Within the framework of the rules of the Working Environment Act and the Engineering Industry Part, special working hours or shift work systems may be agreed upon.

The parties may also agree on working hours systems or systems for working in time to obtain extra time off for travel home (see Working Environment Act, §10-5). See also 6.5.1 no. 11 and the Engineering Industry Part 2 and 3. Pay for time worked in shall be the same as for ordinary working hours, without any overtime supplement.

At places where there are workers from a number of firms, the employees must be prepared for alteration of their ordinary working hours for the duration of the assignment, so that their

working time corresponds to that planned in advance by the main enterprise in cooperation with the shop stewards for that enterprise. It is a condition that this is clarified before work on the assignment commences.

9. Remuneration for board and lodging during the assignment period

Agreement shall be made in advance as to whether the enterprise shall arrange for satisfactory board or reimburse living expenses according to an expense account. Agreement may also be made on a fixed sum adapted to the actual board and lodging costs at the assignment location.

10. Lodging

Satisfactory lodging shall be arranged within a reasonable distance from the work place, in single rooms of a proper standard.

The guidelines issued by the Board of Health and the Labour Inspectorate shall apply as a standard for judging normal requirements to living quarters in workmen's huts. As from 15 May 2002, the standard for living quarters shall be single rooms with a shower and toilet in each room.

Whenever there are no suitable kitchens or canteens, the dining quarters shall have cooking facilities, refrigerator, washing-up sink and minimum 1.2 m² of dining space per person.

11. Journeys home during the assignment period

Unless the parties have agreed on a different scheme, employees shall be given one free journey home after four weeks, followed by a free journey home every third week. The enterprise shall provide for a free journey home in connection with Christmas and Easter and the individual employee's summer holiday. These journeys home are included in the above scheme.

Payment for travel time in accordance with the Engineering Industry Agreement Part's 6.5.1 No. 4 is not applied for free journeys home. For personnel who work on arrangements in accordance with The VO part appendices 2 and 3 still apply to the following:

For trips home in connection with (up to 1 week before) Easter, summer holidays and Christmas, the employee is compensated for travel time when traveling between the place of work and the agreed travel address round trip. Travel time compensation is not paid to employees who are at work throughout Christmas or Easter.

Easter means the period from and including Maundy Thursday to and including the 2nd Easter Sunday at 10 p.m. Christmas means the period from and including Christmas Eve until Boxing Day at 10 p.m.

Such travel time is not working time and is paid in accordance with VO section § 6.3.

- § 6.6** Job assignments on fixed and mobile platforms in connection with petroleum activities on the Norwegian continental shelf where it is not possible to spend the night or daily leisure time onshore (offshore work)

These provisions are contained in the Engineering Industry Agreement Part 1.

§ 6.7 Travel and assignments abroad

For travel and assignments abroad, an agreement shall be made in each particular case. However, it is recommended that whenever possible the provisions of § 6.5 of the Engineering Industry Part shall be applied. When no agreement has been made, the provisions of the agreement shall apply whenever possible.

*Chapter VII
Other rules*

§ 7.1 Parties' mutual obligations

- 7.1.1 Fellesforbundet and Norsk Industri undertake, for as long as this Agreement remains in force, not to give financial support to the parties at the individual enterprises during temporary reductions in accordance with 3.3.4 of the Engineering Industry Part.

- 7.1.2 Agreements between employees regarding the work or other matters that concern the enterprise will be void if they have not been approved by the union.

Chapter VIII
Appendices

§ 8.1 Appendices to the Engineering Industry Part

The separate appendices to this agreement part are as follows:

Appendix 1 Collective Wage Agreement for Offshore Work

Appendix 2 Framework Agreement on Working Hour Systems for Major Works

Appendix 3 Framework Agreement for Incorporating Onshore Work with Daily Working Hours in Excess of 10.5 Hours with/without Work on Sundays

Appendix 4 Criteria for the understanding of “enterprise” in accordance with the Engineering Industry Part Chapter VI

Appendix 5 Further development of the industry collective agreement and scope of the collective agreement

Collective Wage Agreement for Offshore Work

1. Definitions

Offshore means a structure located on an oil or gas field in the open sea.

Structure means a structure located in the open sea for oil and gas exploration, operations and production.

Working period means the period (normally 12 hours) during which the employee is performing work for the employer during a 24-hour day.

Rest period means the period (normally 12 hours) between two working periods.

Offshore period means the consecutive period in which the employee is on structures that come within the scope of the Regulations.

Free period is the time between offshore periods.

Flotel is a separate structure for use as living quarters and workshop activities. A flotel is linked with the main structure by a walkway or helicopter connection.

Shuttling means transport during the offshore period between fixed and/or floating structures.

2. Scope

2.1 This Agreement applies in the case of assignments on fixed and mobile structures connected with petroleum operations on the part of the continental shelf that is subject to Norwegian jurisdiction, where it is not possible to use overnight accommodation or spend daily leisure time ashore.

2.2 When questions arise regarding pay in connection with unforeseen situations, a solution shall be sought by the parties jointly in each particular case. If the question is of a general nature, the organisations shall be informed with a view to having the matter regulated in an agreement if possible.

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- 2.3 The parties have agreed to keep each other mutually informed of new statutes and regulations that concern working conditions in petroleum operations on the part of the continental shelf that is subject to Norwegian jurisdiction.
- 2.4 In principle this Agreement applies to assignments of all kinds, but the parties may make special agreements for work lasting for a shorter time than the normal offshore period of 14 days with appurtenant time off in lieu.

Entry in the minutes

During revision of the collective wage agreement 2002, the parties discussed the practice established regarding unspecified periods of stay offshore, for example 1–14 days. The parties agreed that this practice in regard to unspecified tours of duty offshore when it is not possible to determine the length of stay, comes within the range of the provisions in subsections 2.4 and 3.2 in the appendix when agreement is made with the employee before departure.

- 2.5 Reference is made to the first sentence of 2.2 below and the definition of the scope of the agreement in 2.1, should it on some assignments occasionally become necessary to spend the night ashore.

3. Working hours, overtime etc.

3.1 Working hours

The system of working hours is based on the collective wage agreement in force from time to time and regulations for offshore work.

Ordinary working time shall not exceed 12 hours in a 24-hour day. Weekly working hours shall not exceed an average of 33.6 hours over a period of not more than 12 months.

3.2 Rota systems

With regard to the working plan, reference is made to the Framework Regulations (FOR 2010-02-12 No. 158) and the Norwegian Labour Dispute Act § 10-3. A normal rota system is to be based on 14-28, see the Framework Regulations (FOR 2010-02-12 No. 158).

When it is required by the employer, or the duration and/or nature of the assignment indicates that an ordinary rota system cannot be used, it shall be possible to use other rota systems. Such rota systems must be prepared in cooperation with the employees' shop steward. Other rota systems will not entail any extra compensation beyond what is stated in the settlement provisions.

Rota system 14-28 gives fewer annual hours than rota system 14-21-14-28. Rota system 14-28 is designed to give a 7.71% average reduction in working hours in relation to rota system 14-21-14-28. This corresponds to 122 fewer hours annually on average based on the average weekly working hours in the wage agreement, which is 33.6 hours per week on average offshore. Translated to ordinary hours on land based on 37.5 hours per week, this corresponds on average to 136 fewer hours annually.

The enterprise's remuneration must be reconciled so that the payment of wages when the rota system 14-28 is used is in accordance with the number of hours/annual hours that follow from such a rota system. Personnel who work an ordinary rota shall not be registered in the annual settlement with minus time.

During the annual settlement, hours in excess of the ordinary full man-year (based on the rota system 14-21-14-28) shall be remunerated as overtime in accordance with the rules in subsections 3.10.1 and 310.2.

Note

The parties agree that any future working hour reductions in the industry/society that are carried out without any reduction in wages shall be compensated financially.

Note:

After the employee has completed the planned period offshore, employers must ensure that the employee is given continuous leave from work corresponding to the duration of the last completed period before a new departure offshore can be scheduled. Any deviations from this can be agreed with the employee.

The parties agree that the introduction of a 14-28 rotation in 2014 does not imply a change in practice or the understanding the parties

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have about the offshore appendix, beyond the right to work reduced annual hours.

3.3 *Frameworks for ongoing plus and minus time at the start of a work assignment*

Employees must have their work distributed as evenly as possible throughout the year. However, the parties recognise that unpredictability in client projects may also lead to unpredictability for work offshore.

The parties' aim with this clarification is to provide more predictability in employee working hours and time off.

Employees may in periods be put on rotas where the normal free period is shortened/extended, or where the normal work period cannot be completed. Unless otherwise agreed between local parties, the following framework applies for imposed plus and minus time throughout the period working offshore in accordance with the Engineering Industry Part, first point 3 on working hours etc.:

- 150 hours plus time (134.4 offshore hours)
- 75 hours minus time (67.2 offshore hours)

The limit figure for plus and minus time applies at all times during the annual settlement period.

Work beyond the above framework for extra time are remunerated as determined for overtime. The overtime allowance goes on continuous payment in accordance with the enterprise's routines for salary payment. At annual settlement, hours worked which have already been paid as overtime determined in accordance with the frame number (150) shall not be paid with a new overtime supplement if the employee has extra time in excess of full-time work (1582). Reference is made to the current provision on annual settlement in point 3.2 fifth paragraph of the appendix.

Minus time beyond the aforementioned framework is compensated with individual hourly earnings and cannot be required to be worked in. Deviations from the above can be agreed between the employee and the employer. Employee and employer can agree that up to 37.5 hours of minus time in the annual settlement can be carried forward to the next annual settlement period.

Minus hours that cannot be carried forward must be deleted without salary deductions.

3.4 *Overtime*

Work in excess of 12 hours in a 24-hour day is to be regarded as overtime. Total time worked inclusive of overtime shall not exceed 16 hours a day. Total overtime offshore shall not exceed 200 hours in a calendar year, see Framework Regulations (FOR 2010-02-12 No. 158).

Use of overtime shall be confined to a minimum and whenever possible shall be divided among the employees. Whenever possible overtime shall be worked in direct connection with the working period.

3.5 *Rest breaks*

Rest breaks shall not be less than 30 minutes when the working period is 8 hours a day or 60 minutes in a 12-hour working period.

The time is counted from arrival at the canteen until the time of leaving it. Time for walking, changing clothes and washing is additional. The rest break shall be included in the working time.

Note:

When so required by the principal in the contract, the local parties may agree on division of the rest break in accordance with the Regulations.

3.6 *Work in excess of the offshore period*

If as the result of unforeseen events a change of crew cannot be effected at the appointed time, the employees must be prepared to continue work. Work beyond the normal period of stay must be paid as agreed for overtime. The overtime supplement must be paid continuously in accordance with the enterprise's routines for salary payment. For employees who had minus time on departure, cf. point 3.3, the work time beyond the normal period may be included in the annual work. Deviations can be agreed locally.

Hours worked that have already been compensated as for overtime shall not be compensated with a new overtime supplement.

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(Overtime supplements are calculated on the basis of § 5.2 of the Engineering Industry Agreement Part in force at the time the back payment is made.)

3.7 *Rest periods*

There shall be a period of at least 8 consecutive hours between two working periods, with access to qualified rest.

3.8 *Alteration of working period*

Notice of alteration of the working period shall be given to the individual employees as early as possible.

It is to be assumed that working periods will be in daytime, unless the person concerned is notified of night work periods before leaving home.

When the working period is changed from day to night work (or vice versa), a 100% supplement (hourly earnings) shall be paid for up to 36 hours, minimum 24 hours. These hours shall not be recorded as overtime.

This remuneration is not payable if the employee was notified of the change before leaving home, or when reverting to the working period originally planned.

Working time lost owing to transfers shall be compensated for by offshore pay.

3.9 *Offset working hours*

Staggered working hours outside set working hours shall be paid for the individual employee as overtime (100%).

3.10 *Settlement for time worked by personnel who work offshore and alternately work offshore, on onshore facilities and at the permanent establishments where the average working time is calculated.*

3.10.1

The total time worked by the individual employee shall be calculated and all working time offshore, on onshore facilities and at permanent establishments shall be included in the total time worked. Settlement of accounts shall take place at least once every 12 months. Annual settlement times shall be agreed upon locally.

In the period for settlement, settlement shall be based on the individual having started with a period of stay offshore or a working period onshore, and ending with a completed period of time off in lieu.

Time off in lieu must be taken for all time worked in excess of the contractual time. If the period of time off for overtime worked has not commenced when settlement is being made, overtime pay shall be paid out for this time in accordance with the rules for overtime pay. The local parties may agree that the individual employee may at his/her option transfer up to 200 hours for time off at a later date.

3.10.2 Model for settlement for time worked

All hours worked, except for overtime/extra time that already has been settled and paid in accordance with the agreement, shall be translated into 37.5 hour weeks, see the Engineering Industry Part 2.2.2.

Holiday periods and absences shall be taken into account in the settlement. Absences shall not be incorporated when calculating the correct excess time.

3.10.3 Calculating sickness absence and other legitimate paid absence

Sickness absence and other legitimate paid absences in connection with leave is to be recorded as time worked, except in cases where the absence occurs after the annual hours scheme has been met.

3.10.4 Settlement

The local parties may agree on practical solutions, so that the enterprise can use the same time of settlement for all the employees, including the transfer of minus/plus time for this purpose.

Note

Contracting from employment agencies

Fellesforbundet and Norsk Industri recognise that the industry may need to supplement its own staff with contracted staff from employment companies.

The organisations assume that local parties find the necessary solutions to be able to contracting from employment agencies, including entering into agreements in accordance with § 14-12 (2) of the Norwegian Working Environment Act where this is

necessary. It is further assumed that local parties take the enterprise's production needs and staffing situation as a starting point.

4. Travel rules – Reporting

4.1 *Travel – waiting time – travel expenses*

No remuneration will be paid for travel and waiting time from home to the living quarters. The same applies for the return journey and for joining and leaving the project. The parties at the enterprise shall discuss suitable travel arrangements, but Norsk Industri and Fellesforbundet make it a condition that established travel arrangements shall not be altered to the detriment of the employees.

If the system at the enterprise causes loss of working time for the employee, this shall be compensated for by hourly earnings + offshore supplement.

Travel expenses shall be paid according to an expense account. Other arrangements for travel expenses may be agreed upon at the individual enterprise.

4.2 *Living expenses when travelling*

Living expenses when travelling shall be reimbursed according to an expense account. Agreement on a fixed sum may be made, see the Engineering Industry Agreement Part's 6.5.1 No. 3.

4.3 *Waiting time at onshore departure base (heliport or similar)*

If as the result of unforeseen events after arrival at the heliport or similar base, offshore work cannot be commenced at the agreed time, the employee shall be paid for the time lost at the hourly earnings (maximum 12 hours per 24-hour day) + 11.61% + hourly compensation equivalent to the offshore supplement. In such cases the employee may be assigned to work ashore.

4.4 *Discontinued or cancelled work period*

In the event of interruption of the work period and cancellation of the planned work period, the following applies:

a. *Interruption during the period*

If the employer interrupts the work period after arrival at the facility, lost working hours are paid with hourly earnings (maximum 12 hours per day) + 11.61% + a compensation per

hour corresponding to the offshore supplement. In such cases, the employee may be assigned other work for the remainder of the period.

b. *Cancellation of the planned period of stay*

In cases where the employer cancels the planned period after the employee departs from home, hourly earnings are paid (excl. 11.61% compensation for reduced working hours and offshore allowance) for 12 hours. Total compensation, including any waiting time in accordance with point 4.3. must not exceed 12 hours per day.

Any missing hours due to conditions that arise according to point b) are handled according to point 3.3 (framework for plus and minus time) and section 3.10 (the settlement provision.)

4.5 *Offshore waiting time*

If as the result of unforeseen events departure from the platform cannot take place as planned, the employee shall be paid for offshore waiting time after the end of the offshore period at the individual hourly pay. (80% of hourly earnings, exclusive of all supplements) Waiting time shall be paid for up to 12 hours per 24 hours (the working period).

If the employee is given work, the number of hours for waiting time shall be reduced accordingly.

4.6 *Rest before commencing work*

Travel to commence an offshore period must be planned so that the employee is allowed an opportunity for necessary rest before commencing work. Until regulations are issued, this must be assessed by the parties locally in each particular case. Normally working time + travel time shall not exceed 16 consecutive hours.

4.7 *Shuttling*

Shuttling outside of working hours and appurtenant waiting time shall not be counted as working time and the time spent shall not be recorded as overtime. Time spent shall be compensated for by hourly earnings + offshore supplement, minimum half an hour.

If employees who live in living quarters separate from the place of work are delayed because shuttling has stopped or for a similar reason, they shall be compensated for this as for offshore work for

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maximum of 12 hours per 24-hour day. The employees shall perform work assigned to them during the waiting period.

4.8 *Reporting for work*

The place of reporting for work is on the structure on which the work is to be performed. The time of reporting may differ for the individual employees and shall be agreed upon beforehand.

5. **Holidays and holiday pay**

The length of holidays and the holiday pay are to be in accordance with the Act on holidays. For holidays regulated by the agreement, cf. Common Appendix 7.

Whenever not otherwise agreed locally, the following shall apply:

- The employee shall be free from all work in the first three weeks of the first leisure period after 1 June each year and the 12 first days (2 weeks) of the first leisure period after 30 September.

When an employee resumes offshore work after taking the holiday earned, this must be taken into account by the enterprise, cooperating with the employee – or possibly the shop steward – in connection with the employee's rota.

6. **Offshore courses and vocational training**

For courses, training, renewal of certificates etc. ordered by the enterprise during a period of time off in lieu, the employee shall be paid hourly earnings. This applies for the following training:

- I) Safety, repetition, local pilot and other courses required for health, safety and environment reasons for accommodation and work offshore.
- II) Courses and competence upgrading necessary and required for performance of the particular employee's work offshore.

The parties would stress that when upgrading the employee's competence is needed by the enterprise in regard to everyday operations, the employee shall receive the same pay as for ordered courses.

7. Emergency quarters

Agreement shall be made between the local parties regarding procedure/pay in cases where unforeseen events result in personnel being unable to return to their living quarters after the end of the daily working period.

8. Safety rules

8.1 Safety meetings etc.

Safety work shall be conducted pursuant to the rules and regulations in force. The employees must learn the statutes, regulations and working rules before commencing work offshore. Violation of these could result in the employee being sent home.

Safety meetings/drills, lifeboat and fire drills outside of working time are not to be counted as working time and the time spent on these shall not be recorded as overtime.

Agreement shall be made between the local parties regarding payment for safety drills etc. that take place outside of working hours.

Access techniques

Personnel who are to perform inspections/work that involve use of access techniques must produce documentation showing that they have passed the course for this type of work.

8.2 Working clothes, protective clothing and equipment, survival suits

The necessary protective clothing/equipment and working clothes shall be provided by the employer, see the regulations. Protective clothing/equipment and working clothes belong to the enterprise and shall be clean and in good condition when issued. All outer garments worn during work offshore shall be orange in colour and shall be flame-proof.

The licensee or the enterprise shall provide survival suits for the employees during transport from the outbound departure base to the structure, during stay on the structure, during shuttling and during transport from the structure back to the departure base.

9. Welfare leave

Leave with pay, but without the offshore supplement (for 12 hours per day) shall be granted in the event of a death and funeral in the

nearest family, acute, serious illness in the home, and in the case of admission to hospital. In addition leave without pay shall be granted on the conditions set forth in the Working Environment Act. This shall be based on the Agreement provisions. At the end of the period of leave the enterprise may assign work ashore for the remaining number of hours in the working period.

When events that satisfy the conditions for welfare leave can be foreseen, the enterprise shall be notified as soon as possible before departure offshore, so that the employee can instead be assigned work ashore for the offshore period concerned.

10. Insurance / sick pay arrangements / medical examinations

10.1 Insurance/sick pay

Sick pay is payable in accordance with the regulations issued by the National Insurance Administration. The part of the offshore supplement that is to be included in the income base for determining sick pay, must be decided by the local parties. Illness during a period of time off in lieu, does not entitle the employee to an extension of that period.

Through insurance taken out by the enterprise the employee shall be covered by accident insurance based on a sum equivalent at least to 20 x the basic national insurance amount (G) in the event of death and 40 G for 100% disablement.

The insurance shall apply for travel between home and the offshore structure and for the period the employee is on the structure.

If the enterprise already has corresponding or better insurance for its employees, it shall not be obliged to take out more insurance.

10.2 Health checks/medical examinations

The employee shall document that he/she has undergone the required medical examination before commencing work offshore. Time spent for such examinations will not be recompensed.

Medical examinations shall be carried out in accordance with the regulations in force and/or when the company medical officer considers such necessary.

In the event of illness during a period of time off in lieu, a medical certificate showing that the employee is fit for work shall be

produced before commencing a new offshore period, and a medical certificate showing that the employee is unfit for work shall be produced if owing to illness the employee is unable to commence a new offshore period.

11. Pay rules

11.1 Hourly earnings

The individual employee shall be paid wages in accordance with the wage agreement that applies at the enterprise and, if appropriate, compensation for the lower number of hours worked offshore. (from 37.5 to 33.6 hours 11.61%.)

Compensation for shorter working hours shall be paid for up to 12 hours per working period and is not to be included in the overtime base.

11.2 Offshore supplement

An hourly offshore supplement of NOK 100.09 shall be paid in addition to the hourly earnings. The offshore supplement shall cover all special supplements pursuant to the Engineering Industry Agreement and all supplements for special circumstances related to the working situation, as well as travelling and waiting time from home to the living quarters and return.

In connection with coming agreement revisions, the offshore supplement will be adjusted by the percentage increase for the Engineering Industry Part, as determined by NHO's statistics for this agreement. The earnings concept shall be based on "agreed pay". This shall be based on the rise from the last measurement point prior to the last adjustment and through to the last measurement point prior to the current adjustment. For adjustments, if any, of the other agreement rates at intermediate collective wage agreements, the offshore supplement shall also be adjusted as provided above.

11.3 Overtime supplement

Work in excess of 12 hours in a 24-hour day is to be regarded as overtime and recompensed by 100% overtime supplement.

11.4 Work on movable public holidays and feasts, and work on New Year's Eve and the eve of Easter Sunday, Whit Sunday and Christmas Day after 1200 hours

APPENDIX 1

100% overtime supplement shall be paid for work on the following days:

New Years' Eve	7 hours	17 th of May	12 hours
New Year's Day	12 hours	Ascension Day	12 hours
Maundy Thursday	12 hours	Eve of Whit Sunday	7 hours
Good Friday	12 hours	Whit Sunday	12 hours
Eve of Easter Sunday	7 hours	Whit Monday	12 hours
Easter Sunday	12 hours	Christmas Eve	7 hours
Easter Monday	12 hours	Christmas Day	12 hours
1 st of May	12 hours	Boxing Day	12 hours

200% shall be paid for overtime work in excess of 12 hours.

In addition hourly earnings for 7.5 hours shall be paid for movable public holidays that occur during an offshore period. These provisions are not intended to prevent the parties at the enterprise from agreeing on other payment, within the above framework. The above shall be paid also when these days fall on Saturdays and Sundays.

11.5 *Night work supplement*

An hourly supplement of NOK 56.51 shall be paid for night work. This supplement shall not be paid for hours for which overtime percentages are paid.

11.6 *Access techniques*

Personnel who perform climbing assignments, see 8.1 "Access techniques", shall be recompensed by NOK 52.57 per hour of approved climbing time, in addition to offshore pay.

Note

The parties have agreed that this is an isolated exception from the principle in 11.2.

12. Shop stewards/safety delegates

Norsk Industri and Fellesforbundet recommend that shop stewards be elected for offshore work and when the working group consists on average of 25 employees or more, see Basic Agreement, Chapter V. With regard to safety delegates, reference is made to the Working Environment Act and Regulations.

The special circumstances make it necessary to maintain continuity in the offshore shop steward system. Whenever possible the parties shall take this into consideration when demobilising/transferring employees.

13. Disputes

If disputes arise concerning interpretation or practical implementation of this Appendix, the rules in §2-3 of the Basic Agreement shall be followed.

14. Duration

This agreement is incorporated as an appendix to the Engineering Industry Part and the duration and notice of termination are the same as for that part. The parties have agreed that negotiations concerning any material amendments proposed should be conducted by a special offshore committee, and so that at collective bargaining the proposed new offshore agreement can be included in and covered by voting on the new agreement.

Framework Agreement on Working Hour Systems for Major Works

The parties have agreed on the following framework agreement on systems of working hours for major works:

1. This agreement concerns assignments on major works where the working hours are 37.5 hours a week and where the employee has to stay away from home overnight. Under special circumstances the agreement may also be made applicable for other employees.
2. When use of working hours according to this framework agreement and within the provisions of the Engineering Industry Part has been agreed upon locally, the agreement shall be sent to Norsk Industri and Fellesforbundet. The system must not be put into effect until approval is received from both organisations. The parties are to be given an answer as soon as possible and not later than within three days from the time the organisations received the agreement. If one of the organisations is unable to accept the proposal, it shall immediately discuss this with the other organisation.
3. It is a condition that it is only made applicable for the individual works and for a limited period of time.
4. A 12/9 rota shall be used with working hours of up to 10.5 hours per day that are preferably within the period from 0700 to 1800 hours (see enclosed example of working plan).
5. As a general rule overtime shall not be worked in connection with such rota systems. If there is need of overtime work in exceptional circumstances, such work may be done only by agreement with the shop steward(s) with respect to the Basic Agreement and on-site representative for the employer.
6. Exemption need not be obtained from the Labour Inspectorate when working hours follow this agreement.
7. Any agreements that go beyond this framework must be considered in each particular case in accordance with the rules of the Working Environment Act, § 10-12 (4).
8. This framework agreement authorises shift work systems. If working hours on shift work continue after 2400 hours, exemption for night

work will be required in the normal way, see §10-11 of the Working Environment Act. Working hours for two-shift systems shall be 35.5 hours.

9. When calculating time worked by personnel working on the different onshore facilities and/or fixed operating places where the average working hours system applies, the calculation principles in the Engineering Industry Part, Appendix 1, subsections 3.10.1 and 3109.2 shall apply.
10. Payment for movable feasts and public holidays
 - a) For work on public holidays and feasts, employees shall be paid ordinary pay + 100% (as provided for overtime) + corresponding remuneration for public holidays and feasts according to the working plan.
 - b) In the case of time off during the offshore period, remuneration shall be paid for public holidays and feasts according to the working plan.
 - c) During leisure periods employees shall receive pay for public holidays and feasts for 7.5 hours.

APPENDIX 2

Example of a working plan:

This working plan involves a system of making up time, with 12 days on and 9 days off. The work force will be divided into three crews and working hours will be as follows, inclusive of a 30 minute break for a meal:

	<u>Lag 1</u>	<u>Lag 2</u>	<u>Lag 3</u>
Mandag	kl. 07.00 - 18.00	avspasering	kl. 10.00 - 18.00
Tirsdag	kl. 07.00 - 18.00	avspasering	kl. 07.00 - 18.00
Onsdag	kl. 07.00 - 18.00	avspasering	kl. 07.00 - 18.00
Torsdag	kl. 07.00 - 18.00	avspasering	kl. 07.00 - 18.00
Fredag	kl. 07.00 - 18.00	avspasering	kl. 07.00 - 18.00
Lørdag	fri	fri	kl. 07.00 - 18.00
Søndag	fri	fri	fri
Mandag	avspasering	kl. 10.00 - 18.00	kl. 07.00 - 18.00
Tirsdag	avspasering	kl. 07.00 - 18.00	kl. 07.00 - 18.00
Onsdag	avspasering	kl. 07.00 - 18.00	kl. 07.00 - 18.00
Torsdag	avspasering	kl. 07.00 - 18.00	kl. 07.00 - 18.00
Fredag	avspasering	kl. 07.00 - 18.00	kl. 07.00 - 18.00
Lørdag	fri	kl. 07.00 - 18.00	fri
Søndag	fri	fri	fri
Mandag	kl. 10.00 - 18.00	kl. 07.00 - 18.00	avspasering
Tirsdag	kl. 07.00 - 18.00	kl. 07.00 - 18.00	avspasering
Onsdag	kl. 07.00 - 18.00	kl. 07.00 - 18.00	avspasering
Torsdag	kl. 07.00 - 18.00	kl. 07.00 - 18.00	avspasering
Fredag	kl. 07.00 - 18.00	kl. 07.00 - 18.00	avspasering
Lørdag	kl. 07.00 - 18.00	fri	fri
Søndag	fri	fri	fri
<i>Totalt</i>	<i>112,5 timer</i>	<i>112,5 timer</i>	<i>112,5 timer</i>

VO-DELEN

Framework Agreement for Incorporating Onshore Work with Daily Working Hours in Excess of 10.5 Hours with/without Work on Sundays

This Framework Agreement has been concluded between Fellesforbundet and Norsk Industri for the 2024-2026 collective wage agreement period, in accordance with § 10-12 (4) of the Norwegian Working Environment Act. When wage agreements are revised, the parties shall agree on whether this framework agreement shall be continued for the next wage agreement period.

1 Scope

This agreement regulates systems for incorporating personnel who must stay overnight away from home and is based on calculating the average weekly working hours that have daily effective working hours exceeding 10.5 hours. This may also be made applicable to necessary support personnel. This shall be clearly stated in the application. Whenever it is necessary to use the system for employees not named in the application, a separate application and approval will be required.

It is a condition that the system be used only for large installations or operating facilities and for a limited period of time.

For individual employees, systems in accordance with the Framework Agreement shall be based on the average weekly working hours in the wage agreement (Common Appendix 5, "Reduction of working hours from 1 January 1987").

If the system for which an application is submitted is comparable with continuous shift work (33.6 hours) or entails the use of night work, the duration and the number of employees who are encompassed by this, shall be evident from the application. The percentage of these employees in relation to the applicant's manpower for the project shall also be evident from the application.

The main enterprise may submit a joint application that also includes subcontractors.

Reference is otherwise made to the agreement.

APPENDIX 3

Based on the local agreement minutes, the enterprise shall send an application to Fellesforbundet, which will forward its recommendation to LO. The local protocol shall accompany the application together with the working plan. If the main enterprise also includes subcontractors in its application, the application shall include local minutes from these subcontractors. The system may be put into effect when Fellesforbundet notifies the enterprise that the application is approved.

When Norsk Industri so requests Fellesforbundet shall send the Norsk Industri lists of the applications received and the results of the processing by Fellesforbundet and LO.

Fellesforbundet shall send a copy of its expedition of the working hours application to LO to the enterprise.

2 HSE and welfare requirements

HSE, the employees' family situations and welfare, and the needs of the enterprise for productivity and project completion, must be taken into consideration in the incorporating system.

The enterprise shall ensure that the mandatory requirements in the Working Environment Act, § 10-2 (1), (2) and (4), and § 10-11 (7) regarding night work, are taken into consideration in its system of working hours. The manner in which this is done shall be described in the local agreement.

Employers who use working time systems in accordance with this Agreement shall, as a general rule, not require employees to work during their off-duty period. Examples of departure from the general rule are sporadic travel assignments and when making up missing working hours according to status.

In working time systems according to this agreement, travel to and from the works shall preferably take place on the days on which the system starts and ends.

3 Working hours

This agreement applies for systems with work on Sundays and public holidays and systems without work on such days.

Up to 12.5-hour working days may be used.

For days with more than 10.5 effective working hours there shall be a break of at least one hour, of which 30 minutes is to be included in working hours.

Up to 15 consecutive days may be used, of which maximum 14 days may be 10.5-hours of effective working time.

Systems with two days off during the period of stay may not be used/agreed upon.

Work shall preferably be done during daytime. Working hours shall preferably be between 0700 and 1900 hours. Working hours may not be placed outside the period between 0600 and 2000 hours.

As a general rule overtime shall not be worked in connection with such rota systems. If there is need of overtime work in exceptional circumstances, such work may be done only by agreement with the shop steward(s) with respect to the Basic Agreement and on-site representative for the employer.

Whenever night work is approved, it shall preferably take place between the hours of 1900 and 0700, with compensation in accordance with the local agreement and/or the collective agreement. See also § 10-11 of the Working Environment Act regarding night work.

Systems of working hours according to this agreement, shall not supplant local employees and working time rules that follow from the collective agreement and the Working Environment Act.

4 Concluding local agreements

Information and discussions regarding work assignments and possible use of systems of working hours according to this Agreement, shall be taken up with the shop stewards in accordance with the Basic Agreement, § 9-3.

Negotiations regarding systems of working hours shall be based on the systems that may be possible/relevant in the particular case. When concluding a local agreement, importance must be attached to HSE and consideration of the employees' family life and welfare, as well as the productivity of the enterprise and completion of the project.

One of the standardised working plan systems, on which the parties agree, shall preferably be used.

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See also the Engineering Industry Part, 6.5.1 No.8, "Work during the assignment period" third subsection..

5 Approval

The duration of the individual system of working hours shall be linked to the length of the project or assignment.

Applications are approved for up to one year at a time.

The enterprise must receive an answer as quickly as possible.

An evaluation of HSE and welfare experience may be required as a feature of Fellesforbundet's assessment of applications for extensions. If so required by one of the local parties, and an evaluation exists, the evaluation shall be enclosed with the application for extension.

Fellesforbundet will normally grant an extension application provided that the system is not unreasonably stressful.

6 Termination locally

The shop stewards/chief safety delegate may, at one month's notice, demand that the system be altered or terminated if they consider that it is unreasonably stressful. Evaluation of HSE and welfare experience may be required before presenting such a demand.

If the enterprise does not agree with the demand it may, without undue delay, refer the matter to Fellesforbundet for assessment. Norsk Industri may request a meeting with Fellesforbundet concerning the matter if the enterprise so desires. Termination will be postponed until Fellesforbundet has reached a decision on the matter.

The period of notice for termination pursuant to this clause is of no concern for the period of notice used by LO for any approvals relating to breach of approval conditions.

7 Elements for use to promote solutions for time off (if not included)

To ensure the best possible unbroken leisure periods for the employees concerned to attend to family and welfare needs and to secure suitable working time systems, the following can be inserted in the working time systems as a collective agreement:

- a) Vacations shall be allowed in accordance with the Act relating to holidays. Holidays may be taken in each rota to achieve continuous

leisure time solutions. However holiday for the next holiday year may not be taken in advance for use in rotas under this framework agreement.

Employees who do not have any holiday to take, shall not suffer (have position/pay reduced).

- b) As part of this collective agreement, special compensation of 15 minutes per working day in working time systems/rotas with more than 10.5 effective working hours, shall be added in plus time calculations. Any excess time generated in the settlement calculations as a result of this, is intended as a contribution towards making it easier to balance the system in each rota; it shall not be treated as excess time according to the settlement rule in 8 below.

In addition the following individually agreed solutions can be used, for example:

- c) Employees who, instead of using holiday time, cf. 7 a), wish to use any minus time that arises as a result of the system's missing hours during the working period, may be allowed to do so by agreement with the employer. This must not be done if it conflicts with the HSE requirements in the Working Environment Act.
- d) Agreements may be made with the individual employees for taking time off in lieu of missing hours corresponding to pay for movable public holidays and feasts, by including this in the settlement calculations. This applies to overtime pay in 9 a) and remuneration for public holidays and feasts during the leisure time period under 9 c).
- e) Excess time, courses and training that are scheduled during the leisure time period may be used for settlement of any time owed upon agreement between the employer and employee.

8 Settlement for systems in accordance with this framework agreement

Working time systems in accordance with this agreement should preferably come out even, possibly by using the means provided under 7 above. Employees shall be ensured their employment fraction and pay.

When settling working time for personnel working on the various onshore installations and/or fixed operating sites who have average

APPENDIX 3

calculations for working hours, the principles in the Engineering Industry Part, Appendix 1 (Collective Wage Agreement for Offshore Work), subsections 3.10.1, 3.10.2 and 3.10.3 apply.

Any minus time in systems under this agreement that can be transferred to the next settlement period, shall be limited to 37.5 hours per year. Everything in excess of 37.5 hours minus time shall be struck off at the annual settlement, without loss of pay.

If the employee has to leave owing to illness or accident, or if the employer dismisses an employee for a reason that is the fault of the employee, any minus time shall be struck off without loss of pay and the employee shall be paid for any excess time as provided for overtime.

If an employee resigns, settlement shall be calculated for rotas according to this agreement. A deduction may be made for up to 37.5 hours minus time. Everything in excess of that shall be struck off, without deduction from pay. Any excess time not used in an agreed manner shall be paid out as provided for overtime. Settlement shall be made on the first ordinary payday.

The employee shall be informed of his status after sporadic travel assignments.

Any minus time accumulated according to 7 c) above (individual agreement on incorporation) that has not been incorporated at the time of settlement, will come in addition to the minus time mentioned in the second, fifth and seventh paragraphs of this section.

9 Remuneration for movable public holidays and feasts

- a) For work on public holidays and feasts, employees shall be paid ordinary pay + 100% (as provided for overtime) + corresponding remuneration for public holidays and feasts according to the working plan.
- b) In the case of time off during the offshore period, remuneration shall be paid for public holidays and feasts according to the working plan.
- c) During leisure periods employees shall receive pay for public holidays and feasts for 7.5 hours.

10 Waiting time

If owing to unforeseen events work cannot commence at the agreed time, the individual enterprise shall pay the employee the lost hours at the agreed hourly rate for the project.

If unforeseen events related to the journey (transport delays etc.) result in the planned journey home being delayed, the hourly rate shall be paid for waiting time on the first day from 3 hours after the planned departure and for maximum 7.5 hours. The next day the employee shall be paid for up to 7.5 hours per 24 hours.

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EXAMPLES OF ROTA PLANS

Ex. 1	15:20 rotasjon med søndagsarbeid, arbeidstid 07.00-19.30 - oppstart første dag 12.00, avslutning siste dag 15.00 Forutsetning for timetall per dag er: 0,25 t betalt pause 09.-09.15, ubetalt lunsj 11.30-12.00, 0,25 t betalt pause 15.45-16.00						
	Mandag	Tirsdag	Onsdag	Torsdag	Fredag	Lørdag	Søndag
LUKE.1	Arbeidet tid inkl. pauser	Avspasering	12.00-19.30	07.00-19.30	07.00-19.30	07.00-19.30	07.00-19.30
	Arbeidet tid inkl. pauser	Avspasering	12.00-19.30	07.00-19.30	07.00-19.30	07.00-19.30	07.00-19.30
	Antall timer inkl. pauser		7,5	12,5	12,5	12,5	12,5
	Pauser (betalt)		0,25	0,5	0,5	0,5	0,5
	Arbeidet tid eks. pauser		7,25	11,5	11,5	11,5	11,5
	Antall timer betalt		7,5	12	12	12	12
							55,5
LUKE.2	Arbeidet tid inkl. pauser	07.00-19.30	07.00-19.30	07.00-19.30	07.00-19.30	07.00-19.30	07.00-19.30
	Arbeidet tid inkl. pauser	12,5	12,5	12,5	12,5	12,5	12,5
	Pauser (betalt)	0,5	0,5	0,5	0,5	0,5	0,5
	Arbeidet tid eks. pauser	11,5	11,5	11,5	11,5	11,5	11,5
	Antall timer betalt	12	12	12	12	12	12
							84
LUKE.3	Arbeidet tid inkl. pauser	07.00-19.30	07.00-15.00	Avspasering	Avspasering	Fri	Fri
	Arbeidet tid inkl. pauser	12,5	12,5	8			
	Pauser (betalt)	0,5	0,5	0,25			
	Arbeidet tid eks. pauser	11,5	11,5	7,25			
	Antall timer betalt	12	12	7,5			
							31,5
LUKE.4	Arbeidet tid inkl. pauser	Avspasering	Avspasering	Avspasering	Avspasering	Fri	Fri
LUKE.5	Arbeidet tid inkl. pauser	Avspasering	Avspasering	Avspasering	Avspasering	Fri	Fri
	Arbeidet timer per rotasjon						164,00
	Betalte timer per rotasjon						171,00
	15 min kompensasjon per dag *note 1					14,2	3,55
	Ferie eller annet virkemiddel						2,95
	Sum timer for arbeidstidskompensasjon						177,50 timer
	Arbeidstidskompensasjon						9,99
	Betalt tid i rotasjon						187,49 timer
							5,63 %

Elementer benyttet for å få ordningen til å gå opp omregnet til 37,5 t uke = 2,95 t x 5,63 % = 3,12 timer

For å oppnå mulighet for reise til og fra anlegget første og siste arbeidsdag er betalt pause disse dager delt i to, dvs. 15 min betalt pause første og siste arbeidsdag.

Ferie til gode hvis en kun benytter av ferie til å dekke opp manglende timer: 52,14/5 = 10,4 rotasjoner x 3,12 t per rot. = 32,44 t forbruk av ferie = 155 t ferie til gode, dvs. 20,6 dager.

Note 1

Som del av denne rammeavtalen er en særskilt kompensasjon på 15 minutter per arbeidsdag i arbeidstidsordninger/rotasjoner med effektiv arbeidstid ut over 10,5 timer som legges som plussid i avregningen. Evt. mer tid som genereres i avregningen som følge av dette er ment som bidrag til at ordninger lettere kan gå i balanse i hver rotasjon, og skal ikke håndteres som mer tid etter reglende om avregning i ny rammeavtale om innarbeidning i denne overenskomst.

EX. 2 15-20 rotasjon med søndagsarbeid, arbeidstid 07.00-19.00 – oppstartsforste dag 12.00, avslutning siste dag 15.00 Fortsattsejning for timertall per dag er : 0,25 t betalt pause 09-09:15, ubetalt lunsj 11.30-12.00, 0,25 t betalt pause 15.45-16.00												
Mandag	Tirsdag	Onsdag	Torsdag	Fredag	Lordag	Sondag	Betaltd	Arbeidstid				
Avpassering	Avpassering	12.00-19.00	07.00-19.00	07.00-19.00	07.00-19.00	07.00-19.00						
<u>EX. 2</u>												
<u>LUK 1</u>												
Arbeidet tid inkl. pauser	12	12	12	12	12	12						
Antall timer inkl. pauser	0,25	0,5	0,5	0,5	0,5	0,5						
Pauser (betalt)	6,75	11	11	11	11	11						50,75
Arbeidet tid eks. pauser	7	11,5	11,5	11,5	11,5	11,5						53
Antall timer betalt												
<u>LUK 2</u>												
Arbeidet tid inkl. pauser	12	12	12	12	12	12						
Antall timer inkl. pauser	0,5	0,5	0,5	0,5	0,5	0,5						
Pauser (betalt)	11	11	11	11	11	11						77
Arbeidet tid eks. pauser	11,5	11,5	11,5	11,5	11,5	11,5						80,5
Antall timer betalt												
<u>LUK 3</u>												
Arbeidet tid inkl. pauser	12	12	8									
Antall timer inkl. pauser	0,5	0,5	0,25									
Pauser (betalt)	11	11	7,25									29,25
Arbeidet tid eks. pauser	11,5	11,5	7,5									30,5
Antall timer betalt												
<u>LUK 4</u>												
Arbeidet tid inkl. pauser	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering
Arbeidet tid inkl. pauser	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering
Arbeidet tid inkl. pauser	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering	Avpassering
Arbeidet timer per rotasjon												157,00
Betalte timer per rotasjon												164,00
15 min kompensasjon per dag *note 1												3,55
Ferie eller annet virkemiddel												14,2
Sum timer for arbeidstidkompensasjon												9,95
Arbeidstidkompensasjon												177,50 timer
Betaltd i rotasjon												5,63 %
												9,99
												187,49 timer

Elementer berettiget for å få ordningen til å gå opp omregnet til 37,5 t uke = 995 t x 5,63 & = 1051 timer
 For å oppnå manglet for ferie til og fra anlegget første og siste arbeidsdag er betalt pause disse dager delt i to, dvs. 15 min betalt pause første og siste arbeidsdag.
 Ferie til gode hvis en kan beretter av ferie til å dekke opp manglende timer: $52,14/5 = 10,4$ rotasjoner x 10,51 t per rot. = 109,3 t forbruk av ferie = 78,2 t ferie til gode, dvs. 10,4 dager.

Note 1
 Som del av denne rammeavtalen er en særlik kompensasjon på 15 minutter per arbeidsdag i arbeids tidsordninger/rotasjoner med effektiv arbeidstid ut over 10,5 timer som legges som plusstid i avregningen. Evt. mer tid som genereres i avregningen som følge av dette er ment som bidrag til at ordninger lettere kan gå i balanse i hver rotasjon, og skal ikke håndteres som mer tid etter reglene om avregning i ny rammeavtale om innarbeiding i denne overenskomst.

Criteria for the understanding of “enterprise” in accordance with the Engineering Industry Part Chapter VI

Norsk Industri and Fellesforbundet agree on the following criteria for the understanding of “enterprise” in accordance with the Industry Agreement, Engineering Industry Part, Chapter VI) Reference is made in this connection to the Chief State Mediator’s minutes book from the leading sector settlement in 2016. The parties agree to the following revision of the relevant criteria for business start-ups. Whether the business start-up is valid under the collective wage agreement is determined by means of an overall assessment based on the following criteria.

Purpose of the start-up:

- The primary purpose of the business start-up must not be to circumvent or avoid collective wage agreement obligations.
- Norsk Industri and Fellesforbundet are concerned about enterprises being able to ensure that contractual and customer obligations are followed up and that local employment is promoted.

Requirements regarding the organisation:

- The enterprise must have a real organisation with its own management
 - The enterprise must be clearly identifiable at the local site for employees and the rest of the world.
 - The enterprise shall be registered with the Central Coordinating Register for Legal Entities
 - The enterprise must be staffed so that it can safeguard the employer's obligations. Pursuant to the Basic Agreement, § 5-2, No. 3 and No. 4, the employer shall have a responsible representative present who the shop stewards can contact.
 - The scope does not encompass situational and short-term activities
 - The fact that an enterprise is bound by a collective wage agreement does not in itself entail that it is an “enterprise” with respect to the Engineering Industry Part’s Chapter VI

Requirements regarding the employment relationship:

- The employee’s employment relationship must be linked to the enterprise in question

- The employer's (enterprise's) address shall be stated in the employee's employment contract
- The employee is registered in the employer and employee register
- Changes to the employment contract follow the ordinary employment protection rules in the Working Environment Act and Basic Agreement
- Any transfer of employees between assignment locations or enterprises to avoid collective wage agreement obligations may not take place
- If the employee is sent out to work on assignments outside the enterprise Chapter VI applies.
- Employees may not be transferred between various assignment locations or enterprises with the effect that the travel rules do not apply

Process and follow-up

Norsk Industri and Fellesforbundet will carry out regular meetings that are anchored with the management of the organisations to assess how the provisions are implemented and followed up. There may be cases in which the changes have unintentional consequences, and the parties will seek to clarify these on an ongoing basis and possibly prepare new common guides etc.



Further development of the industry collective agreement and scope of the collective agreement

§ 1 Scope

1.1 Establishment

This appendix can be used by local agreement in enterprises where the Industrial Agreement Engineering Industry Part has already been applied.

The local agreement must follow the provisions of the Basic Agreement § 4-2.4.

1.2 Positions associated with production and positions in production

By agreement between local parties, the provisions in this appendix can be made applicable to members of the Federation in positions connected to production such as engineers, technicians, programmers, inspectors, supervisors etc.

By local agreement, it can also be determined that the conditions in the appendix should apply to special employees/groups who have positions in production, cf. the Common Part § 2.2 and the Engineering Industry Part § 1.1.

The appendix does not cover employees in administrative/commercial positions.

The agreement does not encompass any members of the Federation that represent the enterprise's top management. The same applies to members of the Federation that are the enterprise's representatives for the determination of general wages and working conditions.

1.3 Notice

The shop stewards must notify the enterprise in writing of which members of the Federation in job categories are to be covered by the appendix. The employees are only covered by the appendix when confirmation from the enterprise becomes available.

This applies to named person(s).

1.4 Shop stewards

The Federation's shop stewards must be able to represent members of the Federation covered by this appendix, cf. HA Chapter 4.

Note:

The Federation refers to the Federation's statutes, where it is determined that only members covered by a salary negotiation (salary agreement) have the right to vote on the result.

§ 2 Working hours

Ordinary, effective working hours shall not exceed an average of 37.5 hours per week. Reference is made to the appendix on 'Reduction of working hours from 1/1-1987', cf. Appendix 5 to the Common Part.

§ 3 Pay

3.1 Setting individual salaries

The salary for the individual employee is set as a monthly salary. The enterprise must set each employee's salary individually based on a factual assessment of competence, skill, achievement of results and the position's area of responsibility and work. Further criteria are determined by the enterprise after discussions with the shop stewards. There shall be no actual or real discrimination on the basis of gender.

As part of local wage negotiations, the enterprise must also conduct a wage assessment of employees who are absent due to parental leave and long-term illness.

The setting of individual salaries requires dialogue, e.g. salary negotiations, between manager and employee. The manager must give the employee feedback on the assessment made in accordance with established assessment criteria, the rationale for this and any pay-related consequences. The employee must be given the opportunity to comment on the assessment.

When assessing individual salaries, account must be taken of both the development in salaries in general that must be expected in each year, as well as the development that has taken place with regard to the individual's skills.

Differentiation in pay in an enterprise that is as fair as possible shall be sought in consideration of the guidelines stipulated above for the determination of individual pay rates.

APPENDIX 5

To the extent that the elected shop stewards in each year find it necessary to correct any distortions that have arisen, it shall be able to make an additional adjustment at a time other than that specified above. The enterprise are further able to raise such questions with shop stewards.

3.2 *Local negotiations*

The time for local salary negotiations is agreed locally at the enterprise.

If the pay system does not provide an overview of the wage conditions for the individual employees, shop stewards must on request be given up-to-date lists showing the status and earnings for all of the members of the Federation who are covered by the appendix.

The negotiations are conducted in accordance with the Common Section § 6.10. If local agreement is not reached on the framework for regulating the profit level, the matter can be brought before the Federation, which will decide whether the matter should be taken up with Norsk Industri. In all cases, the company must implement the regulations.

If the Federation asks Norsk Industri for a negotiation meeting on the wage conditions, the necessary information, including protocols, must be attached. The purpose of the meeting will be to find a resolution for the local pay dispute.

Possible implementation of tempo reduction according to the Engineering Industry Part § 3.3, point 3.3.4 does not apply to employees covered by this appendix. Nor should they be assigned other tasks than normal in such a situation.

§ 4 **Other wage and working conditions**

The parties agree that the Industrial Agreement's Common Part, Chapters III, IV, V, §§ 5.2, 5.3, 5.6 - 5.9, VIII, §§ 8.2 - 8.4, IX, X, and XI, § 11.3 Common Appendices 1-7 apply.

It is assumed that when local parties agree on the establishment of this appendix, they also compare pay and working conditions for the members of the Federation with those that apply to other

comparable positions in the enterprise and regulate this in an appropriate manner.

TECHNOLOGY AND COMPUTER INDUSTRY PART

Chapter I *Scope*

§ 1.1 **Scope**

The agreement does not encompass any members of the United Federation that represent the enterprise's top management. The same applies to members of Fellesforbundet that are the enterprise's representatives for the determination of general wages and working conditions.

The defining boundaries may depend on the enterprise's organisation and in some cases the size of the enterprise.

If problems should arise in connection with defining the boundaries, a resolution shall be sought by means of local negotiations. If no agreement is reached, the question will be resolved by Fellesforbundet and Norsk Industri.

§ 1.2 **Trade groups**

1.2.1 At every enterprise, distinctions between adult employees are made according to their qualifications and the nature of their work.

1.2.2 A condition for recognition as a skilled worker is that the person concerned has passed the trade examination held in accordance with the Vocational Training Act, either after serving a period of apprenticeship under contract or by gaining experience in accordance with § 3.5 of the Act (formerly § 20).

Chapter II *Working hours*

§ 2.1 **Ordinary daytime working hours**

See also the Common Part, § 5.1

2.1.1 When there is due reason for doing so, ordinary working hours may be worked on Saturdays between 0600 and 1200 hours.

2.1.2 The parties would point out that, to facilitate efficient utilisation of production equipment, it will be of great importance to establish a system of flexible working hours, including rest breaks. Therefore, based on the State Mediator's proposal at the collective negotiations in 1986, section c), subsection 5, it is recommended that the individual enterprises reach agreement on such systems.

§ 2.2 Overtime

See also the Common Part, § 5.5

2.2.1 Overtime work should be confined to a minimum and should in particular not be used in excess for or by an individual employee.

2.2.2 Also within the framework of the limits for overtime work stipulated by law, employees shall be entitled to be excused from overtime work for special occasions such as meetings etc. and also other private reasons.

§ 2.3 Shift work

See also the Common Part, § 5.2 and Common Appendix 5

2.3.1 In the event of a temporary change from daytime work to shift work or from working two shifts to three shifts, compensation for the reduced working hours shall be paid by adding to the shift worker's earnings on shift work, including overtime, for each pay period:

- from 37.5 to 36.5 hours: 2.74 %
- from 37.5 to 35.5 hours: 5.63 %
- from 37.5 to 33.6 hours: 11.61 %
- from 36.5 to 35.5 hours: 2.82 %
- from 36.5 to 33.6 hours: 8.63 %
- or the percentage obtained if working hours are reduced from other numbers of hours.

2.3.2 It is the intention that the shifts in a two-shift system shall alternate each week between morning and afternoon shifts. It is the intention that the shifts in a three-shift system shall alternate between combinations of morning shifts, afternoon shifts and night shifts.

Other systems may be effected by the enterprise if production conditions so dictate. The same applies when so agreed between the parties at the enterprise.

Chapter III
Setting pay rates
(See also Common Part, Chapter VI)

§ 3.1 Pay level and differentiation

3.1.1 Minimum hourly pay

New employees:	NOK 202.14	per hour
After one year of employment:	NOK 204.20	per hour
Skilled workers:	NOK 211.79	per hour
After one year's employment as a skilled worker:	NOK 213.73	per hour

Pay for holiday substitutes or extra help may be agreed upon locally, regardless of the rates above.

See also the Common Part, § 6.1

- 3.1.2** The local parties shall conduct local negotiations in accordance with the Common Part § 6.10. If no local agreement is reached on the framework for adjustment of the level of earnings, Fellesforbundet may take the matter up with Norsk Industri. If agreement is not reached at the meeting between Fellesforbundet and Norsk Industri, the parties may bring the matter before NHO and LO for final negotiations. Further guidelines for such meetings may be given in the Technology and Computer Part § 3.5.

See also the Common Part § 6.10

- 3.1.3** Differentiation in pay between the individual employees in an enterprise that is as fair as possible shall be sought in consideration of the guidelines stipulated below for the determination of individual pay rates, see Technology and Computer Industry Part, § 3.2.

See also Common Part 6.10.2

- 3.1.4 If the pay system does not provide an overview of the wage conditions for the individual employees, shop stewards who so request shall be given lists showing the status and earnings for all of the employees that are encompassed by the Technology and Computer Industry Part.
- 3.1.5 The pay rates for specified employee categories may be determined collectively by agreement, see Technology and Computer Industry Part, § 3.3. In connection with the creation of the Technology and Computer Industry Part for new enterprises, the local parties, possibly with the assistance of Norsk Industri and Fellesforbundet, shall review and determine in what parts/areas of the enterprise it would be natural for the agreement to apply collectively.

Recorded in the minutes re § 3.1

The Technology and Computer Industry Part presupposes that real negotiations are conducted. Therefore it contains very few pay rules.

Norsk Industri and Fellesforbundet therefore request that the local parties make an effort to conduct the local negotiations in accordance with the criteria stipulated by the agreement for the determination of pay rates.

The parties shall also assess the size of the shift supplements in connection with the local negotiations.

§ 3.2 Determination of individual pay rates

3.2.1 The enterprise determines the pay rate for each employee on an individual basis, based on an objective assessment of the individual's competence, i.e. based on the best possible discretionary and systematic job and performance assessment.

3.2.2 Guidelines and assessment criteria for individual pay

To ensure the profitability and security of the employees through a determination of pay rates that is as objective and motivating as possible, the enterprise and the shop stewards shall discuss the guidelines and assessment criteria on which the future determination of pay rates is based, with a view to reaching an agreement. Such guidelines must be in writing.

3.2.2.1 Job assessment means an assessment of the individual employee's area of work and responsibility, education and experience that is required for the job or of importance to the job in question, physical and psychological working conditions, etc.

3.2.2.2 Performance assessment means an assessment of the individual's way of performing the work, such as work capacity, interpersonal skills, willingness to work, initiative, functionality, etc.

§ 3.3 Collective determination of pay rates

3.3.1 Different pay systems may be used for a collective determination of pay rates. Agreements on pay systems shall be made in writing.

3.3.2 Supplements shall be paid to individual employees based on skill, competence, experience, responsibility and job content.

To ensure that assessment of the individual employees is as objective as possible, guidelines shall be established for determining these supplements.

3.3.3 If central collective wage agreement supplements are granted based on the agreement's average pay and the level of the Technology and Computer Industry Part is above this average due to its vertical nature, in the subsequent local negotiations it shall be assessed whether such supplements shall nevertheless be granted in connection with the adjustment of the collective pay rates for the operators.

§ 3.8 Pay rules for trainees

Trainees will be paid as per the scale for apprentices, cf. the Common Part 6.5.1. Raises are given for a secondary school foundation course and advanced course(s) in accordance with the rules for reductions in the training plan.

§ 3.5 Guidelines for organisational meetings in accordance with 3.1.2

3.5.1 Purpose

The purpose of the meeting will be to find a resolution for the local pay dispute based on the provisions in Technology and Computer Industry Part 3.1.2.

3.5.2 *Content*

- Local minutes form the basis for the meeting.
- Parties' demands and offers, and any adjustments/modifications
- The local parties give a separate account of the process until the conclusion of the offer/demand. This account shall include the following:
 - What background material and other information has been presented.
 - Whether real negotiations have been conducted and whether the parties have exhibited a willingness to reach a result.
 - Review of the factors that are stressed in accordance with the Common Part and Technology and Computer Industry Part.
- Ensure that the parties have the same understanding of the facts.

3.5.3 *Solution*

Based on the information that has been disclosed, the central parties shall influence the local parties to find a resolution for the local pay dispute.

Chapter IV *Performance-linked pay*

§ 4.1 **Bonus systems**

4.1.1 Bonus systems consist of a fixed pay portion and a smaller variable portion, common to the whole enterprise, the department or a group.

4.1.2 Various forms of bonus systems may be used. Agreements on bonus systems shall be made in writing. Measurement criteria such as the frequency of injuries and sick leave absence should be avoided.

4.1.3 In bonus systems, the employees are guaranteed the fixed portion of the pay system.

4.1.4 All employee categories can be included in bonus systems by agreement..

4.1.5 The parties recommend that productivity agreements be established at enterprises where the bonus system is used.

§ 4.2 Piecework

4.2.1 Piecework is work for which all or part of the earnings varies according to performance, the quantity produced etc.

4.2.2 Various piecework systems may be used. A written agreement must be made in advance determining the system of pay.

§ 4.3 Productivity agreement – productivity shop steward

4.3.1 When a pay system with a special productivity or production agreement so requires, an agreement may be made to the effect that the employees shall elect a productivity shop steward, who shall receive pay from the enterprise for the time the parties have agreed shall be spent on this work. The productivity shop steward shall be an employee who knows the enterprise well (cf. the Basic Agreement § 5-3 (1)). This shop steward shall work on productivity issues in close contact with all stages in the chain, and shall have a particular responsibility for promoting a general understanding of how each individual can contribute towards improving the competitiveness of the enterprise, so creating economic conditions that ensure good, secure jobs.

Chapter V

Supplements for overtime, shift work, etc.

§ 5.1 Overtime supplement

5.1.1 The rules on remuneration for overtime work applies only to employees who are encompassed by the Working Hours Chapter in the Working Environment Act.

5.1.2 For the week's first five working days, a 50% supplement shall be paid for work until 2100 hours. A 100% supplement will be paid after that. Employees who are instructed to report to work overtime shall be paid for two hours, irrespective of whether the overtime work was performed in less time. This does not apply when overtime is worked as a continuation of ordinary working hours.

5.1.3 *Work on agreed days off*

For work on free Saturdays and other agreed time off, employees who should have been off duty shall be paid a 50% supplement. However, after 1200 hours on Saturdays and after 1600 hours on other weekdays, a 100 % supplement shall be paid if nothing to the contrary has been agreed.

5.1.5 *Overtime on Sundays and public holidays and the days preceding these days*

For overtime work after ordinary working hours on Saturdays and days preceding public holidays and work on Sundays and public holidays, a supplement of 100% shall be paid.

5.1.5 *Overtime directly linked with shift work*

Shift workers who work overtime before or after a shift, shall be paid the ordinary overtime percentages in addition to the shift supplement for their shift.

§ 5.2 **Overtime basis**

The overtime basis for hourly paid employees consists of the hourly earnings excluding overtime and shift supplements for the individual workers for the last known quarter. For monthly paid employees the overtime basis can be calculated by dividing the individual's monthly pay by the actual number of weekly hours x $4\frac{1}{3}$.

§ 5.3 **Shift work compensation**

5.3.1 *Shift work supplement*

No supplement is paid for the first shift, and the shift supplement is agreed upon otherwise locally. Separate supplements shall be agreed on for shifts after 1400 hours on days before Sundays and public holidays, and for the eve of Christmas Day, New Year's Day, Easter Sunday and Whit Sunday.

5.3.2

When less than fourteen (14) days' notice is given of changing from ordinary daytime work to shift work and from two-shift to three-shift work a one-off compensation agreed upon locally shall be paid.

§ 5.4 Extremely dirty work

See also the Common Part § 8.4

A supplement for extremely dirty work may be agreed upon locally.

Chapter VI
Travel on official business

§ 6.1 Travel allowance

6.1.1 Travel on official business will be reimbursed according to the enterprise's travel allowance scale.

6.1.2 If the enterprise does not have a travel allowance scale, one of the following three schemes shall be agreed on before an employee travels on official business:

- a fixed per diem and lodging allowance per day, week or month
- the enterprise covers board and lodging at no expense to the employee in question
- board and lodging expenses are reimbursed by expense account

If a private car is used for official business, then an allowance shall be stipulated for this. If not otherwise agreed, the government travel allowance scale shall be used.

§ 6.2 Compensation for travel time outside of the individual's ordinary working hours

6.2.1 Compensation for travel outside of working hours shall be paid according to the enterprise's guidelines for such compensation.

6.2.2 If there are no special guidelines, an allowance may be agreed on for each individual instance of travel outside of ordinary working hours. Such an agreement should be made prior to departure whenever possible.

Chapter VII
Other rules

§ 7.1 Parties' mutual obligations

The parties agree that the enterprise should adopt a personnel policy that is based according to the enterprise's and individual group's situation on leave, welfare and social schemes being identical, regardless of what collective wage agreement the individual employee is under.

Chapter VIII
Appendices

§ 8.1 Appendices to the Technology and Computer Industry Part

The separate appendices to this agreement part are as follows:

Appendix 1 Collective Wage Agreement for Offshore Work
Appendix 1 to the Engineering Industry Part also applies in this part, however, references shall be made correspondingly to the Technology and Computer Industry Part.

Appendix 2 Framework Agreement on Working Hour Systems for Major Works
Appendix 2 to the Engineering Industry Part also applies in this part, however, references shall be made correspondingly to the Technology and Computer Industry Part.

Appendix 3 Framework Agreement for Incorporating Onshore Work with Daily Working Hours in Excess of 10.5 Hours with/without Work on Sundays
Appendix 3 to the Engineering Industry Part also applies in this part, however, references shall be made correspondingly to the Technology and Computer Industry Part.

TEXTILE AND APPAREL INDUSTRY PART

Chapter I *Scope*

§ 1.1 Scope

The agreement encompasses employees in production, service/maintenance and stockrooms, as well as boiler operators, drivers and security and cleaning personnel.

- 1.1.1* The enterprises will be facing major challenges in the years to come, and this applies in particular to the development of technology. The introduction of new technology and changes to the production methods will also entail that the employees are faced with new and even greater competence requirements.

It is the aim of the parties that the employees shall be able to qualify themselves so that they can master the tasks required of them at all times. The necessary training or further education will be decisive in this connection. The parties assume that all of the employees are willing to undergo the necessary vocational training that the enterprises deem to be necessary to satisfy the requirements for increased competence that the position requires.

Chapter II *Pay rules*

§ 2.1 Determination of pay rates

See also the Common Part, § 6.1

Various forms of pay rate determination such as time-related/ fixed pay, bonuses and piecework may be used.

§ 2.2 Normal pay rate

Employees over the age of 18

Group I

Beginners:	NOK 176.16 per hour
After one year of employment	NOK 177.51 per hour
Young employees under the age of 18:	NOK 146.66 per hour

Group II:

Personal pay is set for employees in this group, as well as working foremen and chain managers.

At the annual conference between the management and shop stewards, the principle or form in which the enterprise determines pay rates for skilled workers and boiler operators, as well as workers in Group II, may be discussed. For this conference shop stewards shall be supplied with updated lists of the individual hourly pay for all of the skilled workers, boiler operators and employees in Group II. If the individual employee considers that unreasonableness exists that may give cause for renewed assessment of the individual hourly pay, the shop steward may, for example, take the matter up with the management's representative on behalf of the employee.

Examples of positions and operations that belong under Group II:

- Boiler operator
- Drivers
- Car driver assistants
- Stockroom workers
- Cleaning personnel
- Service and maintenance personnel
- Reserve personnel
- Fur sewers

Clothing mills

- Dimensioned cutting
- Classification
- Machine repair work
- Security guard service
- Trill machine supervisor
- Qualified alteration work
- Full stitch pattern sewing
- Full stitch sewing
- Invisible mending
- Work with computer-aided drawings for cutting
- Work with computer-aided spreading and cutting machines

Textile mills

- Wool classifier that is licensed or approved by the enterprise
- Finished product controller for yard goods
- Dyestuff weigher and senior dyers
- Loom adjuster
- Circular comb and segment repair
- Repair of tying equipment
- Maintenance foreman
- Card grinder
- Pattern sewer
- Widening/cutting of adhesive tape
- Tape extruder machine operator
- Measurement and control of finished product (wire rope)
- Splicer, approved by the enterprise
- Preparation and mixing for extruder
- Measurement and control of finished product
- Joining, trapping and cork attachment on new equipment
- Installation of salmon fishing nets
- Installation of trawl nets and the associated clipping
- Furnace operator
- Skilled mechanic
- Emulsion mixer
- Number one man at fibreglass plants
- Fibreglass plant foreman

§ 2.3 Experience supplement

With regard to advancement up to the one-year rate, experience gained in the textile and apparel industry shall apply for the individual worker regardless of the nature of the work, even if he/she is transferred to other work in the same or a different enterprise.

Workers with relevant vocational school or upper secondary level 1 or 2 training in textiles and sewing will have their time at school added to the length of their experience.

Legitimate absence up to 3 months per year and compulsory military service will not be deducted from the length of the individual's experience.

§ 2.4 Seniority supplement

See also the Common Part § 6.13

Supplements will be paid to employees who have been employed at the same enterprise:

- After three years of employment NOK 4.92 per hour.
- After four years of employment NOK 5.49 per hour.
- After five years of employment NOK 6.57 per hour.
- After 10 years of continuous employment NOK 2.27 per hour for a total of NOK 19.25.

These supplements are paid in addition to the current personal pay. At enterprises where other seniority supplement schemes are practised, these supplements are retained when they provide a greater seniority supplement overall than those that follow from these provisions.

§ 12.5 Vocational training

See also Common Part, Chapter III

Training in accordance with the enterprise's needs or vocational training that is provided during the employee's working hours shall take place without loss of earnings.

2.5.2 *Skilled workers*

Employees with a relevant publicly approved trade certificate pursuant to the Vocational Training Act shall be paid a higher wage than adult employees. The supplement shall be a minimum of NOK 6.87 per hour regardless of what pay system is practised by the enterprise.

2.5.2 *Apprentices*

1. Pay basis

The apprentices' hourly earnings represent a percentage of the hourly earnings, excluding all the supplements for newly trained skilled workers in the enterprise, the minimum normal pay rate after 1 year of employment, and the skilled worker supplement of NOK 6.87.

2. § 3-5 trainees

§ 3-5 trainees are adult employees over the age of 21 that satisfy the experience requirement for registration pursuant to § 3-5 of the Education Act, who cannot enter into an apprentice contract.

3. Voluntary apprentices

Voluntary apprentices are adult employees over the age of 21 who desire to enter into an apprentice contract and do not satisfy the experience requirement for registration for a trade certificate pursuant to § 3-5 of the Education Act.

Employees who sign an apprentice contract in accordance with this provision shall retain their current pay.

§ 2.6 Piecework

The parties have agreed that piecework shall be allowed. This provision was removed from the agreement in connection with the 2010 wage revision. Reference is made to the State Mediator's minutes book of 11 April 2010, as well as § 4, letter D.

§ 2.7 Pay systems

See also the Common Part 6.9.1

If one of the parties at the enterprise so desires, the question of introducing pay systems other than those that are practised at the enterprise shall be studied. The organisations will actively contribute to such studies.

After such a study has been conducted, the parties shall immediately negotiate the introduction of a new pay system. If agreement is not reached, the matter will be referred to negotiation between the organisations.

Reference is made to the Textile and Apparel Industry Part, Appendix 1.

§ 2.8 Local wage negotiations

See also the Common Part § 6.10

Where the local parties agree, the system of local wage negotiations can be used.

Local wage negotiations cover all positions covered by the collective agreement. In the event of an agreement on local wage

negotiations, the wage rates in § 2.2 will be minimum rates. For skilled workers with a requirement for a professional certificate supplement, the rate according to § 2.5 is added. § 2.4 and Appendix 2 apply to enterprises that conduct local wage negotiations.

Chapter III **Working hour rules**

§ 3.1 Daytime work

See also the Common Part, § 5.1

The division of working hours is otherwise determined by negotiations at the individual enterprise between the management and the shop stewards. If the parties fail to agree at the enterprise, daytime working hours shall be set at 7.5 hours per day the first 5 days in the week between 0600 and 1600 hours.

§ 3.2 Part-time work

See also the Common Part, § 5.4

For work performed on a part-time basis, a shift supplement shall be paid corresponding to that determined for the second shift for the hours that lie outside of the ordinary daytime working hours.

If the parties at the individual enterprise agree on other arrangements due to special circumstances, such an agreement may be made.

§ 3.3 Shift work

See also the Common Part, § 5.2

1. General rules

Employees shall be given at least 1 weeks' notice before shift work starts.

For conversion from normal working hours, 37.5 hours weekly, to deviant working hour systems, the following table shall be used for conversion of the hourly pay:

- From 37.5 to 36.5 hours: 2.74 %
- From 37.5 to 35.5 hours: 5.63 %
- From 37.5 to 33.6 hours: 11.61 %

It is the individual's overall hourly pay – excluding dirty work and other inconvenience allowances – that must be converted.

2. Work in two-shift systems

For work in two-shift systems the working hours are between 0600 and 2400 hours, so that the overall working hours for the shifts is 73 hours per week on average. A further division shall be agreed upon between the management of the enterprise and the shop stewards. If agreement is not reached, the following shall apply:

First shift from 0600 to 1400 hours during the 5 first days of the week, with ½ hour rest, for a total of 37.5 hours. Second shift from 1400 to 2200 hours Monday to Thursday, Friday from 1400 to 2000, with ½ hour rest, for a total of 35.5 hours.

The supplement for piecework and hourly paid work for the second shift is set at 13%.

3. Work in three-shift systems

For work in a continuous three-shift system, the ordinary effective working hours should be an average of 35.5 hours per week over the shift period. The operating time is independent of this.

An agreement shall be made between the employers and the shop stewards as to whether and how often shifts shall be worked, and the further division of the shifts.

It is a condition that the Director of Labour Inspection does not have any remarks concerning the agreements entered into. If agreement is not reached, shifts shall be worked every week (calendar week or pay week as determined by the employer). In order for the working hours for the individual employer to be an average of 35.5 hours per week, the necessary time off will be granted by deploying reserve personnel after consultation between the management and shop stewards. If agreement is not reached, the matter will be referred to the organisations.

The employees eat during breaks that occur naturally during the course of the working hours, so that the machines do not stop whenever possible. If necessary, the employees shall also stay at the workplace during their meal.

The supplement for piecework and time-related pay for three-shift work is set at:

- Second shift: 13 %
- second shift during the time
1400 hours - 1800 hours on Saturdays: 30 %
- Third shift: 30 %

Shift work cannot be practised for periods shorter than 14 days, unless the organisations agree on a shorter period in certain cases.

Overtime work beyond necessary repair work in connection with the shifts should be avoided.

When weekly paid employees participate in shift work, their weekly pay is converted to hourly pay.

The parties at the individual enterprise have an opportunity to agree on other shift systems, based, for example, on a 168 hour operating week.

4. Transfer to and from shift work

For transfers from daytime hours to shift work with less than 3 days' notice, overtime shall be paid for the first day for the portion of the new working hours that fall outside of the individual's ordinary working hours. If notice has been given, overtime shall be paid as mentioned, if there has not been at least 12 hours off between the work that the individual is being transferred from and the work the individual is being transferred to.

The same applies when transferring from one shift to another outside of the ordinary change of shift and transferring from shift work to daytime work.

If the working hours during the week in question are shorter due to the transfer, and the ordinary weekly earnings (excl. overtime supplements and shift supplements) are lower due to this than they would have been if the transfer had not taken place, the difference shall be compensated.

A week is defined in this connection as a pay week.

These rules do not apply to regular shift relief workers and when the employee changes his/her working hours on his/her own accord with the consent of the enterprise. In addition, the rules do not apply at the commencement or discontinuation of shift work. Overtime supplements are calculated based on the individual's hourly pay excluding shift supplements.

Reversion is not considered a transfer.

5. Special shift supplements

- From Saturday 1400 hours to Sunday 2200 hours: 30 %
- From New Years' Eve 1400 hours
to New Year's Day 2200 hours: 100 %
- From the day before Maundy Thursday 2200 hours
to Good Friday 2200 hours: 100 %
- From the Eve of Easter Sunday 1400 hours to Easter
Monday 2200 hours: 100 %
- From the day before Ascension Day 2200 hours
to Ascension Day 2200 hours: 100 %
- From Eve of Whit Sunday 1400 hours to Whit Monday 2200
hours: 100 %
- From 30 April 2200 hours to 1 May 2200 hours: 100 %
- From 16 May 2200 hours to 17 May 2200 hours: 100 %
- From Christmas Eve 1400 hours Boxing Day 2200 hours:
100 %
- Respectively 1500 hours and 2300 hours for enterprises that
have this time for a change of shift, or if the local parties
have established other shift changes.

6. Transitional schemes

For enterprises that had entered into special agreements on shift operation up until 31 March 1994, the shift supplement provisions in these special agreements still apply unless an agreement is reached on other schemes at the individual enterprise. The existing schemes and practice at the individual enterprise are considered special enterprise agreements in this context.

7. Shift work cannot take place during reduced working hours without the consent of the organisations.

§ 3.4 **Offset working hours**

A supplement of 25% will be paid for temporarily offset working hours for the first two hours after the end of the ordinary working hours, unless a higher supplement has been agreed upon at the individual enterprise.

§ 3.5 **Overtime**

See also the Common Part, § 5.5 and § 5.6

1. General rules

Overtime should be restricted to as little as possible.

2. Deviant working hour rules

If individual workers or groups have ordinary working hours that deviate from what otherwise applies at the enterprise, this shall be stipulated in a special agreement. Overtime is based in accordance with the following supplement percentages:

3. Overtime pay

For work during the 5 first working days in the week, 50% for overtime work between 0600 and 2100 hours.

If the employees choose to take a break lasting up to 2 hours before overtime work, the calculation period for the 50% supplement will be offset correspondingly.

See § 10-9 of the Working Environment Act for overtime lasting more than 2 hours.

For total overtime work between 2100 hours and 0600 hours 100% is paid. A 100% overtime supplement shall be paid after the ordinary working hours on Saturdays and days preceding public holidays, as well as Sundays and public holidays until 2200 hours on the last public holiday.

Overtime with part-time work

Between 0600 and 2100 hours, part-time employees will receive overtime pay in accordance with subsection 3, when they work more than 7.5 hours per day or more than 37.5 hours per week.

Work on agreed days off

For work on free Saturdays and other agreed time off, employees who should have been off duty shall be paid a 50% supplement. After 1200 hours on Saturday and 1600 hours on other weekdays., a supplement of 100% will be paid.

Overtime on shifts in particular

If employees on the second shift continue their work after the end of the shift, the shift supplement is retained for the overtime hours.

If a worker on the second shift is assigned overtime for 0600 hours on Saturday or later after having completed his/her shift week on the previous Friday evening, he/she shall be paid an overtime supplement of at least 100% calculated as mentioned above, but the shift supplement will no longer apply.

If a worker on the third shift continues his/her work after the end of the shift, an overtime supplement of 50% will be paid, and the worker shall retain his/her shift supplement.

4. Basis for overtime pay

The basis for overtime pay shall be the overall hourly earnings from time and piecework, excluding overtime and shift supplements, for the various pay groups in the particular enterprise in the last known quarter.

The parties at the individual enterprise may agree on a different calculation period or method, such as calculating for each individual worker.

5. Overtime notice

Overtime work exceeding 2 hours shall as a result be given the prior day.

6. Young employees

Reference is made to Chapter 11 of the Working Environment Act.

Chapter IV
Safety equipment / Extremely dirty work

§ 4.1 Dirty work

It is a prerequisite that the enterprises seek to have as little dirty work as possible and ensure that safety equipment is used where there is a need for it.

4.1.1 *Extremely dirty work*

For work that is considered extremely dirty, the enterprise shall provide the necessary protective equipment.

Unless the parties at the enterprise agree otherwise, a supplement of NOK 9.94 per hour shall be paid for extremely dirty work.

Chapter V
Reduced work capacity

§ 5.1 Impaired work capacity

See also the Common Part, § 4.2

For impaired work capacity, the pay rate can be based on a special agreement between the employer and employee. The worker's period of employment shall be taken into consideration in this connection.

If a dispute arises concerning the pay rate set, the enterprise's representative and the individual's shop steward shall consult, and possibly the organisations.

Chapter VI
Work outside the enterprise

§ 6.1 Work outside the enterprise

For work outside the enterprise (travel to another location) an agreement shall be established between the management of the enterprise and the shop stewards concerning the subsistence allowance, travel expenses and the pay rates that are to apply under

such circumstances. It is a prerequisite that the employees shall not incur any expenses in connection with this work.

Chapter VII
Holidays

See also the Common Part, § 5.7.

§ 7.1 Higher holiday pay for continuous shift work

Continuous shift workers are entitled as such for at least 3 months to additional holiday pay of 0.4%. If they have been employed for at least 6 months, then this allowance is increased to 0.8%.

§ 7.2 Statutory extra holidays for older employees

It is a condition that the employee's wishes with regard to when the extra holiday is taken, shall be complied with whenever possible.

However, the central organisations have agreed that these workers may not demand to take the extra holiday at a time that would create major difficulties for production or for systematic implementation of holidays for the labour force as a whole. If this is the case, then the enterprise is entitled to demand that the employee choose another point in time to take his/her holidays.

Chapter VIII

Appendices

§ 8.1 Appendices to the Textile and Apparel Industry Part

The appendices/agreements listed below are parts of this part of the agreement:

Appendix 1 Pay Systems

Appendix 2 Guarantee Scheme

Appendix 3 Code of Conduct recommended by EURATEX and ETUF:TCL - minutes from Norsk Industri and Fellesforbundet

The following agreement between the Norwegian Employers' Organisation and the Norwegian Confederation of Trade Unions (LO) also applies to this part of the agreement:

- Agreement on a Contractual Pension (minutes, N.A.F./LO, 5 December 1966)

Pay systems

In recent years an increasing interest in alternative pay systems has been observed in the industry.

The parties agree that the pay system should be established at the individual enterprise in close cooperation between the employees and the management. In this connection the parties are aware that the choice of a pay system must be assessed based on a number of factors. This refers to the enterprise's technology, nature of the work, productivity requirements, provisions of the Working Environment Act and the Act's intention with regard to the physical and psychological factors, provisions of the Basic Agreement on cooperation and employee consultation, and other possible factors that the parties would like to focus on in each particular case.

Factors for the preparation of pay systems:

The parties stress the importance of thorough preparatory work at the individual enterprise in connection with the preparation of a pay system and point out the following factors in this connection:

1. Start of preparatory work

- Information to employees
- Background
- Appoint a pay system committee
- Employer and employee representatives
- Review of potential pay systems
- Information from the committee during its work

2. Survey

- What should be measured (criteria options and calculation basis)?
Why?
- Physical and/or financial circumstances.
- Who should be encompassed by the pay system?
- How should the premium/bonuses be distributed (by full time equivalent, by hour worked, etc.)?
- How to follow up on the development of productivity and results?
- How often and by whom?
- When considering this point, it is important to look at the advantages/disadvantages of the various alternatives.

3. Pay system agreement

- Description of the system
- Rules for:
 - Trial period
 - Rules for adjustments
 - Duration/termination etc.

4. Implementation of the pay system

- Information
- Follow-up

To facilitate the work of the local parties, Norsk Industri and Fellesforbundet make reference to material that has been prepared jointly by LO and NHO.

Norsk Industri and Fellesforbundet will gladly assist in the formulation of the pay systems.

Guarantee scheme

In enterprises where the average pay for adult employees encompassed by this agreement (pay group I and pay group II) is below 85% of the industry average (NHO's wage statistics for employees) calculated based on the enterprise's average pay for the entire previous year, the following guaranteed pay supplement shall be paid from 1 April of the following year.

- In enterprises where the average pay is below 80% of the industry average: NOK 3.61 per hour.
- In enterprises where the average pay is between 80% and 82.5% of the industry average: NOK 3.01 per hour.
- In enterprises where the average pay is between 82.5 % and 85 % of the industry average: NOK 2.41 per hour.

No enterprise shall pay a higher guaranteed supplement than necessary so that the enterprise achieves an average pay level of 85% of the industry average, measured against the previous year.

In the enterprises where the average pay is less than 85% of the industry average for the previous year, the supplements granted above will be paid to all the employees encompassed by the Textile and Apparel Industry Part, unless the local parties agree to an unequal division of the supplements.

Code of Conduct
recommended by EURA TEX and EFUF-TCL
- minutes from TBL and Fellesforbundet

The minutes and code of conduct are included in the Textile and Apparel Industry Part for information purposes.

Minutes

A negotiation meeting was held on 24 November 1997 concerning the Code of Conduct recommended by EURATEX and ETUF-TCL.

Present:

- from Fellesforbundet Anne Marie Pettersen and Atle Høie.
- from the Federation of Textile and Apparel Industries: Dag Sandvik

The parties agreed to distribute the code of conduct to their members with a recommendation that it be observed.

Anne Marie Pettersen (sign.)

Dag Sandvik (sign.)

Norwegian United Federation of Trade Unions Teko Landsforening

31.10.97/lhs

CHARTER

**THE SOCIAL PARTNERS IN THE EUROPEAN
TEXTILE AND CLOTHING SECTOR
CODE OF CONDUCT**

Introduction

The European Apparel and Textile Organisation (EURATEX) and the European Trade Union Federation of Textiles, Clothing and Leather (ETUF:TCL), convened within the social sectoral dialogue at European level, re-affirm their earnest allegiance to the respect of human rights.

Social partners at European level hope for fair and open world-wide trade.

These partners agreed to work towards a European textile and clothing industry that is productive, internationally competitive and based on the respect of both workers and employers.

Article 1 – Code of Conduct

EURATEX and the ETUF:TCL call on their members to encourage actively the companies and workers of the European textile and clothing industry to comply with the following ILO Conventions:

1. The ban on forced labour (Conventions 29 and 105)
Forced labour, slave labour and prison labour is banned.
2. Freedom of association and the right to negotiate (Conventions 87 and 98)
The right for workers to form and join a trade union, as well as the right for employers to organise, are recognised. Employers and workers may negotiate freely and independently.
3. The ban on child labour (Convention 138)
Child labour is forbidden. Children under 15 or younger than the age of completion of compulsory schooling in the countries concerned are not admitted to work.
4. Non-discrimination of employment (Convention 111)
Workers are employed on the basis of their ability to work and not on the basis of their race, individual characteristic, creed, political opinion or social origin.

Article 2 – Circulation and promotion

- a. EURATEX and the ETUF:TCL commit to promote and circulate this present Charter in the relevant languages and at all levels by 31 December 1997 at the latest.
- b. EURATEX and ETUF:TCL call on their respective member organisations to adopt this Charter and to encourage its progressive implementation at the companies' level.

Article 3 - Follow-up and assessment

- a. EURATEX and the ETUF:TCL agree to follow up, in the framework of the Social Sectoral Dialogue at European level, the progressive accomplishment of the implementation of this Charter.
- b. To this effect, EURATEX and the ETUF will conduct an annual evaluation of the Charter's implementation. The first evaluation will take place no later than 10 July 1998. The results of such an evaluation will be reported in the framework of the Social Sectoral Dialogue. EURATEX and the ETUF could ask the Commission and Member States to supply the necessary assistance in order to carry out this evaluation.
- c. EURATEX and the ETUF:TCL may, in the framework of the Social Sectoral Dialogue at European level, decide jointly and freely to start any other initiative in pursuit of the implementation of this Charter.

Brussels, 10 July 1997

For EURATEX

Dominique JACOMET (sign.)
President

Guy ARNOULD (sign.)

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For ETUF:TCL

Willy ARENS (sign.)
President

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