

The joint agreement for building trades

2024 – 2026



In case of misunderstanding of the translated text into English, it is the Norwegian version that is legally correct.

THE JOINT AGREEMENT FOR BUILDING TRADES 2024 - 2026

Agreement

between

**Confederation of Norwegian Enterprise
and
NHO Construction Industry**

On the one part

and

**The Norwegian Confederation of Trade Unions in Norway
and
Fellesforbundet**

on the other part

Valid from 1 April 2024 to 31 March 2026

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Chapter 1.

§ 1-1 Scope of the collective agreement

1. This collective agreement covers all construction work that members of the Confederation of Norwegian Enterprise (NHO) have or are commissioned to carry out throughout the country, including offshore work in accordance with the Offshore Agreement, Appendix 15. Where this collective agreement between NHO and LO applies or is made applicable pursuant to the first paragraph, neither party may from this date enter into new agreements with others on deviating provisions for pay and working conditions.

Construction work means construction and construction technical activities with associated work, including demolition and source sorting at the construction site. The following subjects are covered by the agreement:

Landscaping, concrete, carpentry, masonry, plumbing, ventilation and tinsmithing, painting, insulator, roofing, scaffolding, industrial painting, glass and glass façade worker, refrigeration and heat pump technology and ventilation technology. In addition, carpentry and assembly work in the wooden house industry, workshop workers, repairers, drivers, warehouse workers, construction machine operators and other groups that do not belong to the trades mentioned in the first sentence are included.

Note for: Painting, industrial painting, scaffolding construction, insulator and plumbing. The agreement also covers work on ships, modules, process equipment, bridges, etc.

2. This agreement can be applied as a collective agreement in staffing companies/temporary employment agencies that have employees who are hired out and who perform work under the scope of this agreement; Appendix 14
3. What has been said above about collective agreements also applies to the piecework tariffs established between the organisations, possibly with the local adjustments that have been confirmed by the main organisations or approved by the National Mediator or one authorized by him.
4. The joint collective agreement for building trades also includes job groups where special qualifications and/or knowledge beyond skilled worker level are required in the said trades. Where new production methods entail changes in work operations or require new expertise, these shall continue to be covered by this agreement. The central parties will recommend that the local parties adapt their internal company agreements to competence requirements and responsibilities.
5. The employers covered by this collective agreement must not employ any employees in the places where the collective agreement applies on terms that deviate from the collective agreement. Nor may any employees undertake work on terms that deviate from the collective agreement.
6. Scope of the appendices
Where it is not stated in the following or other special provisions that certain subjects are exempt, the appendices to the joint building agreement apply to all subjects.

Likewise, some vouchers only apply to one or some subjects. In that case, the following or the individual appendix will state which subjects this applies to.

§ 1-2 Definition

In the provisions where reference is made to the company, an independent and geographically separated department is meant. Company representative / union representative is defined in the Basic Agreement §5-12b.

In this connection, reference is made to the Basic Agreement §5-3.5.

§ 1-3 Hiring of labour, outsourcing of work, etc.

Regarding the conditions for outsourcing work and hiring-in, and the pay and working conditions for outsourcing work and pay and working conditions for hired workers, see Appendix 14.

Chapter 2. Salary provisions

§ 2-1 Payroll systems

1. It must be possible to agree on different types of payroll systems between the company and Shop steward. When negotiating a local agreement pursuant to section 2-7, the parties may each year address whether piecework is to be used as a salary system.
The agreement follows the rules on special agreements, Chapter IV of the Basic Agreement.
2. The wage systems are intended to promote productivity and stimulate initiative, effort and training, cf. Appendix 12.
3. The parties have agreed, both centrally and locally, to work to ensure that the parties in the company are jointly trained in the wage regulations in order for them to gain a common understanding of these and at the same time ensure that the wage provisions can be used for the common good of the employee and the company.
4. In companies where the parties agree to use piecework as a wage system, negotiations shall be conducted in accordance with the provisions of Chapter 3. The parties agree to work to ensure that the piecework wage system is used in accordance with the provisions of Chapter 3 and therefore emphasize the importance of maintaining the piecework tariffs in the various trades in line with technical developments that take place.
5. Company-specific agreements on the wage system shall not prevent the individual teams from being able to discuss entering into an agreement to carry out work in accordance with the national accord tariffs.

§ 2-2 Guaranteed minimum profits

1. *Skilled workers*

For skilled workers, **NOK 250.30 per hour applies.**

Skilled workers are employees who have a trade or journeyman's certificate in the trade in question.

Foreign trade certificates approved by NOKUT are equivalent to Norwegian trade certificates.

2. *Employees without a trade or journeyman's certificate*

For employees without experience in the trade, the following applies:

kr. 226,90 pr. time

For employees with at least one year experience in the trade applies.

NOK 235.80 per hour.

3. *Young workers*

For employees under the age of 18,
NOK 153.83 per hour applies.

4. *Regulatory provision for interim settlements and coordinating settlements.*

After the results of the interim settlement and the coordinating settlement between the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO) are available, negotiations will begin between FF and the Federation of Norwegian Construction Industries (NHO building industry) on the regulation of the minimum wage rates in section 2-2 Guaranteed minimum profits, based on wage growth within the agreement area.

Regulation will take effect from 1 April.

§ 2-3 Overtime pay

The basis for calculating overtime for

Adult workers shall be: **NOK 314.69 per hour.**

cf. section 6-3 and appendix 20.

§ 2-4 Miscellaneous add-ons

1. *Bas surcharge*

Where the team works on its own responsibility, the team base must be appointed by the employer in agreement with the piecework team and have a remuneration of at least **NOK 8.15 per hour.**

The parties agree that the team base has an important role as a leader of piecework teams and work teams. The conditions must be right for the base to perform its tasks in the best possible way. The parties therefore refer to section 18-3 of the Basic Agreement and emphasize the base's need for competence as a manager and representative of the company.

2. *Dirt surcharge*

In the case of repair and rebuilding work where demolition work exposes the employees to a lot of dust and dirt, an inconvenience supplement of at least **NOK 4.89 per hour is paid** for the number of hours the individual employee is affected.

Note for roofing, insulation, painting and plumbing.

The above provisions do not apply to these subjects.

Note for scaffolding builders and industrial painters

It is recommended that discussions be taken up at the relevant companies about entering into an agreement on dirt surcharge that covers extraordinary work that is particularly dusty, sooty, greasy, or foul-smelling, as well as

the application of mortar and epoxy-based passive fire protection.

3. *Special for scaffolding builders*

When the company requires scaffolding builders to drive the company's car, a supplement must be given to the driver.

§ 2-5 Food allowance

Employees who have worked ordinary working hours and who are ordered to work at least 2 hours of overtime on the same day must be paid **NOK 107** in food allowance if food is not provided by the employer.

In the case of overtime work that will last more than 5 hours, it is assumed that the company provides additional catering, or that an amount is agreed to cover food expenses.

§ 2-6 Café money

In the case of work where a living room for meal breaks cannot be obtained and the employees therefore have to eat in a café, an allowance of

NOK 30.63 per meal break is paid to cover café expenses.

§ 2-7 Local negotiations

1. Once a year, the company and the Shop steward, cf. section 1-2, must negotiate a possible adjustment of the profit level in the company. It is assumed that real negotiations are conducted, possibly with the assistance of the organisations.
2. For these negotiations, the Shop stewards shall be provided with lists with an overview of the wage earners' profit level within the scope of this collective agreement in the company. Furthermore, the company must present and present accounts and budget.
3. The negotiations must be conducted on the basis of the

individual company's financial reality. This means that the parties must locally base their assessment of the company's finances, productivity, future prospects and competitiveness.

4. It shall not be possible to begin negotiations until the central/federal settlements have been concluded. The provision does not imply the possibility of a reduction in tempo in the event of local disagreement.

§ 2-8 Special salary provisions

1. *Employees with special qualifications*

The company or the Shop stewards can ask for discussions of a special pay addition for employees, who are engaged in work that, in consultation with the Shop stewards, requires special knowledge or qualifications. If an agreement is not reached, the matter can be brought before the organisations. If the parties do not agree, the company may stipulate a special supplement taking into account the salary level that applies to comparable positions

2. *Employees with reduced ability to work*

For employees whose ability to work is reduced, the salary is determined by agreement between the company's manager, the employee and the Shop steward concerned. The parties also point to § 13 of the Working Environment Act.

§ 2-9 Salary seniority

1. Completed initial service in the Armed Forces or equivalent mandatory service as a civilian worker, in the Civil Defence and the like, is credited as salary seniority, cf. Appendix 13.
2. An employee who is on leave in connection with pregnancy/birth and adoption accrues salary seniority for up to one year, provided that the employee is entitled to parental benefit in connection with birth or adoption pursuant to the National Insurance Act.

3. In connection with the local wage negotiations, the company must also carry out a salary assessment of employees who are absent due to parental leave.

§ 2-10 Tool allowance

1. *For concrete workers, carpenters, landscapers and masons*
Employees who themselves have sufficient hand tools that can be controlled by their employer will receive remuneration as follows:

Forerunners and carpenters **kr. 1.85 per hour worked.**

Bricklayers and tilers, cement plasters and terrazzo workers
NOK 1.30 per hour worked.

For cement plasters, the company keeps the necessary buckets, brooms and straighteners.

If the company keeps tools, the employee is not entitled to a tool allowance.

Where the employee, in consultation with the employer, agrees that the employee shall keep special tools in addition to the tool list, a remuneration for this is agreed.

The rate for tool remuneration is adjusted with a fall or rise in the price of tools in the trades where the employee keeps tools himself.

Where an employee performs work that requires the use of digital tools, the parties must locally agree on more detailed guidelines on how this is to be compensated.

2. *For plumbers, painters, tinsmiths, insulators, industrial painters, scaffolding builders, roofers, masonry workers and iron binders:*

The company has the necessary and good tools for the work.

The company keeps a lockable tool chest.

The employee is obliged to take care of the machines, tools,

materials and equipment maintained by the employer. Furthermore, the employee must ensure lock-in or lock-down where possible.

§ 2-11 Workwear

The company keeps necessary, company-branded workwear and safety footwear adapted to the season and workplace. Necessary workwear means adapted ordinary workwear for women and men where the unisex model is not satisfactory, heated clothing, rainwear and gloves. It is a prerequisite that the workwear satisfies the necessary HSE requirements, and that this is practically possible and economically justifiable. The workwear is the property of the company. Disclosure takes place at the time of employment. New workwear is handed out when exchanging worn-out.

§ 2-12 Safety glasses with prescription

Where an employee performs work that requires safety glasses, the company must offer prescription safety glasses to employees who have a documented need for this and where safety glasses worn on top of ordinary glasses do not provide appropriate protection. More detailed guidelines for the scheme's practice

For example, coverage of expenses, duration of work, etc., is prepared at the individual company.

§ 2-13 Leave of absence with the right to pay

1. Shorter welfare leaves in accordance with the provisions of Appendix 9.
2. The company covers ordinary salary during the leave period for employees who are granted care leave in accordance with § 12-3 of the Working Environment Act
3. For leaves of absence pursuant to items 1 and 2, the individual employee is paid his or her salary. For

piecework employees and others with varying wages, the average hourly earnings (sick pay basis) are used.

§ 2-14 Payment of sick pay in advance

The Confederation of Norwegian Enterprise (NHO) and the Norwegian Federation of Trade Unions will recommend that local parties review the basis for Payment of sick pay in advance where this is not done. Companies are not allowed to discriminate against their employees in the company with regard to advance payment of sickness benefits.

§ 2-15 Occupational pensions

NHO building industry and Fellesforbundet would like to emphasize the importance of the local parties reviewing the established business schemes once in each collective agreement period, and what these provide in addition to the various benefits that the National Insurance Scheme provides upon reaching retirement age, disability, etc. for the individual groups of employees.

On this basis, the parties shall discuss the need to make changes to the company's arrangements. Minutes will be drawn up from the discussions.

Chapter 3. Piecework and piecework tariffs

§ 3-1 Extent

1. This chapter applies to all piecework in the trades with nationwide piecework tariffs.

These trades have a nationwide piecework tariff:

The plumber's trade, the painting trade, the masonry trade, the insulator trade, the plumbing trade, the roofing trade, the carpentry trade, the concrete trades and the landscape gardening trade.

A. *Piecework*

Piecework is defined as work where all or part of the profit varies with performance, quantity produced and the like, cf. Appendix 12.

2. Different prices/times can be agreed locally than according to the nationwide piecework tariffs. The profit potential under locally agreed piecework tariffs shall not be worse than if the work were carried out in accordance with the nationwide piecework tariff in the relevant trades.
Disputes concerning the profit potential in a locally agreed piecework tariff shall be dealt with in accordance with the provisions of section 3-16, paragraphs 1 to 3.
3. Where the local parties agree that a nationwide piecework tariff or a locally agreed piecework tariff shall be used as a salary system, the following shall be agreed for employees in the piecework trades:
 1. Advance pay for piecework, cf. Section 3-5 item 1.
 2. For work that falls outside the piecework tariffs or that for other reasons is not possible to perform in piecework, local wage agreements must be negotiated. This also applies to pay for alterations, repairs and service work that is not

covered by the piecework tariffs.

In such negotiations, the average piecework profit in the relevant subject in the company shall be the basis for the negotiations.

The company and the Shop steward, cf. Section 1-2, negotiate a local agreement. The agreement is a special agreement for the company, cf. Chapter IV of the Basic Agreement.

§ 3-2 Mark-up percentage and krone factor

The mark-up percentage and the krone factor as of 1. August 2024 is:

- The plumber's trade:	131,53 %
- Painting:	14,98 %
- Masonry:	17,90 %
- plumbing:	4,34 %
<i>-Crown factor:</i>	
- Roofing:	at least kr.247,69
- Carpentry:	at least kr.236,97
- Insulators:	kr.242,07
- the concrete subjects:	at least NOK 282.52
- landscape gardening	at least SEK. 2,05

1. Wage systems based on pure piecework (100%) stimulate initiative and effort and have a productivity-enhancing effect.
2. The krone factor for the carpentry profession and the concrete trades is freely agreed upon at the individual workplace. When determining the size of the krone factor, emphasis shall be placed on the technical prerequisites, the local wage level, as well as other factors of importance to the workplace.

3. *Specifically for the carpentry profession*

For work that falls outside the piecework tariff and for which no lump sum or percentage surcharge has been agreed, the measurement sum per agreed hour (approved timesheet) is added at the applicable rate pursuant to section 3-1 item 3no.2. If such a rate has not been agreed in the company, the basis in FOB §2-13 item 3 is used.

§ 3-3 Arrangement of the piecework team

1. The piecework must be distributed as equally as possible between the company's employees, taking into account business conditions and the employees' qualifications. The piecework must always be common to the piecework team.
2. *The team is led by a team bas.*
The bas, in consultation with the piecework team, conducts negotiations with the employer or its representative about the piecework agreement and the rational progress of the work. When the team so wishes, the negotiations on the piecework agreement and the rational progress of the work are conducted by the team bas and a representative of the team.

§ 3-4 Piecework agreement

A piecework agreement must be written before work begins. The piecework agreement must describe what the piecework consists of, stipulate prices for non-tariffed work, the maximum size of the team and the scope of the piecework work. A copy of the piecework agreement must be sent by the team to the measurement office and, if applicable, to the Shop stewards.

§ 3-5 Piecework advances

1. The company representative and the company can agree on the amount of the advances. cf. §3-1 item 3 (1). The team

has the right to conduct its own negotiations.

2. If the piecework does not result in the agreed advance, cf. section 1. The advance is paid if the reason for the loss is not due to the employee.
3. The team can claim an extra advance on the estimated piecework surplus for piecework lasting more than 4 weeks. Advances are paid in the case of the first 2nd payday after the piecework started, and thereafter every payday.
4. If the employer and employee do not agree on a discretionary advance, each of them may demand a measurement and an advance on the presumed piecework surplus to be paid in accordance with this. 15% of the amount accrued in the piecework shall be retained until the piecework has been submitted and approved.

§ 3-6 The right to measurement

The parties to the agreement with subdivisions have the right to carry out surveying at their measurement offices. Where Federation of norwegian construction industry with its subdivisions does not have measurement offices, the company is the party representative.

The right to measurement applies to all work covered by a piecework agreement,

cf. Section 3-4. Measurement must take place jointly at a pre-agreed time and place. Representatives of the company and the team must be present.

The party that does not attend the measurement by agreement agrees to the other party's measurement. Measurements can be made according to drawings and descriptions if the parties agree to it. The parties may also agree on measuring in advance.

§ 3-7 Untariffed works

1. For work that wholly or partly falls outside the piecework tariff and that is carried out in connection with piecework, the piecework time/price for the non-tariffed part shall be determined by free negotiation between the employer and the piecework team, by the team base and a representative of the team. The employer and the piecework team can consult with their elected representatives or surveyors in advance.
Union representatives or union measurers are not permitted to issue pricing orders to the parties.
2. If no agreement is reached on the piecework price/time and the employer nevertheless wants the work to be performed, a supplement to the locally agreed advance piecework must be given out of consideration for the requirements set for the performance of the work.
The provision in section 2, paragraph 1 does not change the right of the parties to the collective agreement to ensure that the provisions of the collective agreement are complied with.
3. Company and Shop steward, together with team base, can negotiate prices/times for untariffed works. These are applied as price lists for the entire company. They can also consult with the measurement office in such negotiations.

This does not apply when the matter is regulated in the general provisions of the piecework tariff.

§ 3-8 Employer's duties

The employer shall, in cooperation with the piecework team, organize the workplace so that the progress of the piecework proceeds rationally. This means good access and that the necessary materials are delivered on time as close to the work site as possible. The employer must also ensure that the piecework team has sufficient electricity, lighting and

mechanical equipment. The employer must plan the work, present assembly instructions and properly dimensioned working drawings on an appropriate scale and describe the work. The employer provides the piecework team with the necessary covering material and storage facilities for the materials.

§ 3-9 Workers' duties

The employees must carry out the work professionally and in accordance with drawings, descriptions and installation instructions. Omitted or inadequately performed work due to the piecework team will be corrected by the team without extra payment after a conference between the employer and the piecework team.

The piecework team must treat loaned materials, tools and machines with the necessary responsibility and care

Note for Painters

Omissions and/or incorrectly performed work must be pointed out by the employer before the piecework is terminated and the work is approved by the master.

Note for Masons

The work must be carried out in a craft-related way. Complaints about the execution of the work, any faulty facilities, must be notified to the team base during the work and corrected by the teams without extra payment. The work is considered completed when the hours for the overall piece have been approved, cf. the section above.

§ 3-10 Distribution of piecework earnings

1. *Skilled workers*

Skilled workers shall have a 100% share of the calculated piecework earnings per skilled worker hour. For school certificates, reference is made to section 4-2.

2. *Employee without a trade or journeyman's certificate*

In the case of piecework, the employee must have a share in the piecework. The salary is determined through discussions between the piecework team and the employer, in relation to relevant professional experience, and can amount to up to 90% of the skilled worker's piecework earnings and is charged to the piecework in the usual way.

3. *Apprentices*

See Chapter 4 regarding the remuneration of apprentices.

4. *Special qualifications*

Supplements granted pursuant to section 2-8 item 1 shall not be charged to the piecework.

5. *Crane operators*

If the crane or other lifting equipment is included in a specific piecework, the crane operator is paid in the same way as the skilled workers in the piecework team. If the crane operates several piecework teams, in their own company, the crane operator is paid in accordance with the teams' average piecework wages on the construction site. Which crane operator this applies to shall be stated in the piecework agreement. Otherwise, salary agreed pursuant to section 2-7 applies.

§ 3-11 Timelister

Timesheets must be written stating piecework time, daytime and time for execution of untariffed work when a round sum for this has not been agreed.

Timesheets must be signed for each week or by appointment.

The distribution of hours necessary for the preparation of the measurement certificate shall be made available to the measurement office as soon as possible and no later than 14 days after the conclusion of the piece.

§ 3-12 Encumbrance and acceleration of the piecework

The employer and the piecework team must actively contribute to ensuring that the piecework runs as smoothly and coherently as possible.

If the work or parts of it need to be accelerated, or if for other reasons more employees are added than what is stated in the piecework agreement, the extension must first be consulted with the team. If the piecework deteriorates as a result of expansion of the team, a proportionate addition to the piecework sum shall be given.

If no agreement is reached on whether the extension leads to deterioration of the piecework and/or the amount of the supplement, either party may terminate the piecework and be paid for the work performed after surveying.

§ 3-13 Interruption of piecework

In the event of a halt in the piecework for more than a week, both parties can demand that the piecework be cancelled against the measurement of the work performed. The same applies in the event of a change in the work schedule, or when the work is not carried out satisfactorily. In these cases, the employer has the right to cancel and revoke the piecework in return for payment as mentioned in Section 3-12, paragraph 3.

§ 3-14 The measurement fee

The fee for the measurement is deducted from the piecework amount and paid to the measurement office if the outstanding piecework surplus is sufficient to cover the fee in whole or in part.

If the piecework agreement is linked to prices/times other than the nationwide piecework tariffs, such as company tariffs or prices/times agreed in the piecework agreement, and it is not stated in the written agreement that the measurement fee is included in the agreed prices/times, the measurement fee must be calculated in addition to the piecework amount. In that case, the measurement fee is calculated up to 4%.

The fee is due for payment at the same time as the piecework profit. The payment can be made periodically, e.g. every month by further agreement between the company and the measurement office if it has been practiced previously.

§ 3-15 Payment of piecework profits

The final piecework surplus must be paid as soon as possible and within the company's ordinary payroll after the work has been completed, measured and approved by the employer.

When one of the union's measurement offices has participated in the survey, this measurement letter is sent to the employer.

The mutual complaint period is 14 days from the receipt of the measurement certificate.

If the measurement certificate is received at least 7 days before the payday, the employees must, if the employer does not find that they can pay full settlement, be paid a proportionate advance on the payday. In that case, the rest will be paid on the next payday.

If there is a dispute about certain items in the piecework settlement, the undisputed amount must be paid within the above-mentioned deadlines. The employer must not make corrections to the measurement certificate without prior complaint.

B. *Processing of disputes according to the piecework tariff*

§ 3-16 Disputes

1. *Disagreement about the understanding and scope of the piecework tariff*

Disagreement about the understanding and scope of the piecework agreement and the piecework tariff must be resolved at the individual workplace. Minutes of the discussions must be drawn up.

2. *Proceedings when the piecework agreement is linked to a nationwide piecework agreement*

Before a dispute about disagreement is brought before the Tariff Council, an attempt must be made to resolve it through negotiations between the union and the national

association in accordance with Section 2-3 of the Basic Agreement. Disputes that are not resolved through such negotiations are brought before the Tariff Council by the party that may want a different decision than what follows from the piecework note and is set out in the minutes, or by the party that wants a general interpretation of the piecework tariff.

The latter sends the Tariff Council a copy of the piecework note and a description of how the disputed work was carried out. The description must be signed by representatives of the piecework team and a representative of the employer. In addition, the minutes from the meeting at the workplace and the negotiations between Fellesforbundet and Federation of norwegian construction industry are submitted.

3. *The Tariff Council's tasks*

If the parties do not agree locally, the matter shall be brought before the Tariff Council by the Norwegian Federation of Trade Unions or the Confederation of Norwegian Construction Industry. The Council decides on disputes about the understanding and scope of the piecework tariff in the individual case. In assessing the disputed issue, the Tariff Council shall take into account all factors of importance to the case, including the wording and assumptions in the individual piecework tariff.

If the Norwegian Federation of Trade Unions or the Confederation of Norwegian Construction wants an interpretation of the piecework tariff, the issue can be brought before the Tariff Council even if there is no specific dispute locally about the issue. During the deliberations, the Tariff Council may call in other experts.

If it is decided that a work falls wholly or partly outside the

piecework tariff, negotiations shall - if the Norwegian Federation of Trade Unions or the Confederation of Norwegian Construction so wishes - immediately commence negotiations in accordance with the rules in Section 3-17. With reference to Section 3-16, the Tariff Council may determine new prices/times during the collective agreement period.

4. *Piecework of the Tariff Council*

The Tariff Council consists of 4-6 members and deputy members. The Norwegian Federation of Trade Unions and the Confederation of Norwegian Construction appoint an equal number of members and deputy members. The appointment is valid for the collective agreement period. Reappointment may not take place more than three times. The parties may also have a representative present at the Tariff Council's meeting to follow the negotiations. The Tariff Board decides the dispute on the basis of the parties' written statements. The decision is made by a simple majority, is justified and is recorded in minutes signed by the members of the council.

An employer or employee may not be a member of the Collective Bargaining Council when dealing with a dispute to which he or she is a party. The same applies to the surveyor who has carried out a survey of the disputed work.

In addition, the parties to the agreement are obliged to present other necessary material in the case, as well as to explain their views on the dispute and formulate a claim for the resolution of the case. In these matters, the parties may make use of the representative they have appointed to follow the negotiations in the Tariff Council, cf. section 3.

The Tariff Council shall as soon as possible and no later than within 14 days take up the matter for consideration

and make a judgment based on professional considerations. A decision in the case must be made no later than 14 days after the Council's deliberations have been concluded. If a decision is not made by the Tariff Council, the case may be decided by summoning a professional arbitrator. The National Mediator appoints the arbitrator if the members of the Tariff Council do not agree on the appointment.

5. *If*

an agreement is not reached after an attempt has been made to resolve the dispute at the individual workplace, between the parties in the company or in accordance with Section 2-3 of the Basic Agreement building/construction/offshore, each of the parties may demand the appointment of an arbitrator to decide the case. If the parties do not agree on an arbitrator, the National Mediator appoints an arbitrator.

C. *Technical development and other matters*

§ 3-17 Adaptation of nationwide piecework tariffs to technical developments and other conditions

1. The prices/times and provisions of the piecework tariff are based on the working methods and working conditions that applied when the piecework price was determined.

Either party may at any time demand that negotiations be entered into on changes to the piecework tariff due to changes in working methods, improved machinery, other materials, etc., which upset the basis on which the piecework tariff prices were based. This must be initiated no later than 6 months after one of the parties has demanded it. Such an adjustment or change to adapt the piecework tariff to developments shall first be dealt with by direct negotiations between the parties to the piecework tariff. If no agreement is reached, either party may request the matter to be submitted to the Tariff Council, which will make a decision on the matter if the prerequisites for professional assessment are met, so that final pricing can be determined. Otherwise, the Tariff Council shall set a temporary price, which will later be reassessed.

2. When the parties so agree, negotiations may begin during the collective agreement period on necessary adjustments to the piecework tariff and their entry into force.

If no agreement is reached during the negotiations, but both parties wish to do so, the dispute is settled by a tribunal with 2 representatives for each of the parties and with a neutral arbitrator appointed by the National Mediator, if the parties do not agree on the appointment.

3. The main organisations agree that the necessary tools should be used as much as possible to make production

more efficient. As a result of this view, the main organisations believe that work studies should be used to the greatest extent possible. Work studies, or a system for registering the time spent on production for the purpose of obtaining material for use in determining prices and items in the piecework tariff, can be initiated in cooperation with the company(s) when requested by one of the main organisations.

In such cases, the other organisation is obliged to contribute to the implementation of such studies.

For work that falls outside the fixed piecework tariff, the individual company may use time and work studies or a system for registering production time spent as a basis for determining the piecework when the parties (employer/employee) agree to this. In such cases, the time and work studies must be carried out in accordance with the guidelines laid down between the main organisations.

4. The parties emphasise the importance of ensuring that the piecework tariffs in the various building trades are maintained in line with the technical developments that are taking place. In the individual trades, negotiations may therefore be initiated once during the collective agreement period on a revision of the piecework tariffs. It is an express condition that the audit must be carried out while maintaining the average level of profit in the individual subject.

In subjects where joint technical and financial audits are carried out in accordance with Appendix 20, the requirement in section 3-17 no. 4, last sentence regarding the maintenance of the level of profit does not apply.

Chapter 4. Apprentices and other professional, continuing and further education

§ 4-1 General for all categories of apprentices and trainees

The Confederation of Norwegian Enterprise (NHO) and the Norwegian Federation of Trade Unions agree that it is important to ensure recruitment to the industry.

Apprentices are paid according to the company's payroll system. The basis for calculating the salary is the newly qualified skilled workers' earnings within the apprentice's field of expertise at the company. In the case of piecework, the piecework is charged at the percentage rate that applies to the apprentice following the scale below. The agreed remuneration applies as the apprentice's guarantee in piecework.

In addition, the parties at the company are asked to discuss measures that increase mobility and access to apprentices. Such measures may include schemes that provide support for learning materials, accommodation expenses and travel and relocation expenses.

The company keeps the apprentice with the necessary and good tools. The care of machines, tools, materials and equipment is taken care of by the apprentice.

The employer covers salary and expenses for taking the test.

The employer covers salary for the vocational theoretical (knowledge) part of the vocational examination in the event of deviating apprenticeships and for practice candidates. In companies with more than 10 employees who take on apprenticeships, the employees must appoint a

representative(s) who, together with the professional manager, must ensure that:

- a. The company's training opportunities are satisfactory
- b. The subjects' curricula are followed
- c. Apprentices are allowed to participate in compulsory school education

At the time of employment, the apprentice must be presented to the employees' representative(s) who have been appointed, and be informed of the representative(s)' tasks.

Overtime pay

In the case of overtime work, the apprentices must be paid at least as other unskilled workers in the company. In the case of piecework, see section 3-10 no. 2.

The basis for calculating the overtime pay is the rate in section 2-3 – Overtime pay

§ 4-2 Apprentice under the Knowledge Promotion Reform

1. Apprentices with 2 years in the company after 2 years in school are paid according to the following percentage scale:

1.	2.	3.	4.	5. *)	Half
30	40	55	75	80	Percent

**) applies to apprentices in the plumbing trade with 2 1/2 years in a company*

2. Apprentices with 3 years in the company, after 1 year in school, are paid according to the following percentage scale

1.	2.	3.	4.	5.	6.	7. *)	Year
30	35	40	45	55	75	80	Percent

**) applies to apprentices in the plumbing trade with 3 1/2 years in a company*

School certificate, three years in school

Employees with a school certificate must be paid 80% during their first year in the company.

Apprentice in vocational and general studies programmes.

For the time the apprentice is placed in a company for the first two years, 30% of the newly qualified skilled worker is paid. In the last two years, wages are paid for the value creation period, so that over all 4 years* they accumulate a total salary equivalent to an annual salary for newly qualified skilled workers.

*4.5 years for the plumbing profession

Indicative table:

1.	2.	3.	4.	5.*)	Year
55	55	70	75	75	Percent

*) applies to apprentices in the plumbing trade with 2 1/2 years in a company

§ 4-3 Apprentice with deviating contract terms

1. *Employees who are not already employed by the company*
Employees with at least 12 months of work experience as an employee in a full-time position and who are not already employed by the company and who enter into an apprenticeship contract in accordance with the current regulations to the Education Act are paid according to the following percentage scale:

1.	2.	3.	4.	5.	6.	7.	8.	9.*)	Year
45	45	55	60	70	80	80	80	85	Percent

*) applies to apprentices in the plumbing trade with 4 1/2 years in a company

It can be agreed with the piecework team/Shop steward a higher proportion in piecework than the scale above.

2. *Employee who is already employed by the company*

When an apprenticeship contract is entered into with an employee who is employed by the company as an unskilled/auxiliary worker/semi-skilled worker, the apprentice must continue to be paid as an auxiliary worker, cf. FOB § 2-2.2. It is also assumed that the employee cannot take a test pursuant to Section 3-5 of the Education Act on versatile practice in the subject.

3. *Apprentice with limited ability to work*

For an apprentice with a limited ability to work due to a physical or mental disability, taken in accordance with the Regulations to Section 11-12, paragraph 1, of the Education Act, pay and working conditions must be agreed directly between the company's management, the apprentice and Shop stewards.

Apprentices shall be guaranteed minimum earnings as apprentices pursuant to Section 4-2.

4. *Apprentice with full training, 4 years in a company*

An apprentice with full training in a company is paid according to the following percentage scale:

1.	2.	3.	4.	5.	6.	7.	8.	9.*)	Year
30	30	40	40	50	55	55	75	80	Percent

*) applies to apprentices in the plumbing trade with 4 1/2 years in a company

The company covers expenses for learning materials.

§ 4-4 Salary in the period from the end of the apprenticeship until the first trade/journeyman's examination is taken

Until the apprentice has passed the trade/journeyman's examination, the apprentice must be guaranteed a job and salary as in his or her last six months of apprenticeship

If more than two months pass from the end of the apprenticeship until the test can be taken, and the apprentice is not at fault for this, the apprentice must be paid in arrears the difference between the salary paid and the current skilled worker's salary in the company for the time in excess of 2 months.

§ 4-5 Salary for apprentices who do not pass a vocational examination, etc.

The apprenticeship ends with the completion of the first-time trade/journeyman's examination.

In cases where the apprentice fails the first trade/journeyman's examination, and this cannot be reversed on the apprentice's own circumstances, the company is requested to facilitate the continuation of the necessary practical training time for the completion of a new trade/journeyman's examination. In the event of an extension, remuneration will be made according to the last six months' rate. Reference is also made to the Education Act.

§ 4-6 Salary of apprentice candidate

Salary for an apprentice candidate with a training contract with a view to a less extensive examination than the vocational and journeyman's examination under the Education Act. Salary for apprentice candidate is agreed at the company. The salary shall correspond to the salary of an apprentice taken in accordance with the provisions of Section 4-3.

The company covers expenses for learning materials.

§ 4-7 Practice candidate

For those employees who wish to take a trade/journeyman's examination as a practice candidate, the company must cover expenses for learning materials and taking the test.

The employer also covers the salary for the test at the test station. The employer also covers salary for the completion of a centrally administered examination, before the trade/journeyman's examination

§ 4-8 Competence development/training

The future competitiveness of the building trades will largely depend on adaptation to new technology and the knowledge and skills of employees. The parties in the company should regularly discuss the need for continuing and further education, cf. Chapter XVIII of the Basic Agreement.

With a view to the employees being able to qualify for new tasks, and be able to meet the company's future requirements, the parties agree on:

to facilitate conditions so that companies that have the preconditions to do so take on apprentices to a greater extent. The company and union representatives discuss the need for the intake of apprentices.

to work to ensure that the scheme for being able to take a vocational examination pursuant to Section 3-5 of the Education Act in working life – the "practice candidate scheme" – is maintained in the future as well.

that when new technology is introduced, affected employees must be given the necessary training. The nature and scope of the training shall be discussed between the parties in each case, cf. Chapter V of the Supplementary Agreement IV to the Basic Agreement.

The training within the individual employee's ordinary working hours must take place without loss of profit.

that the company and the Shop stewards shall regularly discuss general training issues with a view to increasing the employees' level of competence. The parties shall discuss effective and flexible facilitation of training, including the use of digital training, where appropriate.

that the company and Shop stewards each year discuss whether there is a skills gap in relation to the company's need for competence and, if so, how it can be facilitated for employees to have the opportunity to take professional, continuing and further education. The discussions shall be based on the company's and the individual employee's needs and wishes for expanded competence. It should be a goal that vocational training is provided in all companies that meet the requirements for being a training company.

that competence-enhancing measures are facilitated through "the digital skilled worker" or other relevant continuing and further education courses, to the extent that this does not prevent the employer's proper planning of operations and personnel allocations. It is a prerequisite that the education increases the productivity and adaptability of the company and the individual employee. Any measures must be agreed between the employee and the employer.

In order for the individual to be motivated and given the opportunity for continuing and further education, the employer and employee may, by agreement between the employer and the employee, be given the opportunity to carry out competence-enhancing measures as mentioned above of up to 7.5 hours per year paid with ordinary salary. Granting this requires a goal of completion and that the employee himself contributes with the necessary personal effort in his or her spare time. Other criteria are agreed locally.

that the parties must centrally and locally facilitate that labour immigrants who work in the country and who aim to become part of the Norwegian labour market must have their basic skills in language, security knowledge and work culture strengthened.

The company and Shop stewards must discuss how to best use the skills of older employees in connection with training.

Chapter 5. Health, safety and the environment

§ 5-1 Health, safety and the environment

When no precautions can be taken in any way to achieve satisfactory protection of life, health, safety and the environment, appropriately approved protective equipment shall be made available to the employees. Employees must be given training in the use of the equipment.

Appropriately approved protective equipment means protective equipment adapted to women and men where the unisex model is not satisfactory.

§ 5-2 Dining, rest rooms and accommodation

Generally

When work is initiated, the company is obliged to provide spacious dining and rest rooms with satisfactory heating for stays during the rest period (cf. Appendix 19).

§ 5-3 Pregnant workers

Where transfer is possible, pregnant employees are entitled to transfer to other work in the company during pregnancy, if the work may be harmful to the fetus or the employee. Such a transfer shall, if possible, also take place if the pregnancy makes work difficult. In the event of a temporary transfer to another job, the salary shall not be reduced.

§ 5-4 Follow up

The employer must ensure systematic follow-up of the applicable requirements in laws and regulations to promote health, safety and the environment. In this context, the parties will work actively to ensure that companies with fewer than 10 employees should also have safety representatives. Regarding training, see Appendix 10.

Chapter. 6 Working hours

§ 6-1 Ordinary working hours

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

The parties in the company agree on the location of the working hours, usually 7.5 hours Monday to Friday.

Where, according to the agreement on the division of working hours, Christmas Eve is not a day off, the ordinary working hours end on this day at 13.00. New Year's Eve is a day off.

Note

Reference is also made to Appendix 5, Reduction of working hours.

§ 6-2 Flexibility

1. Employees are entitled to flexible working hours if this can be implemented without significant inconvenience to the enterprise. Deviating working hours arrangements can be agreed with the individual, the bas or the Shop steward.

Individual agreements are inferior to agreements between the company and the union representatives.

2. *Average calculation of working hours*

For the average calculation of working hours pursuant to § 10-5 of the Working Environment Act, where the ordinary working hours in some weeks are longer than 37.5 hours, the agreement must have a plan for which weeks, days and times are to be worked for the entire calculation period.

If an employee alternates between different working hours arrangements, it must be agreed in writing when time off in lieu and saved time off are to take place, or the excess hours must be paid as determined for overtime.

3. *Individual hour account.*

The parties at the company can enter into an agreement on an individual hourly account. The agreement must contain the necessary provisions on routines, delimitations and access to information about the status of the hourly account.

§ 6-3 Overtime work

1. Overtime work shall be limited to the minimum possible, cf. § 10-6 of the AML.

In the case of overtime work that lasts more than 2 hours excluding lunch breaks, overtime pay must be paid for the lunch break in accordance with Section 10-9 of the Working Environment Act.

2. Payment for overtime

2.1 *The overtime basis*

The rate is adjusted according to the calculation model in Appendix 20, item 1 a).

The overtime basis is **NOK 314.69 per hour.**

3. *Additional percentages*

The additional percentage is calculated from the overtime basis and is added to the employee's hourly wage

3.1 *Additional percentages – working days Monday to Friday*

Work on the first 5 working days of the week after the end of ordinary working hours and until 21:00 is paid with a 50% supplement.

From 21:00 and until the start of ordinary working hours, a 100% supplement is paid. However, if the work is required to commence after 04:00, the surcharge is 50%.

3.2 Additional percentages - non-working working day or Saturday

Where the division of working hours has been implemented so that certain days off are granted, employees who should have had time off on these days, but are required to work, must be paid a 50% supplement up to 12.00 on Saturdays and 16.00 on the other days of the week, then 100%.

3.3 Additional percentages for Sundays and public holidays and days before public holidays, 1 and 17 May

Overtime after the end of ordinary working hours on days before public holidays and work on Sundays and public holidays, 100% supplement is paid. The same applies to the public holidays on 1 and 17 May.

3.4 Plumbing - call-out supplement

For work on Saturday between 07.00 and 13.00, which has not been notified no later than the end of working hours on Wednesday, a call-out supplement of at least **NOK 184.62 per time is paid in addition to salary with overtime supplement**. The above-mentioned scheme does not apply to companies where a permanent on-call scheme has been entered into.

§ 6-4 Staggered working hours

In the event of staggered working hours, an extra remuneration must be paid, which is calculated on the basis of overtime stipulated in Section 6-3, Paragraph 2. The additional percentages are the same as for overtime work, but the rate for the first two hours is 40%.

Notice for Concrete Workers

- a) During the time when high and low tides affect the work, working hours can be shifted between 16:00 and 18:00 without overtime pay.

- b) When, due to circumstances, working hours must be divided into two sessions per day (shared working hours), the following additional percentages are paid to the ordinary hourly wage: For hours worked on the first 5 working days of the week:
- between 06.00 and 18.00: 0 %
 - between 18.00 and 06.00: 75 %

For hours worked after 12:00 on Saturdays and days before public holidays until Sunday or the last public holiday at 22:00, 100% is paid.

The above provision on shared working hours applies to work at the same workplace that lasts 3 days or more. The sessions should as far as possible be the same length and no session should be shorter than 3 hours.

In the case of work on, for example, a 38-hour week in accordance with the rules of the Working Environment Act, the hourly wage and overtime rates are adjusted proportionately.

§ 6-5 Shift work

1. General

It is possible to use shift work in accordance with section 10 of the Labour Act.

When working in shifts, a work plan must be prepared in accordance with Section 10-3 of the AML.

Shift allowances are only paid for shift work that lasts 6 consecutive working days or more. Other shift work is paid as overtime.

Shift supplement for the 2nd shift on weekdays is paid at **NOK 33.37** per hour.

Shift supplement for the 3rd shift on weekdays is paid at **NOK 53.34** per hour.

Shift supplements on Saturdays after 13.00 and on days before public holidays after the end of ordinary working hours are paid at the rate of **NOK 131.72 per hour**.

If, when an employee transitions from day to shift work or vice versa during the same day (from 00:00 to 24:00), an employee has longer working hours than normal on the day in question, overtime pay applies for the excess hours.

2. *Overtime for shift work*

In the case of overtime work before or after the shift, a supplement of 50% is given in addition to the shift supplement.

A 50% supplement is paid for work on Saturdays after 13.00 and on days before public holidays after the end of ordinary working hours and for work on Sundays and public holidays.

3. *Conversion factors*

When converting from normal working hours, 37.5 hours per week, to deviating working time arrangements, the following table is used:

From 37.5 hours - 36.5 hours:	2,74 %
From 37.5 hours - 35.5 hours:	5,63 %
From 37.5 hours - 33.6 hours:	11,61 %

See also Appendix 5

Chapter 7. Travel and accommodation regulations

§ 7-1 Where overnight stays are not necessary

Allowance for daily travel from home to workplace

A daily allowance must be paid for walking time, travel time and travel expenses for travel from home to work and back.

Employees who live closer to the workplace than 7.5 km will not be paid remuneration for walking time, travel time and travel expenses.

1. When the employee arranges transport

For distances greater than 7.5 km, the following is payable:

a)	For distances from 7.5 to 15 km:	kr. 114,60
b)	For distances from 15 to 30 km:	kr. 189,90
c)	For distances from 30 to 45 km:	kr. 223,20
d)	For distances from 45 to 60 km:	kr. 255,70
e)	For distances from 60 to 75 km:	kr. 290,40

The company cannot require the employee to use his or her own car.

Young workers and apprentices

For young workers and apprentices, a reduced remuneration is paid corresponding to 85% of the above rates.

2. When the employer provides transport

When the employer makes a suitable means of transport available free of charge, the following rates apply to the driver and accompanying passengers:

a)	For distances from 7.5 to 15 km:	kr. 70,70
b)	For distances from 15 to 30 km:	kr. 118,40
c)	For distances from 30 to 45 km:	kr. 141,50
d)	For distances from 45 to 60 km:	kr. 165,20
e)	For distances from 60 to 75 km:	kr. 189,70

Young workers and apprentices

For young workers and apprentices, a reduced remuneration is paid corresponding to 70% of the above rates.

Local schemes

Any better local arrangements pursuant to sections 1 and 2 are retained.

Appointment for driver

The company's management and the Shop stewards, see FOB § 1-2, may enter into other agreements for the driver pursuant to § 7-1 no. 2, when the employer makes a service vehicle/means of transport available free of charge.

3. *Agreed meeting place*

The provision in section 7-1 no. 2 does not apply when the company arranges transport from the agreed meeting place to the place of work. The employee arranges for transport to the meeting place. Remuneration from the meeting place is agreed between the company and the company representative. The remuneration should take into account how much of the transport the employee himself arranges and be between the rates in section 7-1 no. 1 and section

7-1 no. 2. Unless otherwise agreed, the scheme is assumed not to result in longer travel times or travel distances for the individual employee.

4. *Work permanently in the company's workshop and the like.*
When the employee works permanently in the company's workshop, warehouse site or other workplace on the company's own premises, no remuneration is paid.

5. *Muster/sign-off at the construction site*
When the employee signs on at the construction site and the working day ends at the company's workshop etc., half the remuneration is paid pursuant to section 7-1 no. 1 and no. 2. The same applies when the employee signs on at the company's workshop and the working day ends at the construction site.
The journey between the workshop, warehouse, etc. and the construction site then takes place during working hours, and the question of payment is not regulated by section 7-1 of the collective agreement, which only applies to travel outside working hours.

For the use of a private car for business travel during working hours, reference is made to Section 7-3 of the FOB.

6. *Work in the client's area of at least 2 years' duration.*
In the case of maintenance work, renovation work and repair work, as well as in connection with other comparable assignments carried out on the client's territory (workshop, factory, shipyard (etc.)), remuneration is not paid when the employee is given the prospect in writing of work at the location in question for at least 2 years. Agreements already entered into are assumed to be maintained.
7. *General provisions*
 - 7.1. Travel time and walking time fall outside working hours.

- 7.2. Travel allowance paid in accordance with the rules in section 7-1 is salary and is included in the calculation basis when calculating holiday allowance.
 - 7.3. The remuneration is paid with each ordinary salary.
 - 7.4. A risk assessment of daily commuting must be carried out in relation to travel time and other conditions.
 - 7.5. Daily commuting beyond 75 km, each way is not recommended. If accommodation cannot be arranged for practical reasons, the company and Shop stewards can agree on special arrangements for daily commuting in excess of 75 km.
 - 7.6. When entering into such agreements, due consideration shall be given to both the health and safety of the employees and the length of the travel time.
 - 7.7. Any tolls and ferry tickets will be refunded by the company in full if the distance is more than 7.5 km. Applies to tolls and ferry tickets according to the rate for the use of passenger cars (less than 3500 kg.)
 - 7.8. The parties encourage that an agreement be entered into locally for the use of public transport, or other environmentally friendly transport, where this is practicable. The scheme must be agreed between the company and the Shop stewards for each project. The company pays the actual cost, in addition to the rates in §7-1 no.2
8. *Special provisions for the plumbing profession regarding travel time and travel allowance*
- 8.1 Where the employee signs directly on the construction site - a daily allowance must be paid for travel time/walking time and travel money in excess of 5 km from the company to the construction site and back to the same starting point.

- 8.2 Travel money using public transport is paid according to actual costs. When using your own car, the state's rates are used.

The employer can choose the cheapest alternative. When the employer makes a free means of communication available, the employees are not entitled to travel money.

Incurred expenses for ferries and tolls are paid by the company in cases where these are additional expenses as a result of the construction site's location in relation to the company.

Costs that would normally be incurred for attending a company are thus not covered.

- 8.3 Travel and walking time of up to 1 1/2 hours daily falls outside working hours.

For this time, the following is paid:

Plumber:	kr.133,25 each hour
Unskilled:	kr.123,85 each hour
Apprentice:	kr. 99,25 each hour

In the event of negotiations at the company with the Shop stewards, the parties may agree on an extension of the travel time up to 2 1/2 hours daily. However, no more than 2 hours must be added outside working hours.

From 1,5 to 2 hours daily is paid with service pay.

- 8.4. Where there is a muster in a workshop or storage site, the beginning of the working time and, if applicable, its

end, is counted from the place of muster.
Travel time and travel money between the workshop and the construction site are paid by the company. Travel time in excess of 21/2 hours daily is not recommended.

- 8.5. Travel time during working hours is paid with service pay.
- 8.6. An agreement on travel and walking time regulations is attached to a piecework note.
- 8.7. The company and Shop steward may agree that the provision in § 7-1, that apply to other building trades can be used in their entirety in the company.

§ 7-2 Where overnight stays are necessary

1. *Board and lodging*

Before the company sends an employee on an assignment outside his or her home town, arrangements regarding board and lodging must be agreed. The main rule is that the employer provides board and lodging.

In addition, the Shop stewards and the company can agree on other arrangements regarding board and lodging, such as a fixed per diem rate, payment according to invoice, etc. Standard for lodging is set out in Appendix 19 Housing, barracks, accommodation and staff rooms.

2. *Expenses during travel*

Employees who are sent on assignments outside their home country will have necessary travel expenses (second class on public transport), covered by invoice. If the second best class cannot be used, a place in the best class is paid. Diet during travel is paid according to the company's travel regulations, or according to invoice

3. *Payment for travel time at the start and end of travel assignments*

For travel time, ordinary hourly wages are paid. If a sleeping place is used, you will pay for travel hours during ordinary working hours and up to 20:00. For travel on Saturdays and public holidays, you pay for the same number of hours as for other days.

For paid travel hours between Saturday at 13:00 and Sunday at 22:00 and for paid travel hours between 07:00 and 22:00 on public holidays, 50% of the overtime basis is paid in addition. The same applies to travel on days off.

4. *Paid return trip during the assignment period*

- 4.1. In connection with travel home and back to the facility, the company covers return travel expenses minus NOK. 100 NOK per time, maximum 17 times per year, but not more often than every 3 weeks. These trips are also included in travel in connection with holidays and/or holidays (travel time is not reimbursed).
- 4.2. The expenses are calculated according to the cheapest public transport method. An employee who travels to a place other than the starting point is entitled to remuneration pursuant to the preceding paragraph of up to the amount that the journey to the starting point would have cost, as well as return travel **minus NOK 100 per time.**
- 4.3. Taking holiday does not entail loss of entitlement under the provision.
- 4.4. Starting point means the place where the employee is entitled to be sent back after the end of work.
- 4.5. Special for the plumbing profession
Travel time and travel money are paid from the place of accommodation and up to the workplace. Travel time is paid in accordance with §7-1 item 8.

§ 7-3 Use of a private car for business driving during working hours

If the parties at the company find it appropriate for the employee to use a private car for business travel during working hours, the Shop stewards and the employer must enter into an agreement to this effect. If the parties do not agree on the amount of the remuneration, the state's rates are used.

The provision shall not have consequences for the practice of current travel and walking time regulations.

§ 7-4 Work outside the country's borders

Before the company sends employees to work outside the country's borders, negotiations must be held between the Shop stewards and the company on arrangements that take care of: Travel, accommodation, insurance, repatriation in the event of illness, pay and working conditions, leave of absence, etc. See also aml §14-8

Chapter 8.

§ 8-1 Salary payment

Salary payment follows the provisions of the Basic Agreement §11, 1-3. Within 2 weeks from the end of the pay period, salary and expense coverage are paid.

The above does not prevent the parties in the company from agreeing on more frequent salary periods. When transitioning from more frequent salary periods to monthly salary payments, the parties must discuss any wishes for a-account payment during the pay period and/or other matters related to the salary payment.

Chapter 9. Temporary suspension

§ 9-1 Temporary suspension

1. Temporary suspension due to lack of materials, utensils or due to other conditions
2. When work on piecework or time must stop and the employee is not assigned any other work, he is paid his hourly wage for the time he must be unemployed. However, this does not apply if the stoppage is due to circumstances that the company could not prevent, when the employee has been notified 3 days before.
3. The provision does not apply to plumbers, plumbing, scaffolding construction and industrial painting

Chapter 10. Vacation

1. Holiday is granted in accordance with the Holiday Act.
2. For contractual holiday, see Appendix 7.
3. Statutory extra holiday for older employees; The Holiday Act § 5 no. 2 and 10 (3). It is a condition that the employee's wishes regarding the taking of the extra holiday are met as far as possible. However, the confederations agree that extra holiday for older employees cannot be demanded to be set aside at a time that creates significant difficulties for production, or for systematic holiday taking for the company's workforce as a whole. Where this is the case, the company has the right to require employees to choose another time for taking extra holiday.

Chapter 11. Equivalence

§ 11-1 Introduction

The Norwegian Federation of Trade Unions and the Confederation of Norwegian Enterprise (NHO) agree that targeted work on diversity and equality will be important to improve recruitment to companies. Corporate social responsibility in this area can contribute to greater motivation among employees. This will help to ensure the companies' competitiveness and market adaptation. Reference is also made to the Basic Agreement's supplementary agreement II Framework Agreement on Gender Equality in Working Life.

Through cooperation, information and discussion, the parties shall promote equality and prevent discrimination on the basis of gender, pregnancy, maternity leave and adoption, care responsibilities, ethnicity, religion, beliefs, disability, sexual orientation, gender identity and gender expression, or a combination of the grounds. The parties shall also seek to prevent harassment, sexual harassment and gender-based violence. The parties emphasise the importance of older workers and workers with reduced health being able to continue working until ordinary retirement age.

The employer is responsible for the company's statutory gender equality work, but both parties are responsible for taking the initiative in gender equality issues. Where no local agreement is entered into under the Basic Agreement, gender equality work must be included in the established system for cooperation, information and discussions in the companies.

Reference is also made to the provision section 11-2 on equal pay, Joint Appendix 6 and the Basic Agreement's Additional Agreement II – Framework Agreement on Promoting Gender Equality and Preventing Discrimination in Working Life.

§ 11-2 Equivalence

The parties agree that under the Joint Agreement for Building Trades under otherwise equal conditions, women and men shall be assessed equally, both in terms of merit and professionalism. In local wage negotiations, the parties must therefore review both men's and women's pay conditions and consider the reasons for any pay differences, cf. the provisions of the Equality and Anti-Discrimination Act.

In all companies that are required by law to carry out a gender-segregated pay survey every two years, the Shop stewards must participate in the planning and evaluation of the pay survey.

Chapter 12. Unorganized companies - tariff revisions

For unorganised companies that are bound by this agreement by direct agreement with the union (so-called accession agreements, hanging agreements or declaration agreements), where the parties agree to accede to the collective agreement in force at any given time, the following applies:

These companies are covered by tariff revisions between the parties to the agreement, without the declaration agreement being terminated.

As a result of the union and the unorganised companies agreeing to accede to the collective agreement in force at any given time, no special negotiation and/or mediation is carried out between the union and the unorganised companies, as the negotiation/mediation between the parties to the agreement also includes/applies between the union and the unorganised companies.

When the LO/union terminates the collective agreement, the unorganised companies are notified of this by means of a copy of the termination. This notice is considered a prior termination of the collective agreement and satisfies the requirements of the Labour Disputes Act for the initiation of legal industrial action.

The union has the right to take members of these companies out in industrial action with notification of redundancy and possible resignation in accordance with the deadlines in Section 3-1,1-4 of the Basic Agreement, at the same time as notice of redundancy/resignation in the main settlement. Any industrial action in unorganised enterprises ceases at the same time as the termination of the industrial action in the main conflict.

When a new agreement has been entered into between the parties to the agreement, this applies to the unorganised enterprises without a separate decision.

These provisions are a necessary consequence of section 3-1.3 of the Basic Agreement.

If the union or company wishes to carry out an independent tariff revision, the declaration agreement must be terminated in accordance with the termination rules that apply.

Chapter 13. Duration

This agreement enters into force on 1 April 2024 and is valid until 31 March 2026 and further 1 - one - year at a time unless it is terminated by one of the parties in writing with 2 - two - months notice.

Regulatory regulations for the 2nd year of the agreement

Before the end of the first year of the agreement, negotiations shall be commenced between the Confederation of Norwegian Enterprise (NHO) and the Norwegian Confederation of Trade Unions (LO), or the body authorized by the Norwegian Confederation of Trade Unions (LO), on any wage adjustments for the 2nd year of the agreement. The parties agree that the negotiations shall be conducted on the basis of the economic situation at the time of the negotiations and the prospects for the 2nd year of the agreement, as well as price and wage developments in the 1st year of the agreement.

The changes to the collective agreements for the 2nd year of the agreement are decided on by the LO's Council of Representatives, or the body authorized by the LO, and the Confederation of Norwegian Enterprise (NHO's Council of Representatives).

If the parties do not agree, the organization that has submitted a claim within 14 - fourteen days after the conclusion of the negotiations may terminate the individual collective agreements with 14 - fourteen - days' notice (but not until expiry before 1 April 2025).

Oslo, 8 May. 2024

THE CONFEDERATION OF NORWEGIAN BUSINESS AND
INDUSTRY

THE NORWEGIAN CONFEDERATION OF TRADE UNIONS
CONFEDERATION OF NORWEGIAN CONSTRUCTION INDUSTRY

FELLESFORBUNDET

Appendix 1.

Permanently adapted work in ordinary activities (VTO)

§ 1 Scope of the appendix

The voucher applies to employees who are 100% disabled and are permanently employed by the company on the VTA measure in ordinary enterprise (VTO), or through other similar schemes.

Unless otherwise stated in the appendix, the provisions of the collective agreement also apply to employees covered by this appendix.

§ 2 The employee's duties in the company

The employee performs the tasks he/she is assigned by the company.

Before the employee is hired, it is discussed with the Shop stewards how the employee is to be taken care of and receive the follow-up and development that the qualification plan requires.

§ 3 Employment, employment contract, dismissal/dismissal

The employee is employed by the company in accordance with the Working Environment Act.

A written employment contract must be concluded.

Dismissal/dismissal must have a factual reason and be carried out in accordance with the provisions of the Working Environment Act (AML).

§ 4 Salary provisions

The salary covered by this provision is salary paid by the company to its employees covered by this appendix. Social security benefits shall not be included.

The minimum rate for salary is stated in the VTA voucher to the AMB collective agreement in force at any given time. From 21 April 2023, the minimum rate for salary is NOK 28 per hour. See the current rate here (the VTO voucher is added at the top of the list on the website)

Regardless of the type of collective agreement the company is bound by, the above minimum rate applies and the management must once a year discuss with the Shop stewards any adjustment of the company's salary rate of NOK 30.50 for those covered by the voucher.

§ 5 Work outside the place of employment

In the case of work outside the daily workplace, this can be compensated according to local agreements.

§ 6 Working time arrangements, Work outside the place of employment

When working outside the employee's daily workplace, it can be agreed that the working hours follow the working hours in the external company.

§ 7 Salary during illness, etc.

The company must pay sickness benefits in accordance with the provisions of the National Insurance Act in force at any given time, based on the individual's salary during the employer's period.

Appendix 2.
Enlightenment and Development Fund
established by
the Confederation of Norwegian Enterprise and the
Norwegian Confederation of Trade Unions in Norway
(Last amended in 2024)

§ 1

Purpose

The purpose of the fund is to implement or support measures to promote information and education in Norwegian working life.

§ 2

Means

The information and education measures, including courses and school activities, shall aim, inter alia, to:

1. a modern training of union representatives with particular emphasis on productivity, the environment, finances and cooperation issues,
2. training of company managers and employees in the same areas as mentioned in point 1,
3. preparation, facilitation and development of training measures,
4. through various measures, contribute to increased value creation,
5. promoting good cooperation within the individual company.

§ 3

Financing

A simplified collection model has been established where the number of employees who are to be subject to the premium calculation is determined on the basis of the information the company has provided via the A-melding to the Aa Register with the following group division:

Group 1:	From 0 h/week up to 20 h/week
Group 2:	From 20 h/week up to 30 h/week
Group 3:	From 30 h/week and up.

The companies pay premiums in arrears each quarter according to the following rates per month.

As of Q3 2011, the following monthly premium rates apply to the O/U fund:

Group 1:	kr. 17,-
Group 2:	" 27,-
Group 3:	" 46,-

As part of the financing scheme, the employer can deduct employees who are covered by the Basic Agreement for Workers between LO and NHO and the Basic Agreement NHO-LO/FLT/HK, kr. 3.25 per week.

The amounts are regulated by the Secretariat of the Norwegian Confederation of Trade Unions (LO) and the Board of the Confederation of Norwegian Enterprise (NHO), on the recommendation of the Fund Board; § 5.

§ 4

Collection of premiums

The fund is covered by the OU coordination. The premium mentioned in section 3 must therefore be paid quarterly to the OU coordination. The premium payment is intended to cover the

enterprise's total liabilities to all OU funds. The agreement on the OD coordination supplements this Agreement.

§ 5

Administration

The fund is managed by a board of 6 members, of which the parties appoint 3 each. The position of chairman of the board alternates between the Norwegian Confederation of Trade Unions in Norway and the Confederation of Norwegian Enterprise and Industry one year at a time.

§ 6

Use and distribution of funds

Each year, the Fund Board determines the amounts to be set aside in advance for common purposes that it deems desirable to support. The Fund's remaining funds are allocated - with half to each - by special committees appointed by each of the two main organisations. Special statutes are prepared for the activities of these committees.

The Confederation of Norwegian Enterprise and the Confederation of Trade and Industry in Norway shall keep each other informed of the plans of the special committees for the use of the funds and of the measures that have been implemented.

All companies that contribute to the Fund shall, in accordance with specified rules, be allowed to participate in measures financed by the Fund's assets.

§ 7

Financial statements and annual report

The fund's financial year is the calendar year. At the end of each financial year, annual accounts are prepared and audited by a state-authorised auditor. The accounts are sent together with the annual report to the Confederation of Norwegian Enterprise and the Norwegian Confederation of Trade and Industry in Norway.

§ 8

Dissolution

In the event of the dissolution of the fund, the remaining funds will accrue to NHO and LO so that each organisation receives the amount that it was entitled to dispose of pursuant to section 6 of the agreement. The remaining funds must be used in accordance with clause 2 of the agreement.

§ 9

Entry into force

This Agreement shall enter into force on 1 October 1970 and shall remain in force until the first general revision of the collective agreement after the expiry of the Basic Agreement. The agreement then follows the ordinary collective agreement period with any revision in connection with the spring settlement.

Oslo, April 2024

Jon F. Claudi

Tone Faugli

NHO

LO

Appendix 3.

Agreement on a new AFP scheme

In Introduction

In connection with the 1988 wage settlement, the contractual early retirement pension (AFP) scheme was established. The purpose was to give employees in companies bound by a collective agreement the opportunity, subject to further rules, to retire with early retirement before reaching retirement age under the National Insurance Scheme.

The Storting's decision on a new retirement pension in the National Insurance Scheme from 2010 (postponed to 2011) assumed that other parts of the pension system would be adapted to the new reform.

Against this background, the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO) agreed in the 2008 collective agreement that the old AFP scheme should be replaced by a new AFP scheme adapted to the regulations of the new retirement pension in the National Insurance Scheme.

The parties have taken as their basis the Government's position that AFP early retirement pension should be continued in the form of a neutral lifelong supplement to the retirement pension in the National Insurance Scheme. The optional withdrawal date is generally from the age of 62, and the monthly pension payments are reduced in the event of early withdrawal and increase in the event of later withdrawal. The new AFP scheme can be combined with employment income without reducing the AFP pension. With such a design, AFP, together with the new retirement pension in the National Insurance Scheme, will contribute to achieving the key objectives of the pension reform. The state provides ongoing subsidies related to the AFP scheme to employees/pensioners corresponding to half of the benefit from the employers, excluding expenses for the compensation supplement, which is fully financed by the state.

II Statutes

This agreement does not regulate in detail all conditions, rights and obligations related to AFP. This is determined through the scheme's articles of association, which are laid down by the Board of the Joint Scheme for Contractual Pensions (AFP) and approved by the Ministry of Labour pursuant to the AFP Supplementary Pension Act of 2010.

Detailed rules for both the original AFP early retirement pension and the new AFP early retirement pension are laid down in these statutes. Relevant companies must at all times keep up to date with regard to the obligations incumbent on the company. The articles of association also contain certain special rules that may mean that the individual employee is not entitled to AFP.

The articles of association in force at any given time can be found on www.afp.no

III Original AFP scheme

The original AFP early retirement pension is granted to employees who have submitted an application for such a pension before 31 December 2010 and who meet the conditions at the time of effect. The latest effective date for the original AFP early retirement pension is 1 December 2010. The original AFP early retirement pension runs up to and including the month in which the pension recipient turns 67.

A person who has started to take out the original AFP early retirement pension (in whole or in part) cannot later claim to take out a new AFP early retirement pension.

IV New AFP scheme

A new AFP early retirement pension is granted to employees born in 1944 or later and who are granted AFP early retirement pension with effect from 1 January 2011. The scheme will be established as a joint scheme in the private sector.

A new AFP early retirement pension must be taken out before the age of 70 together with a retirement pension from the National Insurance Scheme.

V. Conditions for getting a new AFP early retirement pension (Main points, see also the articles of association)

In order to be eligible for a new AFP early retirement pension, the employee must be, and for the last three years prior to this date, continuously been, employed and a genuine employee in an enterprise covered by the scheme.

At the time of withdrawal, the employee must also have a pensionable income that, converted to annual income, exceeds the applicable National Insurance basic amount, and have had an income above the average basic amount in the previous income year.

Furthermore, an employee born in 1955 or later must have been covered by the scheme for at least 7 of the last 9 years before the age of 62 (the seniority period) in the event of employment in one or more enterprises that were affiliated to the Joint Scheme at the time the seniority was accrued. For employees born in 1944 to 1951, the seniority requirement is 3 of the last 5 years. For employees born in the years 1952 to 1954, both figures are increased by one year for each year they are born after 1951. During the period of seniority, the employment must have been the employee's main occupation and have provided the employee with a pensionable income that is higher than the employee's other income.

See also the articles of association (www.afp.no) regarding special provisions on full-time equivalents, illness, layoffs, leave, employer's bankruptcy, other income, received other pensions in employment, redundancy pay, ownership interest in the enterprise, ownership interest in other enterprise, etc. Employees who have a lower retirement age or age limit than 62 years cannot be covered by the scheme.

WE. The pension level in the new AFP scheme

AFP early retirement pension is calculated at 0.314 per cent of annual pensionable income up to and including the calendar year in which the employee turned 61, and up to an upper limit of 7.1 G. Pensionable income is determined in the same way as when calculating income pension in the National Insurance Scheme's retirement pension.

AFP early retirement pension is paid as a lifelong supplement to the retirement pension.

AFP early retirement pension is designed neutrally so that it increases at a later date. AFP is not increased further when drawing after 70 years. The same life expectancy adjustment as for retirement pension from the National Insurance Scheme is used when calculating AFP.

Employment income can be combined with AFP early retirement pension and retirement pension from the National Insurance Scheme without any reduction in any of the benefits.

AFP early retirement pension is regulated in the same way as income pension in the new retirement pension in the National Insurance Scheme, both during accrual and payment.

VII. The new AFP scheme is financed in the following way:

The costs of AFP early retirement pension are financed by the enterprises, or parts of the enterprises, that are or have been members of the Joint Scheme, and the state makes a contribution related to the individual pensioner.

The state provides contributions to AFP. Until 31 December 2010, the rules in Act No. 110 of 23 December 1988 apply, and from 1 January 2011 the rules in the AFP Supplementary Pension Act.

The compensation supplement for the new AFP early retirement pension is covered in full by the state.

The enterprises pay premiums to the Joint Scheme to cover the part of the expenses that are not covered by the state's contribution. Further provisions on premium payment are laid down in the articles of association for the Joint Scheme for Contractual Early Retirement Pension (AFP) and in the Joint Scheme's board decision.

In the period 2011 to 2015, there will be people who receive original AFP, and during this period, companies that were part of the original AFP scheme will have to pay premiums to this, as well as a user fee for their own employees who have taken out original AFP. Premiums and user fees are determined by the Board of the Joint Scheme.

For the new AFP, the enterprises must pay a premium for employees and others who have received salary and other remuneration that is reported under code 111-A in the Directorate of Taxes' code overview. The premium rate is determined by the board of the Joint Scheme. The premium shall constitute a percentage of the total payments from the enterprise in accordance with the enterprise's reporting under code 111-A. The enterprise shall only pay a premium on the part of the payments to the individual in the previous income year that is between 1 and 7.1 times the average basic amount. Premiums are paid for up to and including the year in which the member of the scheme turns 61. The premium is paid quarterly.

VIII. In addition to collective bargaining companies in NHO, the agreement must also be made applicable to companies outside NHO that have a collective agreement with unions affiliated to LO or YS.

Appendix 4.

Agreement on guidelines for the percentage deduction of trade union membership

«deduction agreement» between the Confederation of Norwegian Enterprise and relevant national associations and the Norwegian Confederation of Trade Unions in Norway represented by the Norwegian United Federation of Trade Unions

1. Basis

- 1.1. The basis for the agreement on deduction of the percentage fee is based on the provisions on this in Section 11-3 of the Basic Agreements for Industry and Construction.

2. Information

- 2.1. It is a prerequisite that the information that becomes available regarding the individual employee and the individual company is not used in any other context than in connection with the deduction of trade union dues.

3. Who should it be deducted for

- 3.1. Fellesforbundet's local branch or club is responsible for keeping the company up to date with who is to be deducted membership fees for - and following up on this. The company must be notified of new or withdrawn members on separate standard notification forms.
- 3.2. New members are deducted from the first possible deduction period salary payment after written notification has been given.
- 3.3. The suspension of deductions for withdrawn members takes

place from the following pay period after written notification from the federation, branch or club has been given.

4. Implementation of the move

- 4.1. The membership fee is deducted by the company at each paycheck. The deducted amount is transferred monthly.
- 4.2. The membership fee deduction is made on the entire accrued calculation basis in each individual pay period (piecework arrears and holiday pay included).

The calculation basis is the employee's gross salary stated in code 111-A as well as expense allowances subject to withholding tax etc. in the salary and deduction statement. Exceptions are fees in excess of ordinary profits to members of the board of directors and corporate assembly, as well as gifts of recognition.

- 4.3. The calculated membership fee is deducted with priority after tax deductions, pension premiums, information and development funds, low-wage funds and contribution deductions.
- 4.4. When transferring membership fees to Fellesforbundet, a pre-printed bankgiro form must be used, which is sent to the company. Companies that print payment forms from their own computer system must enter the company identification found on the submitted forms. The club must have a copy of the giro form that is used when making payments to Fellesforbundet.

5. Feature

- 5.1. The company shall, under its own auspices or through a bank, arrange for the deduction of trade union dues and insurance dues if this is part of the membership, when union representatives - or where union representatives are not

elected - Fellesforbundet or its branch so demand. The Norwegian Federation of Trade Unions or its branches must notify the company of the rates to be used when deducting trade union and insurance dues.

The individual company club has the opportunity to decide on a special membership fee for the club. The club fee is deducted from the regular membership fee, by increasing the rate for union fees.

The time for establishing or changing club membership fees follows the rules in section 5.4.

5.2. Deducted membership fees are transferred to the stated account number in Fellesforbundet.

5.3. In cases where the corporate club has decided on its own membership fee, the amount is transferred to the stated account number in the club.

5.4. Changes to the rates can take effect from 1 January or 1 July when written notice has been given with 1 month's notice.

6. Several departments

6.1. If Fellesforbundet at the same company has members from several branches, the company must deduct membership fees for all branches.

Where the departments adopt a special membership fee for their area and the company cannot undertake to deduct different membership fees for the different departments, the departments must agree on a common rate, which is communicated to the company.

The Norwegian Federation of Trade Unions may delegate to one of the branches the task of representing the union in

relation to the company.

The branch that has been authorised to act on behalf of the Norwegian Federation of Trade Unions is responsible for ensuring that the company is able to group its members by department in the deduction lists.

7. Pull lists, messages

7.1. The company must report the deduction by regularly sending deduction lists.

The drawing lists, with a specified drawing period, must contain:

- National identity number (11 digits) and membership number. Or work no. where this is used as a membership number.
- Name
- Amount deducted
- Messages, where the following should be included
- Registered during the period
- Unsubscribed during the period
- To or from initial compulsory military/civilian service
- Death
- Any other messages agreed by the parties to the agreement. Where computer processing makes it possible or where the parties in the company agree to it, the following messages may also be included:
- To or from lay-offs or leave without pay of at least 5 days' duration beyond the employer's period
- To or from salary from the National Insurance Office
- Gross salary
- Drawn so far
- Transition to disability benefit, old-age benefit or AFP early retirement pension

The employees must be on the deduction lists as long as the

person in question is a member of Fellesforbundet, and has an employment relationship with the company.

- 7.2. The draw lists are sent to the department and the company club monthly unless otherwise agreed.

In cases where it creates practical problems to send pull lists to several departments, the organizations must discuss other solutions.

- 7.3. For employees on sick leave, the company must, after the end of the employer's period, notify the National Insurance Office of the deduction of membership fees to Fellesforbundet.
- 7.4. The Norwegian Federation of Trade Unions or its branches and the individual company may agree that the information on the deduction list is provided in electronic form.
- 7.5. To facilitate the work for those companies that do not use EDB, Fellesforbundet will - upon order - deliver a standard deduction list, which can be used for reporting.

8. Adaptation

- 8.1. For companies that for technical reasons cannot fully comply with the guidelines, necessary adaptations or transitional arrangements are agreed upon in consultation with the contracting parties.
- 8.2. If the company deducts membership fees for employees organised in other unions, it is assumed that the reporting is coordinated in consultation with the organisations

9. Duration and termination

- 9.1. This agreement entered into force on 01.09.1988 and was later amended by the tariff revision in 1998. If the changes

made in connection with the tariff revision in 1998 prove to cause practical problems for some companies, their implementation may be postponed until 01.02.1999.

The parties may terminate this Agreement with one - 1 - year written notice.

Appendix 5.Reduction of working hours as of 1 January 1987

A. From 1 January 1987, the following reduction in working hours will be implemented:

1. To 37.5 hours per week:Daytime working hours
2. To 36.5 hours per week: Regular 2-shift work that does not take place on Saturday evenings or on public holidays.
3. To 35.5 hours per week:
 - a. Work that is done "mainly" at night.
 - b. Round-the-clock shift work and "comparable" shift work.
 - c. 2-shift work and "comparable" shift work that is "regularly" carried out on Sundays and/or public holidays.
 - d. Working time arrangements that mean that the individual must work at least every third Sunday and/or movable public holiday.
4. To To 33.6 hours per week:
 - a. Fully continuous shift work and "comparable" shift work.
 - b. Work during the day in mines.

- c. Work on tunnel operation and blasting of rock caverns during the day.
- 5. For those who have extended working hours due to emergency duty or passive duty in accordance with Section 10-4 (2) and (3) of the Working Environment Act, the extension shall be made on the basis of the number of hours in the collective agreement.

B. Implementation of compensation for reduction of working hours

- a. Pure weekly, monthly and annual salaries will remain unchanged. If, in addition, a bonus, production premium or that is dependent on working hours is granted, the variable part is regulated in accordance with clause d. below.
- b. Hourly wages (minimum wage rates, normal wage rates, individual wages and piecework deprivation) are increased by 6.67% for those whose working hours are reduced from 40 to 37.5 hours, 6.85% for those whose working hours are reduced from 39 to 36.5 hours, and 7.04% for those whose working hours are reduced from 38 to 35.5 hours. 7.14% for those whose working hours are reduced from 36 to 33.6 hours.
- c. Other wage rates expressed in kroner and øre per hour are increased in the same way as stipulated in item b when it is clear that the employee's weekly earnings would otherwise decrease with the reduction of working hours if the rates were not adjusted.

- d. Piecework tariffs, fixed piecework and price lists, production premium schemes, bonus schemes and other wage schemes with varying profits are regulated so that hourly earnings are increased by percentages to be applied in accordance with clause b.

Until agreement on the regulation of piecework, etc., is reached, the supplements are paid per hour worked. It shall also be possible for the parties to agree that the supplements shall be excluded from piecework, etc., and shall be paid per hour worked.

- e. Piecework standards (piecework calculation basis) are regulated so that the piecework profit increases by the percentage to be applied in accordance with item b. Until agreement has been reached on the regulation of piecework standards (piecework calculation basis), the old piecework standards (piecework calculation basis) are used, and the supplements are paid per hour worked.

Where, within a collective agreement area with a piecework standard in the main collective agreement, the company had to use higher figures than the agreement's piecework standard, these figures shall only be adjusted to the extent necessary to bring them up to the new agreement's piecework standard.

- f. It shall be possible, by agreement between the parties within the individual agreement area, to agree that compensation in accordance with clauses a-e shall be given in the form of a penny supplement instead of in

percentages.

- g. Where the reduction in working hours from 40, 39, 38 or 36 hours, respectively, occurs from a lower previous working hours, relatively less compensation is given

C. General information about the implementation

1. When implementing a reduction in working hours pursuant to item A, it is of crucial importance that the individual company achieves greater flexibility with regard to when work is to be performed, maintains an appropriate operating time and ensures an efficient and rational utilisation of working hours.
2. Before the reduction in working hours is implemented, negotiations must be held at the individual company about the practical implementation.
3. All collective agreements include provisions stating that working hours must be complied with and utilised efficiently. Union representatives undertake to contribute to this. With a view to streamlining working hours to the greatest possible extent, a review of breaks, washing times, etc. shall be carried out. If, in the opinion of one of the parties, there is no reason to maintain the arrangements, the arrangements shall be dealt with in the usual collective bargaining manner.
4. Section 10-12 (4) of the Working Environment Act allows, under certain conditions, for the parties to the collective agreement to agree on a different

arrangement of working hours than what the Act stipulates as the usual one. Should there be a special need to maintain the current working hours within certain industries or companies, the parties to the collective agreement may make an agreement to this effect in accordance with Section 10 of the Act.

5. In connection with the reduction of working hours, it may prove desirable for the sake of the economic utilisation of the production equipment to practise different ordinary working hours, within the framework of the Working Environment Act, for different groups of employees. Within a working hours scheme, it may also be desirable to schedule the breaks at different times for the employees. It is assumed that this is regulated in more detail in the individual collective agreement.
6. In the event that the working hours scheme means that certain working days are non-working days, work on these days of employees who should have been off must be paid with a 50% supplement. However, in cases where the collective agreement contains a provision for a 100% supplement for overtime work on Sundays and public holidays and days before these, 100% must be paid after 12.00 on Saturdays and after 16.00 on the other weekdays.
7. When objective reasons make it necessary, the company must be allowed to make an exchange of days off. In cases where there is no agreement on the terms of this by industry or at the company, the following shall apply:

Instead of the stipulated day off, a corresponding day off may be granted during the 4 following weeks.

Notice of such a change of day off must be given no later than the end of working hours two days prior to the day off. At the same time, the company must notify when the employee will instead have a day off.

When the conditions for changing days off are met, additional payment is not made for ordinary working hours up to 12.00 on Saturdays and up to 16.00 on other weekdays.

8. In enterprises where the on-call provisions of Section 10-4 (4) of the Working Environment Act apply, the reduction of weekly working hours shall not in itself lead to a wider access to compensation for days off than is practised under an arrangement of weekly working hours of 40 hours on average.
9. Where shift work within the framework of the Working Environment Act is to be maintained, introduced or expanded and where there is not already a collective agreement basis for this, the parties must enter into negotiations during the collective agreement period on shift provisions.

D. Daytime work

The Confederations recommend that working hours be divided into 5 days a week unless objective reasons indicate a different arrangement, and that the reduction in working hours be implemented with a 1/2 hour reduction of the daily working hours.

There may also be questions about other solutions, for example:

1. by shortening the daily working hours by 25 minutes where a 6-day working week is used,
2. in that the weekly working hours are longer than 37.5 hours in some periods compared to correspondingly shorter in other periods,
3. by maintaining or reducing the current weekly working hours by less than 2.5 hours per week in exchange for corresponding days off being granted spread over the whole year or in the case of continuous leisure time at certain periods of the year.

In cases where the collective agreement in question does not contain other provisions, the following applies:

If the company and the employees - possibly with the assistance of the organisations - do not agree, the daily working hours shall be shortened by 1/2 hour on 5 of the week's working days or by 25 minutes each day if the work is carried out in a 6-day week. The company must discuss with the Shop stewards whether the abbreviation should take place at the beginning or end of working hours, or both. When choosing an alternative, emphasis should be placed on what the company's employees want and that the working hours arrangement is the same for all groups in the company as far as possible. If agreement - possibly with the assistance of the organisations - is not reached, the company determines within the framework of the collective agreement how the reduction in working hours is to be implemented.

First, the above provisions do not prevent an industry-specific agreement on how the reduction of working hours is to be implemented and, second, cannot be invoked during the union

negotiations with regard to collective agreements that contain exact provisions on the division of working hours.

E. Transition to a new shift schedule

The parties agree that when, as a result of the reduction in working hours, a new shift schedule is adopted, this is followed without settlement of leisure time or working hours in accordance with the previously practiced shift schedule.

F. Maintaining production, productivity and efficient working hours

It is assumed that the parties in the individual company strive to increase productivity. As far as possible, the reduction in working hours should not result in an increase in staffing.

In connection with the reduction in working hours, the confederations have agreed to implement a number of measures aimed at improving the productivity of enterprises. Reference is made to the organisations' report on working hours of 6 January 1986.

In the Basic Agreement, the Confederation of Norwegian Enterprise and the Confederation of Trade and Industry in Norway have drawn up provisions aimed at creating the best possible conditions for cooperation between the company, Shop stewards and employees. The main organisations emphasise the importance of the parties complying with these provisions in practice.

In connection with the reduction in working hours, the confederations will point out in particular that the individual enterprises must cooperate on measures to increase efficiency, reduce production costs and improve the competitiveness of the enterprises.

The confederations refer to the cooperation that has been carried out in connection with previous reductions in working

hours. The result of this collaboration has been positive and is of great importance for ensuring the competitiveness of companies and creating secure jobs.

In the event of this reduction in working hours, the main organisations will also encourage the parties to discuss the utilisation of working hours. The parties should investigate whether working hours are being used effectively in all employment relationships and, if necessary, implement measures to achieve this. In addition, the parties must focus their efforts on technical innovations that can improve production results and improve the working environment. The efficiency measures that are implemented must be in harmony with the requirements for a good working environment. Well-being and safety are important factors in the consideration of the question of efficient utilisation of working hours.

G. More on Section 10 of the Working Environment Act

1. § 10-4

- a. Round-the-clock shift work means work that is carried out 24 hours a day, but which is interrupted on Sundays and public holidays.

In normal weeks, the work can be scheduled from 22:00 on Sundays to 18:00 on Saturdays, which means an operating time of 140 hours.

- b. Comparable shift work means a working time arrangement that imposes the same or approximately the same disadvantages on the employees as round-the-clock shift work, which will usually be the case when the work is carried out for more than 5 hours each night, even though the number of hours the individual employee works at night

will be somewhat lower than what would be the case if the enterprise were run around the clock.

- c. The term "Sundays and weekends" in this provision means "Sundays and/or weekends". This means that for work on two shifts and comparable shift work that is regularly carried out on movable public holidays, but not necessarily on Sundays, the ordinary working hours shall not exceed 35.5 hours per week.

In order for work to be considered work on Sundays and/or weekends, the employee in question must either have worked at least 4 hours into the day on which there is a public holiday rest according to the law, i.e. all 4 hours between 18.00 and 22.00, or after 22.00. In the latter case, without any requirement to lose length of time.

- d. Movable holidays shall be considered Sundays for the purposes of interpreting the expression "every third Sunday". This means that an employee who does not work as often on Sunday as every third Sunday will still be able to receive 35.5 hours per week if he also works on movable public holidays to such an extent that he reaches at least every third Sunday and public holiday.
- e. The expression "work that is mainly carried out at night" means that employees are covered by the provision if 3/4 of the working hours, but at least 6 hours according to the current working hours arrangement, fall at night. (In the period from 21.00 – 06.00).

2. § 10-4:

- a. Fully continuous shift work means work that is carried out 24 hours a day without normal stops on Sundays and public holidays.

The extent to which shift work can be said to be comparable to full-time shift work depends on whether the ordinary working hours of the individual employee in accordance with the established work schedule shall be set aside at different times of the day and such that the working hours for the individual shall as a general rule comprise at least 539 hours of night work per year and at least 231 hours of work on Sundays per year.

In this context, night work is defined as work between 22:00 and 06:00 (the time of the night shift). The Sunday day is counted from Saturday at 22.00 to Sunday at 22.00 (the time for weekend shifts).

If the work schedule covers a shorter period than 1 year, the number of hours that apply to requirements for night work and Sunday work must be regulated accordingly.

Work of less than 4 weeks is not considered shift work under this provision.

H. Transitional

During a transitional period up to 1 July 1987, it shall be possible to make use of the current shift, shift and other working time arrangements.

The individual parties to the collective agreement may also agree on a further postponement of the implementation of the reduction in working hours for the industry or enterprises in question within it, but not beyond 1 October 1987.

In the weeks where transitional arrangements are used, hours where the working hours in accordance with the shift, shift or other working hours scheme on average per week exceed the new working hours shall be counted as overtime work. The overtime pay for those hours in which the working hours in accordance with shifts, shifts or other working hours arrangements on average per week exceed the new working hours shall be 50% until 1 July 1987.

If the individual parties to the collective agreement agree to extend the transition period beyond 1 July 1987 and until 1 October 1987, the additional remuneration during this period shall be 75%.

Compensation for reduced working hours is in addition to the payment for the excess hours.

Appendix 6.
Activity programme between the Norwegian
Confederation of Trade Unions (LO) and the
Confederation of Norwegian Enterprise (NHO)
– with the aim of promoting gender equality
and preventing discrimination

INTRODUCTION

The main agreement between the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO), Supplementary Agreement II - Framework Agreement on Promoting Gender Equality and Preventing Discrimination in Working Life, stipulates that the parties share a common goal of equal working life and have a joint obligation to work for gender equality and prevent discrimination in working life.

The Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO) have agreed on a joint programme of activities with measures in several areas to follow up on the objectives:

ACTIVITY PROGRAM

Through active action, the main organisations will take responsibility for bringing about changes, both structurally and culturally, through the following activities/measures:

A working life with equality and diversity – without discrimination

- The parties will work actively to promote gender equality and diversity in working life, and to combat

discrimination on the basis of gender, pregnancy, maternity leave and adoption, care responsibilities, ethnicity, religion, beliefs, disability, sexual orientation, gender identity and gender expression, or a combination of these grounds.

- 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 union representatives and employers have knowledge of legislation and agreements that apply to facilitation for employees who are entitled to it.

Together against sexual harassment

- The main 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 main organisations will support local or industry-specific initiatives to prevent and prevent sexual harassment.

Local agreements and projects on equality and non-discrimination

- If the local parties wish to draw up an agreement on the work on gender equality and non-discrimination in the company or wish to initiate specific measures to promote equality and counteract discrimination, the main organisations can assist through advice.

Working life – family policy

- The main organisations will work for a parental leave scheme that promotes gender equality.
- The main organisations will work for a family policy that balances family and working life, and which aims to ensure equal attachment to working life for both parents.

Equal pay

- The main organisations will work to counteract pay differences related to gender, follow up any measures initiated in the collective wage settlements, and provide information and guidance to members and union representatives on pay surveys.

Full-time/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 the life course.

Gender equality in educational and career choices

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

The main organisations aim for annual cooperation meetings that discuss the status of the cooperation and consider joint concrete activities in the coming year.

The parties refer to the Basic Agreement between LO and NHO for Supplementary Agreement II - Framework Agreement on Promoting Gender Equality and Preventing Discrimination in Working Life, as well as information about work for gender equality and to prevent discrimination on LO and NHO's websites; www.lo.no and www.nho.no

Appendix 7. Holidays etc.

HOLIDAYS, ETC.

Introduction

It is a main task for the parties to improve the competitiveness of companies. When introducing more leisure time, it is therefore a clear prerequisite that companies are given the opportunity to offset the competitive disadvantages that this entails with greater flexibility. Employees, on the other hand, will also have different needs for deviating working time arrangements based on different phases of life, work and living situation, etc. Increased flexibility together with the fifth week of holiday could contribute to less sick leave and increased productivity.

A. Flexibility

The following provisions are included in all collective agreements:

- a) "Where the parties locally agree, company-adapted arrangements may be implemented as a pilot scheme that go beyond the provisions of the collective agreement with regard to working hours and remuneration for this. Such arrangements shall be submitted to the federation and national association for approval."
- b) "It is possible to calculate working hours on average in accordance with the rules in Section 10-5 of the Working Environment Act. The parties to the collective agreement may contribute to the establishment of such agreements."
- c) "There may be individual needs for deviating working time arrangements, leisure wishes, etc. Such arrangements are agreed with the individual or the Shop stewards, for

example in the form of average calculated working hours or an hourly account scheme. Individual agreements are inferior to agreements entered into with the union representatives."

B. Contractual holiday

1. The extended holiday, 5 working days cf. section 15 of the Holiday Act, is advanced by introducing the remaining part as a contractual arrangement and being included as an appendix in all collective agreements.

Extra holiday for employees over the age of 60 of 6 working days is maintained, cf. section 5 nos. 1 and 2 of the Holiday Act.

An employee can claim 5 working days off each calendar year, cf. Section 5 no. 4 of the Holiday Act. If the contractual holiday is shared, the employee can only demand to be given as many days off as he or she normally has to work in a week.

If the authorities decide to implement the remaining part of the fifth holiday week, these days will be deducted from the contractual scheme.

2. The remaining part of the fifth holiday week will be phased in so that 2 days off will be taken in 2001, the others in 2002.

Holiday pay is calculated in accordance with Section 10 of the Holiday Act. When the fifth holiday week has been completed, the general percentage rate for holiday pay shall be 12% of the basis for holiday pay, cf. Section 10 (2) and (3) of the Holiday Act.

The increase is made by changing the percentage rate for the accrual year as follows: 2000 is set to 11, 2001 is set to 12.0. If the authorities decide to extend the number of holiday days in the Holiday Act, it is the parties' assumption that the above figures are used as holiday allowance for the corresponding period.

3. The employer determines the time of the contractual holiday after discussions with the Shop stewards or the individual employee at the same time as the ordinary holiday is determined.

The employee may request to be notified of the determination of the contractual part of the holiday as early as possible and no later than two months before the take-off, unless special reasons prevent this.

4. An employee may claim to be granted holiday time pursuant to this provision regardless of the accrual of holiday pay. If operations are wholly or partially suspended in connection with the taking of holiday, all employees affected by the suspension may be ordered to take holiday of the same length regardless of the accrual of holiday pay.
5. The employee can demand that the contractual part of the holiday is given together within the holiday year, cf. section 7 no. 2 of the Holiday Act, so that 1 week of continuous holiday is achieved. The main organisations encourage the parties to arrange the contractual holiday so that the requirement for productivity is met to the greatest extent possible, for example in connection with

Ascension Day, Easter, Christmas and New Year's weekend.

6. By written agreement between the company and the individual, the contractual holiday can be transferred in whole or in part to the next holiday year.
7. For shift workers, the contractual holiday is adjusted locally, so that after full implementation this amounts to 4 worked shifts.

Comments:

1. In collective agreements where holiday pursuant to section 15 of the Holiday Act has already been introduced, the number of days shall not be increased as a result of the introduction of the contractual holiday. The implementation and practical implementation of the contractual holiday for the areas in question shall be agreed in more detail between the parties.
2. For the shelf agreements (nos. 129, no. 125 and no. 123), the holiday entails a reduction of 7.5 hours per day of holiday. The parties agree that the holiday will be taken during the free period during the holiday year.

Appendix 8.

Allowance for public holidays and 1 and 17 May

A-ordningen

(Last amended 2024)

As compensation for earnings, weekly, daily, hourly or piece-paid employees who are not in ordinary employment on the following days are paid an allowance in accordance with the following rules:

I. Allowance.

1. The allowance is paid for New Year's Day, Maundy Thursday, Good Friday, 2nd Easter Sunday, Ascension Day, 2nd Pentecost and 1st and 2nd Christmas Day when these days fall on a weekday that according to the company's fixed working schedule would otherwise be a normal working day.
2. Remuneration is also paid when public holidays and 1 and 17 May fall within periods when the employee is on holiday or is laid off due to downtime.
3. With reference to section 3 of the Act on 1 and 17 May of 26 April 1947, the organisations agree that the rates for 1 and 17 May shall be coordinated with the rates for the movable public holidays.

The remuneration for movable public holidays and the payment for 1 and 17 May shall be determined within the individual enterprise for adult employees according to a group calculation method unless the parties agree

to determine the corresponding enterprise's average hourly earnings for all employees. These provisions do not prevent the parties to the company from agreeing on another payment arrangement.

4. For the movable holidays during Christmas and New Year's weekend, the previous 3rd quarter is used as the calculation period; for the other movable holidays and for 1 and 17 May, the previous 4th quarter is used.

If general supplements are granted within the collective agreement area in the period after the calculation period, these shall be added when the remuneration is paid.

These provisions do not prevent the parties to the company from agreeing on a different calculation period.

5. The remuneration is paid for the number of hours that would have been ordinary working hours on the day in question.

The remuneration is reduced proportionately if, according to the current employment arrangement at the company, limited working hours are operated on the day of the week in question. Deductions are made from the remuneration for unemployment benefits or the like, which the employee is paid for the day in question by the employer or by a social security institution that is wholly or partly financed by mandatory contributions from the employer.

6. For young employees and apprentices, the payment is determined corresponding to the average hourly earnings in the company for these employees as a whole, unless the parties agree on a different method of calculation.

For employees at companies that practice fixed salary systems, a remuneration calculated on the basis of the individual's hourly earnings is paid in the week in which the public holiday or public holiday falls.

7. For weekly paid employees, it shall be possible to agree that, instead of remuneration in accordance with the above rules, they shall retain their weekly salary in full also during weeks with movable public holidays or 1 and 17 May.

Comments:

- a. In addition to the payment that the employee in question must receive according to the collective agreement, shift workers are paid for each full shift worked on public holidays that fall on an ordinary weekday. 56.51.Up

to 3 shifts are counted per public holiday. As a rule, the time is calculated from 2200 before the public holiday in question to 2200 on the public holiday, or the last public holiday. The above provisions apply to the extent that the following days fall on an ordinary day of the week:

New Year's Day, Maundy Thursday, Good Friday, 2nd Easter Sunday, Ascension Day, 2nd Pentecost and 1st and 2nd Christmas Day.

Holiday pay is calculated on the basis of the above-mentioned rate, but not shift or overtime percentages.

- b. Shift workers who lose shifts ahead of public holidays due to the working hours provisions in the Working Environment Act shall be compensated for these shifts as for a public holiday. If part of the shift is lost on these days, the allowance shall be proportionate to the time they lose.

II.Accrual rules.

An employee who has had continuous employment with the same company for at least 30 days prior to the public holiday or who is employed later when the work is of at least 30 days' duration is entitled to remuneration. For the purposes of this accrual, the 3 holidays of Easter are counted as one unit and the 2 holidays of Christmas together with New Year's Day as one unit.

If an employee with at least 5 years of continuous employment in the company is dismissed due to his own circumstances, and the notice period expires on the last working day in April or December, the employer must pay him compensation for 1 May and 1 January, respectively.

III.Payment

The allowance is paid no later than the 2nd payday after the public holiday. For the public holidays that are considered as a unit, it is paid no later than the 2nd payday after the 2nd Easter Sunday and New Year's Day, respectively. If the employment relationship ends before this date, the remuneration is paid together with the final settlement.

IV.

The allowance is considered part of the earnings from work and is included in the calculation of the holiday allowance. It is not included in the calculation of supplements for overtime work.

Appendix 9.

Agreement on short welfare leaves

In accordance with the National Mediator's proposal of 1972 regarding equality between workers and salaried employees with regard to short welfare leave, an agreement must be entered into at all companies on such leave.

The schemes shall cover at least the following cases of welfare leave:

1. Leave in the event of death and for participation in funerals in the case of the immediate family.

Immediate family refers to persons who are closely related to the employee, such as spouse/cohabitant, children, siblings, parents, parents-in-law, grandparents or grandchildren. Leave at the funeral of employees so that the employees in the person's department can be represented.

2. Leave of absence for examination, treatment and check-up by a dentist and doctor, as well as treatment by a physiotherapist and chiropractor when the National Insurance Scheme provides reimbursement for the treatment. These are cases where it is not possible to get an appointment outside working hours. In some cases, the employee will also have to travel long distances. Such cases fall outside the provisions, which only apply to short welfare leave. In addition, in the latter cases, the employee will most often be on sick leave.
3. Leave for the rest of the working day in cases where the employee has to leave the workplace due to illness.

4. Leave to accompany children the first time they start kindergarten and the first time they start school.
5. Women who are breastfeeding children are entitled to the time she needs for that reason, and at least half an hour twice a day, or she can demand that her working hours be reduced by up to 1 hour per day. Payment for this is limited to a maximum of 1 hour a day, and the scheme ends when the child turns 1 year old.
6. Leave due to acute illness in the home. This refers to acute cases of illness in the home, provided that no other help can be obtained, and the employee's presence in the home is unconditionally necessary. Here, too, the provisions on short leave of absence apply in order for the employee to be able to arrange himself in another way.
7. Leave of absence for a spouse/cohabitant when it is necessary in connection with a birth at home or in connection with hospitalisation.
8. Leave of absence when moving to a new permanent residence.
9. Leave in connection with blood donation if it is difficult to get this carried out outside working hours.
10. Leave of absence when participating in your own children's confirmation.
11. Leave when parents are summoned to a conference session in primary school, and this cannot be taken outside working hours. Such leave is granted for up to two hours.
12. Leave of absence for attendance at the session.

Cohabitant means a person who has had the same domicile as the employee for at least 2 years, and has been registered in the National Population Register at the same domicile as the employee for the same period.

The parties at the individual company make further agreements on guidelines for the scheme's practice.

Short welfare leave according to the above rules means leave for a necessary period, up to 1 day's duration, paid with ordinary salary.

Requests for welfare leave

Requests for welfare leave must be submitted to the immediate superior as early as possible on the prescribed form. If a request cannot be made in advance, the immediate superior must be notified immediately and the form must be submitted as soon as possible. It is assumed that the employee is given an answer to the request as soon as possible.

Previously signed agreements

It is assumed that previous company-specific agreements on short welfare leave, which are equivalent to or better than the above, will continue to apply.

Protocol Entry

In the case of companies where the parties would like to enter into a separate agreement on short welfare leave, this is possible.

Appendix 10.
Framework agreement for HSE training of safety delegates and AMU members in the construction industry.

Training in building trades is regulated in accordance with the provisions of the Basic Agreement Part C Supplementary Agreement III.

(Agreement on training in safety and environmental work in the enterprises for safety delegates and members of the working environment committee (AMU).

Notice for building trades to Part C, IIIA of the Basic Agreement

Fagnemnd

Training in the company is linked to the subjects' areas of application and is carried out for each industry. In order to safeguard common interests at the professional level and necessary industry orientation, the parties appoint a professional committee for the training of safety delegates and AMU members in the construction industry.

The Tribunal shall consist of two representatives from the Norwegian Federation of Trade Unions and 2 representatives from the Confederation of Norwegian Enterprise (NHO) Construction Industry, all of whom are appointed for 2 years at a time.
(follows audit by FOB) The professional committee is administered by Federation of norwegian construction industry. The position of leader alternates between the parties for 2 years at a time The Academic Board's task is, among other things, to monitor all aspects of the training's activities, including the technical implementation.

Training of safety delegates and members of working environment committees

For safety delegates and members of working environment committees, Sections 6, 5 and 7 of the Working Environment Act apply to the right of safety delegates and members of working environment committees, respectively, to take necessary training at courses arranged by the employees' organisations. Within the time limits in the Basic Agreement's Supplementary Agreement III no. 7, the employer's wish for a course location close to the company must be taken into account.

It is recommended that representatives of the company's work management participate in training measures together with safety delegates and members of working environment committees in order to promote a common understanding of the problem.

Supplementary Agreement III No. 1

For the building trades, all subjects covered by the Joint Agreement for Building Trades are covered.

Supplementary Agreement III No. 3

For the building trades, 40 hours is considered to be the correct framework for the training. Any deviations from this must be discussed by the professional committee and approved by the parties.

Courses arranged by study associations or by the parties' organisations must also be open to participants from companies that are not members of Federation of norwegian construction industry and that have a collective agreement with Fellesforbundet.

Supplementary Agreement III No. 4

Educational materials

The parties have prepared joint industry-oriented HSE training for safety delegates and AMU members in the construction industry that covers the training needs for the area of the joint agreement. Once the material has been approved by the Academic Board, it must be used by all course organisers as a basis for industry orientation of courses. The material will be revised as needed – by the professional committee for the first time in 2020.

Course leader

The person responsible for the training (course leader) must have undergone HSE training for safety delegates and AMU members in the construction industry.

Other course organizers

Course organisers other than those specifically mentioned in the Basic Agreement's Supplementary Agreement III may, upon application to the Academic Board, carry out industry-oriented courses. Before any approval of these, it is required to document that the individual course leader has completed industry-oriented training. A detailed teaching plan and reference to materials to be used must also be presented.

Appendix 11. Framework agreement on training in the treatment of asbestos in the building trades

**between
NHO Construction Industry on the one hand
and
Fellesforbundet on the other hand**

Pursuant to Section 4-5 of the Working Environment Act ("Particularly on chemical and biological health hazards"), the Directorate of Labour Inspection has laid down regulations on asbestos. The former 'Asbestos Regulations' can now be found again in these three regulations:

Regulations on organisation, management and participation'.
Regulations relating to the performance of work.
Regulations on measures and limit values.

1. Objective

In order to be able to treat asbestos in accordance with the requirements of the Regulations, the Parties acknowledge the need for training of employees who are assigned to such work as is covered by the Regulations.

The parties consider it important that the training is organised and carried out in cooperation between the company, the safety delegate and the employees.

2. Who the training should cover

The training shall include all employees in the area of the Joint Agreement for Building Trades. The course is also open to business leaders at different levels.

3. Industry agreements

In accordance with this framework agreement, industry agreements may be established between the respective national associations and Fellesforbundet regarding the practical side of the training.

Industry agreements may also include several national and/or trade union associations.

4. Duration of training

The duration of the training may vary between the different professional groups. Normally, a course lasts from 14 to 21 hours. The parties agree that when removing asbestos cement boards, e.g., eternit, there is a requirement for a minimum of 14 hours of training.

5. Course completion

Fellesforbundet is responsible for the technical arrangement of the training/courses in collaboration with Federation of norwegian construction industry. The training shall take place under the joint auspices of the organisations with the assistance of the necessary expertise.

6. Educational materials

The training is based on the study material that the Academic Board is responsible for preparing.

7. Cost

The expenses in connection with the training are borne by the employer.

8. Tasks of the Academic Board

The professional committee for HSE training of safety delegates and AMU members in the construction industry, cf. appendix 10, shall monitor all aspects of the training's activities, - including the technical implementation.

9. Companies that are not members of NHO/NHO Construction Industry

The training/courses must also be open to participants from companies that are not members of NHO/Federation of norwegian construction industry, but that have a collective agreement with Fellesforbundet. Public and state agencies can participate in the courses by appointment.

10. Exterior demolition/remediation

When removing external hard asbestos cement boards (e.g. eternit), the parties agree on a training of a minimum duration of 14 hours

Appendix 12.

Payroll systems

1. General provisions

The organisations emphasise the importance of finding appropriate wage systems, and will assist with advice and guidance. The choice of salary system must be assessed on the basis of a number of factors, such as technology, the nature of the work, the requirement for productivity, up-to-date rules and other factors that will have an impact on the result.

Different types of salary systems such as hourly wages/fixed wages, bonus systems and piecework must be able to be agreed between the local parties.

The salary system is agreed on at the individual company and must be designed so that it reflects the requirements set for responsibility, authority and professional qualifications in the individual position. Physical and mental conditions and the provisions of the Basic Agreement on cooperation and participation must also be taken into account.

The wage system should also stimulate initiative, effort and training, and have a productivity-enhancing effect.

The parties will work to ensure that local wage determination is linked to demonstrable performance and/or profit improvements based on a salary system developed in collaboration at the company.

2. Hourly salary/fixed salary

1. Hourly wages/fixed wages are defined as a salary system in which earnings are calculated according to the hours worked (per year, months, weeks, hours).

2. Different hourly wage systems/fixed salary systems must be able to be used for parts of the company or common to the entire company. Hourly pay/fixed pay systems must be agreed in writing.

3. Bonus systems

1. Bonus systems consist of a fixed salary share and a smaller, variable share, common to the entire company, department or groups.
2. Different forms of bonus systems can be used, but measurement criteria such as injury frequency and sick leave must be avoided.

The bonus system must be agreed in writing

4. Piecework

General provisions

Piecework is defined as work where all or part of the profit varies with performance, quantity produced, etc.

It will be possible to use different piecework systems. A written agreement must be made in advance on which piecework system, e.g. work-studied piecework or free contract piecework, is to be used.

In the case of work-study chords, the parties agree that work-study may be used. The basis for the application is "Guidelines for the use of work-study", Basic Agreement Supplementary Agreement III. Furthermore, systematic work assessment can be used in accordance with the Basic Agreement's Supplementary Agreement IV.

Interruption of piecework

In the event of interruption in piecework that is not due to the employee's circumstances, payment is made in accordance with the agreement at the individual company based on the average of the piecework.

Appendix 13.

Salary seniority for military service

For various reasons, only a third of each cohort of young people are serving their first service. These groups lose one year of occupational activity or are delayed by one year in their education. Completed initial service gives the conscript experience that is of value in the later education/professional activity, and it is therefore important that those who have served their military service in the Armed Forces are not put back to others with regard to salary seniority.

On this basis, the parties agree that:

Completed initial service in the Armed Forces shall be credited as salary seniority upon appointment to the first position after completion of service.

Appendix 14

Outsourcing of work, hiring and employees in temporary employment agencies

1. Conditions for hiring and outsourcing work

1.1 Discussion on self-staffing

The parties agree that it is important to work to make the industry as attractive and serious as possible. Where self-staffing is not sufficient, various measures must be discussed – including the possibility of increasing the number of own employees, cf. the Basic Agreement §9-3.

The parties are concerned with preventing "social dumping" and ensuring that the challenges posed by an international market and free movement in the labour market and the service market are dealt with in a good manner, and in line with Norwegian legislation and agreements and international regulations.

1.2 Hiring and outsourcing the work

If the company wishes to hire labour or outsource part of the work, it must be negotiated in advance with the Shop steward; The Basic Agreement §9-3.

Proceedings:

The protocol should state what the staffing need is, the reason for not hiring, as well as the scope and duration of the hiring/outsourcing.

1.3 Remuneration of orderly pay and working conditions

The company's management shall, upon request, demonstrate to the Shop stewards that hired labour and subcontractors have orderly pay and working conditions. Wages and working conditions that Shop steward perceive as unreasonable in relation to central collective agreements

in areas can be discussed with the company.
At the request of Shop stewards, the company must inform the Shop stewards of how arrangements are made for employees employed by subcontractors who temporarily perform work in the company to have living and working conditions in accordance with Appendix 19.

1.4 Layoffs and dismissals in the event of postponement of work

If postponement of work means that the company, for that reason, has to lay off or dismiss permanently employed employees, the postponement of work may be in violation of Section 15-7 of the Working Environment Act and Section 7-1 of the Basic Agreement. The union representatives can demand negotiations on this.

1.5 Agreements on hire-out of labour between production companies

The organisations recommend that companies agree on guidelines on hiring-out of labour between companies in order to meet fluctuations in production and counteract redundancies and layoffs. It is assumed that the rent of work is in accordance with Section 14-13 of the Working Environment Act and other laws and agreements. Such agreements are established in agreement with the Shop stewards.

2. Salary and working conditions for temporary workers

2.1 Equal treatment

Employees of staffing companies/temporary employment agencies shall, for the duration of the temporary employment relationship, have the same pay and working conditions that apply in the hiring company in accordance with Section 14-12 a of the Working Environment Act

(proposal in Prop 74L).

The provision means that pensions are not covered by the principle of equal treatment.

Exception

If the staffing company/temporary employment agency is not bound by a collective agreement between LO and an employers' association, the following does not apply:

Agreement on an Information and Development Fund

Agreement on the AFP scheme

Agreement on guidelines for the percentage deduction of trade union dues

Reduction of working hours of 1 January 1987

Equality

The Attrition Scheme

2.2 The company's duty to provide information

The hiring company is obliged to provide the staffing company/temporary employment agency with the necessary information to ensure that the condition of equal treatment that follows from section 2.1 can be met, and to oblige the staffing company/temporary employment agency to comply with this condition.

2.3 Documentation of salary and working conditions

At the request of the Shop stewards, the company must document the pay and working conditions that apply at the staffing company/temporary employment agency when hired workers are to work within the scope of the collective agreement.

2.4 The role of union representatives in a leasing company that is bound by the Basic Agreement

The Basic Agreement chap. V, also applies in relation to hired workers, with the following exceptions: If the leasing company is bound by the Basic Agreement between the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO), disputes

about the hired company's pay and working conditions are a matter between the parties in the leasing company. Shop stewards and Shop steward from the hiring company can assist in the negotiations on request with information about the agreements in the hiring company.

2.4.1 The role of union representatives in a leasing company that is not bound by the Basic Agreement

If the hiring company is not bound by the Basic Agreement between the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO), the Shop stewards in the hiring company may raise with the hirer allegations of breach of the principle of equal treatment in section 2.1 so that the hirer can clarify and possibly rectify the situation.

2.5 Presentation of hired workers.

Hired workers must be presented to union representatives in the hiring company. When discussing hiring-in, the parties must also discuss resources for union representative work; Basic Agreement § 5-6

Remark:

Sections 2.1, 2.2 and 2.3, 2.4, are implemented at the same time as the amendments to the Act enter into force; Prop 74L (2011-2012).

3. Employees in temporary employment agencies

The provisions of section 3 regulate matters in staffing companies/temporary employment agencies that are covered by this agreement; Section 1-1 the scope of the collective agreement.

3.1 Collective agreement in staffing companies

This agreement can be applied as a collective agreement in staffing companies/temporary employment agencies that have employees who are hired out and who perform work under the scope of this agreement, cf. section 1.1.

3.2 Written employment contract

Employees must have a written employment contract in accordance with the provisions of the Working Environment Act.

3.3 Written assignment agreement

A written assignment agreement must be issued for all assignments containing all relevant information about the nature, content and duration of the assignment.

3.4 Termination and dismissal

Termination and dismissal apply in accordance with the provisions of the Working Environment Act.

3.5 Employees who are employed by a temporary agency company

If an employee is offered employment in the hiring company, he/she may resign after termination when the notice period expires, unless the parties agree otherwise. During the notice period, the employee has the right to continue working in the hiring company if the assignment remains.

3.6 The hiring company's salary and working conditions

In the case of leasing to a company that is bound by this agreement, the pay and working conditions of the hiring company apply, cf. § 2.1.

3.7 Letting to a company that is not bound by the collective agreement

In the case of leasing to a company that is not bound by this agreement, the pay and working conditions agreed in the

hiring company apply as long as these do not conflict with the requirement for equal treatment in the Working Environment Act.

3.8 Salary obligation

The salary obligation runs in accordance with the employee's employment contract. In the event of layoffs or termination of employment, the Working Environment Act and the Basic Agreement apply.

Appendix 15.

Offshore agreement for the construction trades

1. Definitions

Offshore means a facility that is located on oil/gas fields in the high seas.

A facility is defined as a structure located offshore for exploration for and operation/production of oil and gas.

A period of work means the period of time (usually 12 hours) during which the employee is working for the employer during one day.

A rest period refers to the period (usually 12 hours) between two work periods.

Offshore period means the period during which the employee stays in a context on facilities that fall within the scope of the Regulations.

The free period is the time between the periods of stay.

Flotell is a detached facility for accommodation, accommodation/workshop activities. The flotel is connected to the main facility by a footbridge or helicopter connection.

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

2. SCOPE

2.1 This agreement applies to work assignments on fixed and mobile facilities in connection with petroleum activities on the part of the continental shelf that is subject to

Norwegian sovereignty, where there is no access to night quarters or daily leisure time ashore.

- 2.2 Collective bargaining issues that arise in connection with unforeseen situations shall in each case be resolved jointly by the parties. If the question is of a general nature, the organisations must be informed with a view to possibly agreeing on the issue.
- 2.3 The parties agree to keep each other mutually informed of new laws and regulations that will have an impact on the working conditions in the petroleum activities on the part of the continental shelf that is subject to Norwegian sovereignty.
- 2.4 In principle, the agreement shall apply to all types of assignments, but the parties may enter into a separate agreement for work of shorter duration than a normal offshore period of 14 days with associated time off in lieu.

Protocol Entry

At the 2002 revision of the collective agreement, the parties discussed the practice that has been established with regard to unspecified periods of stay, such as 1 to 14 days. The parties agree that this practice with regard to unspecified trips, when it is not possible to determine the length of the stay period, is within the provisions of Sections 2.4 and 3.2 of the Appendix when agreed with the employee before departure.

- 2.5 If, in exceptional circumstances, certain assignments should require overnight quarters ashore, reference is made to the first sentence of 2.2. taking into account the definition of the scope of the Agreement in 2.1

3. WORKING HOURS, OVERTIME, ETC.

3.1 *Working*

The work arrangement is based on the collective agreement and regulations in force at any given time for work offshore.

Ordinary working hours shall not exceed 12 hours a day.

The weekly working hours shall not exceed 33.6 hours on average over a period of no more than 12 months.

3.2 *Rotation schemes*

Regarding work plans, reference is made to the Framework Regulations

(FOR 2010-02-12 no.158) and Section 10-3 of the Working Environment Act. The normal rotation scheme is based on 14-28; The Framework Regulations (FOR 2010-02-12 no.158)

When it is assumed by the contracting authority, or the duration and/or nature of the assignment indicates that a normal rotation scheme cannot be used, it shall be possible to use other rotation schemes. Such rotation arrangements shall be prepared in cooperation with the employees' elected representatives. Other rotation schemes do not entail any additional compensation beyond what is stated in the settlement provisions.

Rotation scheme 14-28 gives a lower number of annual hours than rotation scheme 14-21-14-28. Rotation scheme 14-28 is estimated to be 7.71% reduced working hours on average compared to rotation scheme 14-21-14-28. This corresponds to an average of 122 hours less per year based on the collective agreement's average weekly working hours, which offshore is 33.6 hours per week on average. Converted to ordinary time on land based on 37.5

hours per week, this corresponds to an average of 136 hours less per year.

Remuneration in the company must be reconciled so that the salary using rotation scheme 14-28 is in accordance with the number of hours/number of annual hours that follow from such a rotation scheme.

Personnel who work in normal rotation shall not be registered in the annual settlement with minus time.

In the case of annual settlement, the first hours in excess of the normal full-time equivalent (based on the normal rotation scheme 14-21-14-28) shall be remunerated as overtime determined in accordance with the rules in sections 3.10.1 and 3.10.2.

Remark.

The parties agree that in the event of any future reductions in working hours in industry/society that are implemented without a reduction in wages, such reductions shall be compensated in terms of value financially.

After completing the planned offshore period, the employer must ensure that the employee is continuously off work corresponding to the duration of the last completed offshore period before a new departure can be made offshore. Any deviations from this can be agreed with the employee.

3.3 Limits for ongoing plus and minus time at the start of work assignments

The employee must have his or her work distributed as evenly as possible throughout the year. However, the parties acknowledge that unpredictability in customer

assignments can also lead to unpredictability for work assignments offshore.

The parties' purpose with this clarification is to provide more predictability for working hours and leisure time for employees.

Employees may in periods be put on rotation arrangements where the normal free period is shortened/extended, or where the normal offshore period cannot be carried out. Unless the local parties have agreed otherwise, the following limits apply for imposed plus and minus time throughout the settlement period for work offshore in accordance with VO Appendix 1 item 3 on working hours, etc.: - 150 hours plus time (134.4 offshore hours) - 75 hours minus time (67.2 offshore hours)

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

Orders for work in excess of the above-mentioned limit for plus time are remunerated as determined for overtime. The overtime supplement goes to continuous payment in accordance with the company's routines for salary payment. In the annual settlement, hours worked that have already been remunerated as for overtime determined in accordance with the framework figure (150) shall not be remunerated with a new overtime supplement if the employee has plus time in excess of a full-time equivalent (1582). Reference is made to the current provision on annual settlement in section 3.2, fifth paragraph, of the appendix.

Negative time beyond the mentioned limit is compensated with individual hourly earnings and cannot be claimed to be incorporated. Deviations from the above can be agreed

between the employee and the employer.

The employee and employer can agree that up to 37.5 hours of minus time on annual settlement can be carried over to the next annual settlement period. Negative hours that are not agreed to be transferred must be cancelled without deduction from salary.

3.4 Overtime

Time worked in excess of 12 hours a day is to be regarded as overtime. The total working hours including overtime must not exceed 16 hours a day. The total offshore overtime must not exceed 200 hours in the calendar year; The Framework Regulations (FOR 2010-02-12 no. 158) The use of overtime shall be limited to the minimum possible and an attempt shall be made to distribute it among the employees. An application must be made for overtime to be placed in direct connection with the work period.

3.5 Rest breaks

The rest break must be at least 30 minutes if the working hours are 8 hours a day, and 60 minutes if the working hours are 12 hours. The time is counted from the time one arrives at the dining room until one leaves it. Any walking, changing and washing time are in addition. The rest break must be included in working hours.

Remark

When the contracting authority so requires in the form of a contract, the parties may locally agree on the division of the rest break in accordance with the regulations.

3.6 Work beyond the offshore period

If unforeseen events mean that a crew change cannot be carried out at the agreed time, the employees must be prepared to continue the work.

Work beyond the normal offshore period shall be compensated as determined for overtime. The overtime supplement must be paid on an ongoing basis in accordance with the company's routines for salary payment. For employees who had a negative time at the time of departure, cf. Section 3.3, time worked in excess of the normal offshore period may be included in the full-time equivalent. Deviations can be agreed locally.

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

The overtime supplement is calculated on the basis of the calculation basis, cf. section 7.2 of the VO section, which applies at the time the back pay is made.

3.7 Non-working period

There must be a work-free period of at least 8 hours in connection between two work periods with access to qualified rest.

3.8 Change of work period

Notice of a change in the working period must be given to the individual as early as possible.

It is assumed that there must be a daytime work period unless the person in question is notified of a night work period before departure from the place of origin.

In the event of a change from day to night work period (or vice versa), 100% supplement (hourly earnings) is paid for up to 36 hours, minimum 24 hours. These hours are not registered as overtime.

The allowance is not paid if the employee has been notified of the change before departure from the home office, nor in the event of a return to the originally planned work period.

Lost working hours as a result of transfers must be compensated with offshore wages.

3.9 Staggered working hours

Staggered working hours outside the established working hours scheme for the individual employee are paid as for overtime determined (100%).

3.10 Settlement of working hours for personnel working offshore, and alternately working offshore, at onshore facilities and at permanent establishments where working hours are averaged.

3.10.1 The individual's total working hours shall be settled where all time worked offshore, at onshore facilities and at permanent establishments shall be included in the total working hours and shall be settled at least once every 12 months. The annual settlement time is agreed locally. In the period for settlement, it is assumed that the individual has started with a offshore offshore or a period of work on land and ended with a completed period of time off in lieu.

All time worked in excess of the collective agreement time must be taken in lieu of time. If these hours have not been started in lieu at the time of settlement, these hours will be

paid as overtime determined. The parties locally may agree that the individual may, at his or her own wishes, transfer up to 200 hours of time off in lieu at a later date.

3.10.2 Model for settlement of working hours

All hours worked except overtime/extra time that have already been calculated and paid in accordance with the collective agreement are calculated to 37.5 hours per week, cf. VO § 3.2.4.

Periods of holiday and absence must be taken into account in the settlement. When calculating the correct additional time, it shall be assumed that absence shall not be incorporated.

3.10.3 Processing of sickness absence and other legitimate paid absence in

settlement, sick leave and other legitimate paid absence in connection with

with leaves from work periods, are registered as time worked

except in cases where sickness absence occurs after the annual work has been

Met.

3.10.4 Clearing

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

Remark:

Hiring from staffing companies

The Norwegian Federation of Trade Unions and the Federation of Norwegian Industries acknowledge that the

industry may need to supplement its own staffing with hiring from staffing companies.

The organisations assume that local parties find the necessary solutions to be able to use temporary agency work from staffing companies, including entering into agreements in accordance with section 14-12 (2) of the Employment Act where necessary. It is also assumed that local parties take the company's production needs and staffing situation as their starting point.

4. TRAVEL CONDITIONS – MUSTER

4.1 Travel – waiting time – travel expenses

Travel time and waiting time from residence to accommodation facility are not reimbursed. The same applies to return and start and resign from the project. The parties at the company are discussing appropriate travel arrangements, but the Confederation of Norwegian Enterprise (NHO) and the Norwegian Federation of Trade Unions (Fellesforbundet) assume that established travel arrangements are not changed to the detriment of the employees.

If the company's scheme causes the employee to lose working hours, these hours must be compensated with hourly earnings + offshore supplements.

Travel expenses are covered according to invoice. Other arrangements can be agreed with regard to travel expenses at the individual company.

4.2 Diet during travel

Subsistence allowance during travel is paid according to invoice. It is also possible to enter into an agreement on a fixed amount, cf. section 8.4.1.3 of the VO section

4.3 Waiting time on land at departure base (helicopter base etc.)

If unforeseen events after arrival at a helicopter base or similar cause work offshore not to commence at the agreed time, lost working hours are paid with hourly earnings (max. 12 hours per day) + 11.61% + compensation per hour corresponding to the offshore supplement. In such cases, the employee may be assigned to work ashore.

4.4 Interruption, cancellation of period of stay

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

a. Interruption during the offshore period

If the employer interrupts the offshore period after the arrival of 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 offshore period.

b. Cancellation of planned stay period

In cases where the employer cancels the planned period of stay after departure from the place of residence, hourly earnings (excl. 11.61% compensation for reduced working hours and offshore supplement) are paid for 12 hours. Total compensation, including any waiting time in accordance with section 4.3, shall not exceed 12 hours per day.

Any missing hours due to circumstances that arise pursuant to section b) are handled in accordance with section 3.3 (limits for plus and minus time) and section 3.10 (the settlement provision).

4.5 Waiting time offshore

If unforeseen events mean that the planned departure from the platform cannot be carried out, waiting time offshore after the end of the offshore period is paid with individual hourly wages. (80% of hourly earnings, excluding all supplements.)

Waiting time is paid for up to 12 hours per day (work period). If the employee is put to work, the number of hours with waiting time is reduced accordingly.

4.6 Rest before starting work

Travel for the commencement of a period of residence must be arranged in such a way that the employee is given the opportunity for necessary rest before work begins. Until regulations are in place, this must be assessed by the parties locally in each case. Normally, working hours + travel time should not exceed a continuous 16 hours.

4.7 Shuttling

Shuttling outside working hours and associated waiting time shall not be counted as worked time, and the time spent shall not be registered as overtime. Time spent is compensated with hourly earnings + offshore supplement, minimum 1/2 hour.

When employees who live in their own living quarters separate from the place of work become stuck due to a stop in shuttling or the like, this will be compensated as for work offshore for a maximum of 12 hours per day. Employees are obliged to take on assigned work during the waiting period.

4.8 Muster

The muster place is on the facility where work will be carried out. The time of enlistment may vary for the individual employee and must be agreed in advance.

5. HOLIDAY AND HOLIDAY PAY

The length of the holiday and holiday pay are given in accordance with the Holiday Act.

Unless otherwise agreed locally, the following shall apply:

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

When employees take up offshore work after accrued holiday time has been taken, the company must, in cooperation with the employee – or Shop stewards – take this into account in connection with the employee's rotation scheme. See Appendix 7, Note 2 for contractual holiday.

6. OFFSHORE COURSES/VOCATIONAL TRAINING

In the case of courses, training, new certification, etc. imposed by the company during a period of time off, payment is made with the individual's hourly earnings. This applies to the following training:

I) safety courses, refresher courses, local guide courses and other courses that are required for health, safety and environmental reasons for staying and working offshore.

II) courses and skills development that are necessary and required for the performance of the individual's work offshore.

The parties would like to clarify that when the company needs to upgrade the employee's skills in relation to daily operations, payment shall be made as in the case of mandatory courses.

7. EMERGENCY ACCOMMODATION

The parties shall locally agree on how to deal with/compensate in the event that unforeseen situations result in personnel not returning to the accommodation facility after the daily work period offshore.

8. SAFETY PROVISIONS

8.1 Safety meetings, etc.

Safety work must be carried out in accordance with applicable public rules and regulations. Employees must be made familiar with laws and regulations/work regulations before work offshore begins. Violation of the same may result in repatriation.

Safety meetings/exercises, lifeboat and fire drills outside

working hours shall not be counted as working time, and the time spent shall not be registered as overtime.

The parties agree locally on the remuneration to be paid for safety drills, etc., that take place outside working hours.

Rope access

Personnel who are to carry out inspections/work using rope access must present documentation of passing the course for this type of work.

8.2 Workwear, protective equipment, survival suits

The employer must keep the necessary protective equipment and workwear, cf. the regulations. The protective equipment and workwear, which are the property of the company, must be in proper condition and cleaned at the time of delivery. All outerwear must be orange colored and flameproof during work offshore. The licensee or the company shall keep the employee with a survival suit during transport from the departure base to the facility, during stays on the facility, shuttling and during transport from the facility to the departure base.

9. WELFARE LEAVE

Paid leave without the offshore supplement (12 hours per day) must be granted in the event of death and funeral in the immediate family, acute, serious illness at home and admission to hospital. In addition, leave without pay must be granted on the terms provided for in the Working Environment Act. The provisions of the agreement are used. At the end of the leave, the company may assign work ashore for the number of hours remaining in the work period.

In cases where the conditions for welfare leave exist and can be foreseen, the company must be notified as early as possible before departure offshore, so that it can instead assign the person in question to work in the country in question during the period of stay in question.

10. INSURANCES/ SICKNESS BENEFIT SCHEMES/ HEALTH CHECKS

10.1 Insurance/sickness benefit

Sickness benefits are paid in accordance with the National Insurance Administration's established regulations. The parties must locally agree on the part of the offshore supplement that is to be included in the income basis for sickness benefit. Illness during the period of time off does not give rise to extended time off in lieu.

The employee shall, through insurance taken out by the company, be insured against accidents based on a sum corresponding to at least 20 x the basic amount in the National Insurance Scheme in the event of death, and 40 G in the event of 100% disability.

The insurance applies to travel between the place of residence and the offshore facility and for the period the person in question is on board the facility.

If the company has similar or better insurance for its employees from before, it is not obliged to take out additional insurance.

10.2 Health check-up/medical examination

The employee must document that he has undergone a

mandatory medical examination before commencing work offshore. Time spent on such examinations is not compensated.

A medical examination shall be carried out in accordance with applicable regulations and/or when the company doctor deems it necessary.

In the event of illness during the period of time off in lieu, a certificate of recovery must be presented before new offshore work begins, and a certificate of illness must be presented if the employee is unable to take up a new offshore period due to illness.

11. SALARY PROVISIONS

11.1. Hourly earnings

The individual employee shall be paid a salary in accordance with the wage agreement that applies at the company, with any compensation for the lower number of hours per week he may receive offshore. (From 37.5 hours to 33.6 hours 11.61%). Compensation for shortened working hours is paid for up to 12 hours per work period and is not included in the overtime basis.

11.2. Offshore supplement

In addition to the hourly earnings, an offshore supplement per hour of NOK 100.09 is given. The offshore supplement shall cover all special supplements under the VO part and all supplements for special conditions related to the work situation, as well as travel time and waiting time from residence to accommodation facility – and return.

In connection with future agreement revisions, the offshore supplement shall be adjusted by the percentage increase that appears according to NHO's statistics for this agreement. The concept of profit that is used as a basis is "agreed salary". It is the increase in the period from the last measurement date before the previous regulation to the last measurement date for the regulation in question that is to be taken into account. In the event of any adjustment of the agreement's other rates in the event of interim settlement, the offshore supplement shall also be regulated as determined above.

11.3. Overtime supplement

Work in excess of 12 hours a day is considered overtime and is remunerated with a 100% overtime supplement.

11.4. Work on movable holidays and holidays and work on New Year's, Easter, Pentecost and Christmas Eve after 12:00 noon.

100% overtime pay is paid for work on the following days:

New Year's Eve	7 hours	May 17	12 hours
1. New Year's Day	12 hours	Ascension Day	12 hours
Maundy Thursday	12 hours	Pentecost Eve	7 hours
Good Friday	12 hours	1. Pentecost	12 hours
Holy Saturday	7 hours	2nd Pentecost	12 hours
1. Easter Sunday	12 hours	Christmas Eve	7 hours
2nd Easter Sunday	12 hours	1st Christmas Day	12 hours
May 1st	12 hours	2nd Christmas Day	12 hours

Overtime in excess of 12 hours is paid at 200%. In addition, hourly earnings are paid for 7.5 hours for movable public holidays and public holidays that fall during the offshore period. These provisions do not prevent the parties at the companies – within the above framework – from agreeing on a different payment. The above is also paid if the days fall on Saturdays and Sundays.

11.5 Night supplement

For night work, a supplement of NOK is paid per hour. 51.08. The supplement is not paid for hours that are remunerated with overtime percentages

11.6 Rope access

Personnel who carry out climbing assignments, cf. section 8.1 Rope access, are compensated with NOK 56.51 per hour for approved climbing time in addition to the offshore salary.

Remark

The parties understand that this is a single exception to the principle in 11.2

12. SHOP STEWARDS/SAFETY DELEGATES

The Confederation of Norwegian Enterprise (NHO) and the Norwegian Federation of Trade Unions recommend that for offshore work and when the working group has an average of at least 25 employees, union representatives be elected, cf. also Chapter V of the Basic Agreement.

The special circumstances make it necessary to maintain continuity within the offshore Shop steward apparatus.

The parties shall, as far as possible, take this into account when demobilizing/relocating.

13. DISPUTE HANDLING

If a dispute arises about the interpretation or practice of this appendix, the rules in Section 2-3 of the Basic Agreement shall be followed.

14. DURATION

The agreement is included as an appendix to the Joint Agreement for Building Trades, and has the same duration and notice period as this one. The parties agree that negotiations on significant proposals for changes should be carried out in a separate offshore committee, and so that proposals for a new offshore agreement can be included in, and be covered by, a vote on the new collective agreement.

Appendix 16.

Framework agreement on working time arrangements

The parties have agreed on the following framework agreement on working time arrangements:

1. The agreement applies to work assignments with working hours of 37.5 hours/week, where the employee spends the night outside the home office. In special cases, the agreement may also be applied to other employees.
2. When there is local agreement on the use of working hours in accordance with the framework agreement and within the provisions of the Joint Collective Agreement for Building Trades, this agreement is sent to Federation of norwegian construction industry and Fellesforbundet. The scheme cannot be implemented until acceptance from both organisations has been obtained. The parties must receive a response as soon as possible, and no later than 3 days from the date the agreement is received by the organizations. If one of the organizations does not find it able to accept the proposal, this is immediately taken up with the other organization.
3. It is assumed that it is only made applicable to certain facilities and is limited in time.
4. A 12/9 rotation is used with a working time of up to 10 1/2 hours per day and which is preferably placed in the period from 07.00 to 18.00. (see attached example of work plan.)
5. As a general rule, overtime shall not be used in connection with such rotation arrangements. If overtime is needed in special cases, this shall only be done by agreement between the union representative elected in accordance with the main agreement and the local representative of the employer.

6. It will not be necessary to grant an exemption from the Norwegian Labour Inspection Authority when working hours in accordance with this agreement are followed.
7. Any agreements beyond this framework are processed in each individual case in accordance with the provisions of Section 10-12 of the Working Environment Act.
8. The framework agreement provides for shift arrangements. If the working hours on shift arrangements extend beyond 24:00, an exemption is required in the usual way for night work, cf. Section 10-11 of the Working Environment Act. The working hours on the 2nd shift arrangement must be 35.5 hours.
9. Travel time outside working hours for employees who are covered by the working hours scheme and who live at home, cf. section 1, sentence 2, shall not exceed 2 hours per day.
10. Accrued time must be taken in lieu and not be added to holiday time by the employer. This provision shall not entail restrictions in relation to the provisions of the Holiday Act.
11. When settling working hours for personnel working at various onshore facilities and/or permanent establishments that have an average calculation of working hours, the principles for settlement in Appendix 16 sections 3.10.1 and 3.10.2 apply.

Reference is also made to the minutes of 21 February 1995 between the parties.

Sample Work Plan

The work plan is an incorporation scheme with 12 days on and 9 days off.

The workforce will be divided into three teams and the working

hours will be as follows, including a 1/2 hour lunch break:

	Team 1	Layer 2	Team 3
Monday	7:00 AM - 6:00 PM	Time off in lieu	10.00 - 18.00
Tuesday	7:00 AM - 6:00 PM	Time off in lieu	7:00 AM - 6:00 PM
Wednesday	7:00 AM - 6:00 PM	Time off in lieu	7:00 AM - 6:00 PM
Thursday	7:00 AM - 6:00 PM	Time off in lieu	7:00 AM - 6:00 PM
Friday	7:00 AM - 6:00 PM	Time off in lieu	7:00 AM - 6:00 PM
Saturday	free	free	7:00 AM - 6:00 PM
Sunday	free	free	free
Monday	Time off in lieu	10.00 - 18.00	7:00 AM - 6:00 PM
Tuesday	Time off in lieu	7:00 AM - 6:00 PM	7:00 AM - 6:00 PM
Wednesday	Time off in lieu	7:00 AM - 6:00 PM	7:00 AM - 6:00 PM
Thursday	Time off in lieu	7:00 AM - 6:00 PM	7:00 AM - 6:00 PM
Friday	Time off in lieu	7:00 AM - 6:00 PM	7:00 AM - 6:00 PM
Saturday	free	7:00 AM - 6:00 PM	free
Sunday	free	free	free
Monday	10.00 - 18.00	07.00- 18.00	Time off in lieu
Tuesday	7:00 AM - 6:00 PM	7:00 AM - 6:00 PM	Time off in lieu
Wednesday	7:00 AM - 6:00 PM	7:00 AM - 6:00 PM	Time off in lieu
Thursday	7:00 AM - 6:00 PM	7:00 AM - 6:00 PM	Time off in lieu
Friday	7:00 AM - 6:00 PM	7:00 AM - 6:00 PM	Time off in lieu
Saturday	7:00 AM - 6:00 PM	free	free
Sunday	free	free	free
<u>Total</u>	<u>112.5 hours</u>	<u>112.5 hours</u>	<u>112.5 hours</u>

12. Allowance for movable public holidays and public holidays
- a) For work on public holidays and public holidays, salary + 100% is paid (as for overtime determined) + equivalent remuneration as for public holidays and public holidays in accordance with the work schedule.
 - b) In the event of time off during the offshore period, remuneration for public holidays and public holidays is paid in accordance with the work schedule.
 - c) During the free period, remuneration for public holidays and public holidays is paid for 7.5 hours.

Appendix 17.

Framework agreement for incorporation schemes with daily working hours in excess of 10.5 hours with/without Sunday work.

The framework agreement has been entered into between Fellesforbundet and Federation of norwegian construction industry for the collective agreement period 2024-2026 in accordance with Section 10-12 (4) of the Working Environment Act (AML). In the collective agreement revisions, the parties must agree on whether the framework agreement is to be continued for the next collective agreement period.

1. Scope

This agreement regulates incorporation schemes for personnel with overnight stays outside the home and is based on an average calculation of the weekly working hours with daily effective working hours in excess of 10.5 hours. The scheme can also be made applicable to necessary support personnel. This must be clearly stated in the application. If there is a need to use the scheme for employees who are not stated in the application, a separate application and approval are required.

It is assumed that the scheme is only made applicable to large facilities/operating sites and is limited in time.

Arrangements under the Framework Agreement shall, for the individual employee, be based on the collective agreement's average weekly working hours. (Appendix 5 Reduction of working hours from 1 January 1987)

If the scheme applied for is comparable to full-time shift work (33.6 hours) or entails the use of night work, the duration and the number of employees who will be covered by this must be stated in the application. The application

must also state the proportion of these in relation to the applicant's staffing in the project.

The main company can submit a joint application that also includes subcontractors.

Reference is also made to FOB in general and section 7-1 in particular regarding travel and accommodation regulations where overnight stays are necessary.

On the basis of the local agreement protocol, the company sends an application to Fellesforbundet, which gives its recommendation to the LO. The local protocol must accompany the application along with the work plan. If the main enterprise also includes subcontractors in its application, the application must include local protocols from these. Once the company has received notification from the Norwegian Federation of Trade Unions that the scheme has been approved, it can be implemented.

The Confederation of Norwegian Enterprise (NHO) Construction Industry shall, upon request to the Norwegian Federation of Trade Unions, be presented with overviews of applications and results of the Norwegian Federation of Trade Unions and the Norwegian Confederation of Trade Unions (LO).

Fellesforbundet must send a copy to the company of its submission of the working hours application to the LO.

2. Requirements for HSE and welfare

The incorporation schemes must take into account HSE and the employees' family situation and welfare, as well as the company's productivity and project implementation.

The company is obliged to ensure that the mandatory

requirements set out in Section 10-2 (1), (2) and (4) and Section 10-11 (7) of the Act on Night Work are met in the individual working hours arrangement. How this is taken care of must be stated in the local agreement.

An employer who uses working time arrangements pursuant to this agreement shall, as a general rule, not require employees to work during the free period. Examples of deviations from the main rule are occasional travel assignments, and for the incorporation of missing time according to status.

Travel to/from the facility shall preferably take place on the start and end day in the working hours arrangements pursuant to this agreement

3. Working hours

This agreement covers arrangements for work on Sundays and public holidays and arrangements without work on such days.

Up to 12.5 hours of work can be used.

For days with effective working hours in excess of 10.5 hours, there must be at least one hour's break, of which 30 minutes are included in the working hours. Paid time will then be 11.5 hours for a 12-hour working day.

Up to 15 consecutive days can be used, of which a maximum of 14 working days can have more than 10.5 hours of effective working hours.

Arrangements with two days off during the offshore period cannot be used/agreed.

It should preferably be worked during the day. Working

hours are preferably scheduled between 07:00 and 19:00. It is not possible to schedule working hours outside the time frame at 06:00 and 20:00.

As a general rule, overtime shall not be used in connection with such rotation arrangements. If overtime is needed in special cases, this shall only be done by agreement between the union representative elected in accordance with the main agreement and the local representative of the employer.

Where night work is approved, working hours are preferably scheduled between 19:00 and 07:00 with compensation according to local agreement and/or the collective agreement. Reference is also made to Section 10-11 of the Working Environment Act on the use of night work.

Working time arrangements pursuant to this agreement shall not displace local employees and working time provisions that follow from the Joint Agreement for Building Trades and the Working Environment Act.

4. Entering into local agreements

Information and discussions about work assignments and any use of working time arrangements pursuant to this agreement shall be discussed with the Shop stewards in accordance with Section 9-3 of the Basic Agreement.

Negotiations on working time arrangements shall be based on which working time arrangements may be possible/relevant in the individual case. When entering into a local agreement, emphasis must be placed on HSE and consideration for the employees' family life and welfare, as well as the company's productivity and project implementation.

Preferably, one of the standardised arrangements with a work plan agreed upon by the parties shall be used.

Reference is also made to the Industrial Collective Agreement VO Part §8.4.1 no. 8

5. Approval

The duration of the individual working hours arrangement must be linked to the length of the project or assignment.

Applications are approved for up to 1 year at a time.

The company must receive a response as soon as possible.

An evaluation of HSE and welfare experiences may be required as part of Fellesforbundet's processing of applications for extensions. If one of the local parties so requires, and an evaluation is available, an evaluation must accompany the application for an extension. Fellesforbundet will normally recommend an extension unless the scheme is unreasonably burdensome.

6. Local dismissal The

Shop stewards/chief safety delegate can with 1 month's notice demand a change, or terminate the scheme, if they believe that it is unreasonably burdensome. Before such a requirement is made, an evaluation of HSE and welfare experience may be required.

If the company disagrees with the claim, it can, without undue delay, bring the case to the Norwegian Federation of Trade Unions for consideration. The Norwegian Construction Industry Association can request an organisational meeting with the Norwegian Federation of Trade Unions about the matter if the company so wishes. The dismissal is pending

until Fellesforbundet has concluded in the case.

The period of notice in accordance with this section does not apply to the period of notice used by LO in its approval in relation to any breach of the terms of approval.

7. Elements to be used for the promotion of leisure time solutions (*lack of incorporation*):

In order to ensure that affected employees have as coherent leisure solutions as possible to safeguard their family and welfare needs and to have appropriate working time arrangements, the following can be included in the working time arrangement as a collective agreement:

- a) Holiday must be carried out in accordance with the Holiday Act. Holidays can be used in each rotation to achieve coherent leisure solutions. However, it is not possible to advance holiday from the following holiday year for use in rotations under this framework agreement.

Employees who do not have holiday to use must not suffer harm (have their position/salary reduced).

- b) As part of this framework agreement, a special compensation of 15 minutes per working day is given in working time arrangements/rotations with effective working hours in excess of 10.5 hours, which are added as plus time in the settlement.

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

- c) Employees who, instead of using holiday, cf. section 7 a, wish to incorporate any negative time that arises as a

result of the scheme's lack of hours during the work period, may be given the opportunity to do so by further agreement with the employer. Such incorporation must not take place in conflict with AML's HSE requirements.

- d) It is possible to enter into an agreement with the individual employee on time off in lieu of missing hours corresponding to the remuneration for movable public holidays and public holidays, by including this in the settlement. This applies to overtime pay in section 9 a) and remuneration for holidays and public holidays that fall during the free period under section 9 c).
- e) Additional time, as well as courses and training that are taken during the free period, may be used to settle any time due by agreement between the employer and the employee.

8. Settlement for arrangements under this framework agreement

Working time arrangements under this agreement shall preferably be increased, possibly using the instruments set out in section 7. Employees must be guaranteed their full-time equivalent and salary.

When settling working hours for personnel working at various onshore facilities and/or permanent establishments that have an average calculation of working hours, the principles for settlement in FOB Appendix 15 items 3.10.1, 3.10.2 and 3.10.3 apply.

Any negative time in schemes under this agreement that can be carried over to the next settlement period is limited to 37.5 hours per year. Anything in excess of 37.5 hours of minus time will be cancelled in annual settlement without loss of salary.

If an employee has to leave due to illness, accident or is dismissed by the employer due to the employer's circumstances, any negative time without loss of salary will be cancelled and any additional time will be paid as determined for overtime.

In the event of termination by an employee, final settlement shall be made in relation to rotations in accordance with this agreement. A deduction can be made for up to 37.5 hours of minus time. Anything beyond this will be deducted without deduction from salary. Any additional time that has not been agreed to be used in any other way will be paid as determined for overtime. Settlement takes place on the first ordinary payday.

After occasional travel assignments, the employee must have stated status.

Any minus time that has been accrued pursuant to section 7 c) (individual agreement on incorporation), and which has not been incorporated at the time of settlement, is in addition to the minus time mentioned in the second, fifth and seventh paragraphs of this provision.

9. **Allowance for movable public holidays and public holidays**
- a) For work on public holidays and public holidays, salary + 100% is paid (as for overtime determined) + equivalent remuneration as for public holidays and public holidays in accordance with the work schedule.
 - b) In the event of time off during the offshore period, remuneration for public holidays and public holidays is paid in accordance with the work schedule.
 - c) During the free period, remuneration for public holidays and public holidays is paid for 7.5 hours.

10. Waiting time

If unforeseen events cause work to not be able to start at the agreed time, lost working hours will be paid with the individual company's agreed hourly wage for the project.

If unforeseen events related to the journey (transport delays, etc.) mean that the planned return journey cannot be carried out, waiting time is paid with hourly pay, first day from 3 hours after planned departure, maximum paid time 7.5 hours waiting time. The next day, time spent up to 7.5 hours per day is paid.

Appendix to the Framework Agreement 2024-2026 for incorporation schemes on land with daily working hours in excess of 10.5 hours with/without Sunday work

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Elementer beryttet for å få ordningen til å gå opp omregnet til 37,51 uke = $2,95 \times 5,63\% = 3,12$ timer
 For å oppnå mulighet for reise til og fra anlegget første og siste arbeidsdag beløt pause disse dager delt i to, dvs. 15 min beløt 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 $\times 3,12$ timer pr rot = 32,44 timer forbruk av ferie = 155 timer ferie uligode, dvs. 20,6 dager

Som del af denne rammeaftalen gis en særskilt kompensation på 15 minutter per arbejdsdag i arbejdsdagsordninger/rotationer med effektiv arbejdstid over 10,5 timer som lægges som plussidst i avregningen. Evt. mer tid som genereres i avregningen som følge af de mere tid til ordninger lettere kan gå i balance i hver rotation, og skal ikke håndteres som mer tid efter genoptag af i ny rammeaftale om inddeling i VO.

Appendix to the Framework Agreement 2024-2026 for
incorporation schemes on land with daily working hours in
excess of 10.5 hours with/without Sunday work

Ex. 2 15-20 Rotasjon med søndagsarbeid, arbeidstid 07.00-19.00 Oppstart første dag 12.00 avslutning siste dag 15.00												
Fortsettningen for timetall pr dag er: 0,25 betalt pause 09.00-09.15, ubetalt lunch 11.30-12.00, 0,25 betalt pause 15.45-16.00												
Uke 1	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,25		0,5		0,5		0,5		0,5	
	Arbeidet tid eks. pauser		6,75		11		11		11		11	
Uke 2	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,5		0,5		0,5		0,5	
	Arbeidet tid eks. pauser		11		11		11		11		11	
Uke 3	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 4	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 5	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 6	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 7	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 8	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 9	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 10	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 11	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 12	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 13	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 14	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 15	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 16	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 17	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 18	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 19	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 20	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 21	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 22	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 23	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 24	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 25	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 26	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 27	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 28	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 29	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 30	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 31	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 32	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 33	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 34	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 35	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 36	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
Uke 37	Mandag	Avspasering		Tirsdag	Avspasering		Onsdag	Avspasering		Torsdag	Avspasering	
	Arbeidstid inkl. pauser											
	12		12		12		12		12		12	
	Pauser (betalt)		0,5		0,25		0,25		0,25		0,25	
	Arbeidet tid eks. pauser		11		7,25		11		7,25		11	
U												

Appendix 18.

Toolbars

Concrete Worker Toolkit List

The following tool list is used as a basis for calculating the tool remuneration for stone, earth and cement workers:

- Toolbox
- Edge angle
- Hammer with steel handle
- Solder stick (spirit level)
- Angle
- Crowbar
- Cords
- Folding rule 5 per year
- Carpenter's pencils 10 per year
- Morakniv with sheat
- Chalk string
- Spirit level (long), 1,9 m
- Tape measurer, 15 m

Carpenter Toolkit List

The following tool list is used as a basis for calculating the tool remuneration for carpenters:

- Rotterumpe 3150-12 xpt
- Hacksaw
- Hacksaw blades 2 pcs.
- Small impact razor
- Chisel
- Hammer
- Large angle TMV 1000
- Edge angel (table vinkel)
- Spirit level 0.6 m
- Folding rules (4 pcs) 2 m
- Dor

- Crowbar 60 cm
- Knife w/sheath
- Pencils 8 pcs.
 - Adjustable drill
 - Plasterboard knife/wallpaper knife
 - Awl
 - Skew (angle)
 - Chalk cord w/chalk SL 30
 - 5m tape measure
 - Tin scissors
 - Handsaw
 - Staple hammer for 10.6 staples

Both lists have been revised in April 2024.

Appendix 19.

Housing, barracks, accommodation and staff rooms

When Appendix 19 of the Joint Agreement is made applicable to construction or construction projects where there are cooking teams, the provisions of the Collective Agreement for Private Facilities for the employees are followed and allowance for board is no longer applicable.

A

Workplaces with accommodated workers

I. Up to 10 people

It is rigged with 1 dormitory unit per person. The unit will contain a toilet, sink, shower, kitchenette with fridge and sink, bed with wall-mounted reading lamp, table, 2 chairs, single bookshelf and wardrobe. Walls and ceilings must be washable and well sound- and heat-insulated. In particular, walls and doors facing the corridor must have good sound insulation. The window surface should not be less than 10% of the floor area. The window must be equipped with either a roller blind and a sheath or curtains. Wall vents or vents on window sills must be installed to a sufficient extent and so that draughts are avoided in the bed.

The construction management/union representative should agree on a subsistence allowance before the work begins.

II. From 11 up to and including 20 people

Single rooms are rigged with a minimum of 8.5 m² and a ceiling height of at least 2.30 m. The sleeping unit must contain a toilet, sink, shower, wardrobe, shoe shelf, bed with wall-mounted reading lamp, 1 chair, table and 1 armchair of good quality. Walls and ceilings must be washable and well sound- and heat-insulated. In particular, walls and doors facing the corridor must have good sound insulation. The window surface

should not be less than 10% of the floor area. The window must be equipped with either a roller blind and a sheath or curtains. Wall vents or vents on window sills must be installed to a sufficient extent and so that draughts are avoided in the bed.

In each room, 1 ceiling lamp and 2 double sockets must be installed, as well as a panel heater that is mounted under the window. The wet room is equipped with sufficient light, double socket, electric heating, ventilation and mirror with shelf. It's rigged for a lomp, min. Total wall space 40 cm per person. Wet room containing 1 toilet, 1 urinal, 3 tap points, 1 flushing basin, 1 washing machine and 1 drying cabinet/dryer.

Furthermore, there is a dining room 34m² and a living/TV room 34m².

III. From 21 up to and including 44 people - maximum rig size

Single rooms are rigged as described in II.

Lid min. 40 cm per person and wet room containing 1 toilet, 1 urinal, 9 tap places, 2 flushing bowls, 2 washing machines and 2 drying cabinets/dryers.

Furthermore, dining room 51m² and living/TV room 68m². In the case of facilities with an occupancy rate that can be specified in advance to be between 21-30, the capacity of the dining room and living/TV room may be reduced proportionately

This question must be addressed by the company when notifying the facility.

Common for II and III

It will be rigged for cooking team operation with a kitchen, freezer room/warehouse in accordance with current public regulations.

IV. Barracks Operation

For barracks operation, single rooms are rigged as described in II, supplemented by a large mirror and chest of drawers. The wet room unit is equipped with a shower, washing machine and drying cabinet/dryer. A separate space is set aside for your workwear. The living room is furnished with a sofa, armchairs and a low table.

V. *The following applies to provisions I-IV*

When a barracks is put into use, it must be cleaned and equipped with the necessary furniture. The system holds a reversible mattress 80x200cm and at least 13cm thick with different hardness, as well as a pillow and duvet of reasonably good quality. Furthermore, the facility holds pillowcases, duvet covers and sheets that are handed in for washing every two weeks, as well as 4 hand-towels that are changed every week. The above-mentioned equipment is handed over against a receipt, which is returned when the employee leaves the facility and the equipment is handed in. When waste occurs, this is deducted from wages at cost. A locking system is installed in the barracks, so that the rooms are lockable in accordance with the insurance companies' regulations.

VI. *The following applies to provisions II-IV*

- a. Rigs in accordance with II and III are rigged with a sauna with shower.
- b. The living room is equipped with small tables, good chairs, reading lamps and radio and TV where the facility pays a license.
- c. The facility holds 2 newspapers. It will be discussed with the union representatives which newspapers are to be held.
- d. When there is interest from the employees, the company is willing to make sufficiently equipped rooms available for

indoor physical activity, and in consultation with the Shop stewards, the conditions are facilitated for hobby and leisure activities or other welfare measures.

- e. At the facility, a barracks manager is elected. The union representatives are responsible for convening a meeting for the election of a barracks manager. The election must give a fully valid expression of the will of the majority of the organized workers. The plant deducts food for its own employees according to a list.
- f. Corridor in the bedroom unit should be covered with noise-dampening floor coverings. The bedroom doors should be of mine. B-15 standard, and be equipped with a sealing strip.
- g. The facility equips the rig with sufficient relevant equipment such as vacuum cleaners, irons, dishwashers, potato peelers, refrigerators/freezers, mixers and other necessary kitchen utensils and cutlery.

The parties may at reasonable intervals carry out a count of the holdings.

- h. The workers who live in barracks have free transport of provisions at the plant with the plant's means of transport.

The plant holds light and fuel.

Barracks rent is paid at the rate of NOK 3.00 per person per running day for barracks as described in I-IV.

The contractor pays for the main cleaning 2 times a year.

During rigging, the accommodation regulations can be deviated from.

- i. Where there is internet access, wireless internet must be rigged on the accommodation rig with sensible use.

VII. *Canteen operation*

In cases where the question of canteen operation may be relevant, the matter shall be submitted to the contracting parties as soon as possible. It is only the contracting parties who can determine when an agreement on canteen operation can be arranged.

VIII. *Mobile barracks, seasonal work and more*

On road construction, cable systems and the like where the barracks have to be moved as the system progresses due to the progress of the system, 2-person mobile barracks with 1 person per bedroom can be used. Regarding barracks that are assumed to be inhabited continuously for less than 1 year, reference is made to IX.

In the case of facilities that are only operated during the summer months, the air space per person in the bedrooms can be reduced, but not less than 7m³

- IX. *Agreement on alternative accommodation*** *In the case of facilities where the costs of implementing the above rules will be unreasonable in relation to the facility's total cost (for example for transport reasons), alternative accommodation may be arranged by further agreement between the facility management and the Shop stewards. For example, in existing homes, or the size of the barracks is reduced and the equipment is simplified. In such cases, reasonable compensation must be negotiated.*

Note 1

In connection with industrial construction and larger facilities, the association may, when economic reasons

so indicate, be willing to consider a solution with rigging more than 40 people with a shared kitchen under its own management, or possibly canteen operation. This comment does not change the assumptions in section VIII, as changes to the rig provision in section 10 of the Agreement for Private Facilities still require a special agreement between the main parties.

Note 2

Different rig sizes may be used, but bedrooms including bathrooms must not be less than 8.5 m² and the ceiling height at least 2.30 m. Facilities that are located in such a way that rigging for transport or other special reasons makes rigging difficult, may be rigged according to other standards by agreement with the Shop stewards.

In order for a separate wet room unit to be fulfilled in accordance with the intentions mentioned above, the organisations agree that the current unit size does not prevent this.

B

Workplaces without accommodated workers

General provisions on barracks and mobile light houses

When work is initiated, the company is obliged to provide spacious dining and rest rooms with satisfactory heating during the rest period.

The floor area must comply with the applicable regulations. During the cold season, the dining and rest room must be heated from 1/2 hour before the start of working hours. The company is obliged to keep the dining and rest room properly clean. The room must be lockable. Utensils or other extraneous items must not be left in the dining and rest room.

The above-mentioned rooms must not be used for overnight

stays. Regarding first aid equipment, reference is made to Section 28 of the Regulations relating to workplaces and work premises (Best no. 529).

Changing rooms

Changing rooms must have sufficient space for changing, the necessary number of seats for changing clothes and footwear, a lockable locker for walking clothes, as well as open space for lomp, a total of at least 60 cm per person.

On all rig sizes for up to 5 people and up to 10 people, a minimum of 50 cm per person is accepted.

On rigs with smaller barracks units for up to 6 people as described under III, it can be agreed with the Shop steward that the lockable cabinet will be discontinued when the unit is securely locked during working hours.

Where necessary, there must also be a lockable cubicle to protect against loss of valuables.

In the case of outdoor work, or when the work otherwise makes it necessary, there must be a separate drying room or other opportunity to dry wet clothes and footwear.

There will be separate women's and men's changing rooms and toilets with their own entrance. On rigs with smaller units for up to 10 people, it can be agreed with Shop steward that gender-segregated wardrobes and toilets are omitted, when this will not be used anyway. The provision applies to new projects from 1 July 2021.

Laundry

The laundry room will contain a shower, toilet and a number of tap points for use for hand and face washing. There must be sufficient free floor space in front of the washing areas.

Showers should be equipped with running

cold and hot water. If shower rooms or washbasins are separated from the changing rooms, there must be easy access between them.

The number of toilets, showers and tap points is described under the individual rig sizes.

On rig sizes for more than 18 people, it can be agreed with the Shop steward that 1 or more showers are omitted, when the number of showers is obviously greater than what will be used. On rigs with smaller units for up to 6 people as described under III, it can be agreed with the Shop steward that the shower will be omitted when the shower will not be used anyway.

Dining room

Dining rooms must be separate, and if possible have daylight and a view. The dining room should contain a kitchenette, refrigerator and sink. The kitchenette can be replaced with a coffee maker and, if necessary, a microwave. There must be a minimum of 1.2 sqm of dining space per person.

On rigs with smaller units for up to 6 people as described under III, it can be agreed with the Shop steward that the kitchenette and refrigerator are omitted.

- I. Rig with standard barracks unit 7.4 m x 2.5 m
Where rigging with a barracks unit 7.4 m x 2.5 m, the following applies:

Up to 5 people

Rigged with 1 barracks unit with dining room and changing/laundry room with WC with sink, shower and 2 tap points.

In the case of crew sizes of less than 6 people, smaller units can be used, the requirement can be waived, see introductory provisions.

Up to 10 people

It is rigged with 2 units as described above.

Up to 18 people

Rigged with 4 units, 1 unit for changing barracks, 1 unit for wash-barracks that will contain 2 WCs, 2 showers and 8 tap points, and 2 units for dining rooms.

Up to 36 people

It is rigged with 7 units, 2 units for changing barracks, 2 units for washing barracks that will contain 4 WCs, 4 showers and 16 tap places, and 3 units for dining rooms.

II. *Rig with standard barracks unit 8.4 m x 2.9 m*

Where rigging is done with a barracks unit 8.4 m x 2.9 m, the following applies:

Changing and washing barracks are rigged with 1 WC with sink, 1 shower and 4 tap points per barracks unit as mentioned below.

Up to 12 people

It is rigged with 2 units, 1 unit for the dining room and 1 unit for the changing and washing barracks.

Up to 18 people

It is rigged with 3 units, 1 unit for the dining room and 2 units for the changing and washing barracks.

Up to 36 people

It is rigged with 6 units, 2 units for the dining room and 4 units

for the changing and washing barracks.

Up to 54 people

It is rigged with 9 units, 3 units for the dining room and 6 units for the changing and washing barracks.

Up to 72 people

It is rigged with 12 units, 4 units for the dining room and 8 units for the changing and washing barracks.

On rigs for up to 36 people or more, 1 changing and washing barracks can be omitted when the entrance barracks are included in the rig. The entrance barracks will contain a toilet, shower, 6 tap points, laundry facilities, urinal and drying room.

III. Rig with smaller barracks for up to 6 people

In the case of crew forces of up to 6 people, smaller units (such as a light house or trailer barracks) can be used. The unit will contain a dining room and a changing/laundry room with WC, shower and 2 tap places.

It can be agreed with the Shop steward that showers, 1 tap point, kitchenette, sink and refrigerator are to be omitted, when the standard is otherwise maintained.

It can be agreed with the Shop steward that the lockable cabinet for walking clothes will be discontinued when the unit is securely locked during working hours.

IV. Other crew sizes

For other crew sizes, 1 WC, 1 shower and 4 tap points per 9 people are supplemented, as well as a minimum of 0.9 sqm changing cabin and 1.2 sqm dining area per person

V. Rigging where barracks are not used

Where it is not possible to use barracks for short-term work, satisfactory eating, changing and washing facilities with corresponding standards must be agreed on in each case with the Shop steward.

Furthermore, it may be agreed with the Shop steward that barracks are not used where satisfactory eating, changing and washing facilities of a similar standard are made available pursuant to IV.

Where, for practical reasons, barracks are not rigged, and a suitable house cannot be procured in reasonable proximity to the workplace, the company costs proper transport of the employees to and from the workplace, possibly an allowance for their own means of transport is agreed.

C

Forward dining barracks

Dining barracks that can be placed as close to the work site as technically and economically feasible, and which are detached from the rig in general. Units serving up to 10 people must have a separate dining room with kitchenette, refrigerator and dishwashing facilities, min. 1 m² dining area per person and min. 60 cm table space per person. The unit must also contain a toilet, 3 tap points and hooks for rainwear/outerwear. The dining area must be adequately cleaned, at least 2 times a week. The workers can be ordered to carry out the cleaning for a pre-agreed remuneration. The dining barracks must not be used as a storage for utensils or materials.

D

Sentralrigg

When the employees are accommodated in a rig that is not connected to a specific workplace, the employer pays for transport, or compensation is given for the use of their own means of transport between the rig and the workplace.

Rent in the central rig is determined as in A.VI.i).

It is rigged with 1 dormitory unit per person as described in A.I.

In addition, 1 unit with washing machine drying facilities for walking clothes is rigged, as well as 1 unit with lockable storage rooms, 1 storage room per person. In the case of more than 12 dormitory units, you must have 1 unit with combined living/TV room. For more than 22 single units, you must have 2 units for a combined living/TV room. For more than 44 dormitory units, there must be 3 units for a combined living/TV room.

E

General provisions

The workers are obliged, by order and cleanliness, to contribute to maintaining the standard that is sought to be implemented by the above provisions. They are jointly and severally liable for damage to barracks and rest stalls with equipment and inventory, which occurs due to negligence or careless treatment. In such cases, the employer may, in accordance with Section 14-15, Section 2 e, of the Working Environment Act, deduct the repair cost from the workers' wages.

At facilities where the workers' union representatives wish to use the barracks' dining room and living room, rest or living room for meetings, this must be allowed.

Appendix 20.

Basis for calculating remuneration under the collective agreement

Remuneration for short welfare leave, supplements to piecework rates, overtime basis and travel and residence provisions in Section 7-2 are regulated according to the formulas below.

1) Chapter 2 Salary provisions

a) § 2-8 Other salary provisions

Overtime basis – calculation model

The rate is adjusted in line with annual wage growth, i.e. the percentage change in hourly earnings in total (agreed salary + bonus + irregular supplements) NHO's statistics for the Joint Collective Agreement for Building Trades, based on data from Statistics Norway.

- b) Previously entered into agreements on short welfare leaves
It is assumed that previous company-specific agreements on short welfare leave, which are equivalent to or better than the above, will continue to apply.

2) Chapter 3. The main wage system piecework and the piecework tariff

§ 3-2 Piecework tariffs

Regulation of general supplements and regulation in accordance with § 3-15.

Example

2nd half of the year NHO's statistics	£	120,00
General supplement	£	3,00

Percentage gradient:

$$\text{NOK } 3.00 \times 100 / 120.00 = 2.5\%$$

Mark-up percentages

Old mark-up percentage 9.5% to be adjusted by 2.5%.

Calculation of new mark-up percentage:

$$(100 + 9.5) \times 2.5 / 100 = 2.7375 \approx 2.74 \%$$

$$\text{New mark-up percentage: } 9.5 + 2.74 = 12.24 \%$$

Adjustment of minute/krone factor

Minute factor

Old minute factor = NOK 1.05

$$\text{Mark-up } 2.5\% \text{ of NOK } 1.05 = (\text{NOK } 1.05 \times 2.5\% / 100) =$$

$$\text{NOK } 0.02625 \approx \text{NOK } 0.03$$

$$\text{New minute factor} = \text{kr. } 1,05 + \text{kr. } 0.03 = \text{kr. } 1,08.$$

Crown factor

Old krone factor = NOK 120.00

$$\text{Mark-up } 2.5\% \text{ of NOK } 120.00 (120.00 \times 2.5\% / 100) = \text{NOK } 3.00$$

$$\text{New krone factor} = \text{NOK } 120.00 + \text{NOK } 3.00 = \text{NOK } 123.00.$$

Regulatory provisions for piecework tariffs

1. Before the end of the 1st year of the agreement, and in the event of a coordinated settlement, the parties shall negotiate a financial revision of the piecework tariffs to address any lack of development.

The guidelines for the negotiations will be NHO's wage statistics for the Joint Collective Agreement for Building Trades (based on data from Statistics Norway), column paid agreed wages per hour (37.5 hours/week) for workers, the average for annual wage growth over the last three years. Furthermore, annual wage growth, paid agreed wages for the group of people without piecework pay. for the last three years are taken into account.

Any productivity improvements in the individual subjects since the last regulation must be taken into account. The Committee for the Technical Negotiations makes this assessment well in advance of the regulatory negotiations. Minutes of the proceedings will be drawn up.

If the parties within the individual piecework trade, cf. Section 3-2 no. 1, have agreed on a technical and financial revision of the piecework tariff before the end of the 1st agreement year, these subjects are not covered by the negotiations pursuant to subsections 1-3. The parties mean the Confederation of Norwegian Enterprise (NHO), the construction industry's trade associations and the Norwegian Federation of Trade Unions.

If the parties do not agree, each of them may demand that the matter be decided by an arbitrator. In such cases, the case processing shall be carried out according to the same procedure as for the Permanent Dispute Board in Section 3-10 of the Basic Agreement.

Remark:

The basis for the negotiations and arbitrator proceedings shall take place on the basis of the second and third paragraphs. In the event of agreement, other factors may be included in the assessment.

2. *Adjustment provision for local piecework tariffs*

Until agreement has been reached on the regulation of the local

piecework tariffs, cf. Section 2-3, the general supplement is paid on an hourly basis, corresponding to the nationwide piecework tariffs.

Notes for the wooden house industry

(applies to those who as of 31.3.1992 were affiliated to the Wooden House Industry's collective agreement.)

The krone factor must be freely agreed on at the individual company.

Construction work according to a special construction method. Where construction work is carried out with a special building system that means that the work is adapted beyond the prerequisites of the piecework tariff and the collective agreement (Section 4-7), the change rates are set at the prices of the piecework tariff by agreement with the individual company.

The building system used must have a repetitive effect. It is assumed that the construction takes place according to proper working drawings that must be available on an appropriate scale and be sufficiently dimensioned.

Descriptions and joining details must be prepared for the construction work, and that it is essentially repeated from building to building, regardless of type and size.

1. The piecework rate for the individual buildings is calculated on the basis of the piecework tariff. On request, Fellesforbundet can demand to check the basis.
2. For each individual building, a measurement certificate is prepared before work begins.

Fellesforbundet reserves the right to control as in section 1.

3. If changes during the course of the work necessitate a change in the fixed piecework price, the additional work/changes shall be priced in accordance with the piecework tariff to the extent that the work operations are covered by it. For non-collective bargaining work, a lump sum or an hourly wage (piecework profit) is agreed.

Measurement fee for advance measurement letter, to section 3-14

The company deducts 2.5% in piecework and control fees from the individual employee's salary. Settlements of deducted amounts are sent monthly to Fellesforbundet, together with statements of which buildings have been constructed, specifying the builder, building address/municipality, piecework amount and deducted piecework and control fee for each individual building. Fellesforbundet has the right to check the correctness of the deduction.

Payment of piecework profits

The provision in section 3-15 regarding the tasks of the surveying office does not apply to construction work according to a special construction method.

Chapter 7 Travel and residence regulations

§ 7-1 Where overnight stays are not necessary

Regulatory factor

Future adjustments to the remuneration stipulated in items 1 and 2 shall be made by means of a tariff revision or by means of a tariff-determined wage adjustment during the collective agreement period in accordance with the following rules:
The "proportion of travel and walking time" shall be adjusted in accordance with the percentage increase or fall in the hourly

wage rates of the building agreement. With the same percentage increase or fall in the above-mentioned hourly wage rates, the rates in 7.1, item 2 b), c) and d) are adjusted. At the same time, the "travel allowance share" is regulated in 7.1, nos. 1 and 2 stipulated rates with a percentage increase or decrease in average passenger income per passenger kilometre in accordance with Statistics Norway's bus statistics. (See Table 7 in the aforementioned statistics)

Appendix 21.
The Hardship Scheme Between the Norwegian
Confederation of Trade Unions in Norway
and
the Confederation of Professional Organisations

§ 1 Background and purpose

In the 2018 collective agreement, the Confederation of Norwegian Enterprise (NHO), the Norwegian Confederation of Trade Unions (LO) and the Confederation of Vocational Unions (YS) agreed that the Severance Pay Agreement between the Confederation of Norwegian Enterprise (NHO) and the Confederation of Trade Unions (LO) should be terminated and that the available capital in the Severance Pay Scheme should be transferred to a new Severance Pay Scheme established by the Norwegian Confederation of Trade Unions (LO) and the Confederation of Labour (YS).

The purpose of the Struggling Scheme is to provide an extra benefit to those who retire with AFP at the age of 62, 63 or 64 without employment income on the side.

This protocol (the Struggle Appendix) replaces the minutes from the 2018 settlement

§ 2 Establishment

The hardship scheme is established between the LO and YS as a separate legal entity. The hardship scheme is only liable for one's own obligations. Through the establishment of the Struggle Scheme, the LO and YS will fulfil their tariff obligation pursuant to section 3.

The Norwegian Confederation of Trade Unions (LO) and the Confederation of Labour (YS) agree, within the framework of this appendix, the detailed rights and obligations of the individual employee in relation to the Hardship Scheme.

The current regulations for the Hardship Supplement are available on the Struggling Scheme's website, see

www.sliterordningen.no.

The hardship scheme will be established with effect from 01.01.2019. The hardship scheme can leave the administration in whole or in part to the Joint Scheme for Contractual Pensions.

From the same date, the Severance Pay Scheme will be closed for the granting of new payments and the obligation to pay premiums will cease. The severance pay scheme will remain in place until obligations incurred up to 31.12.2018 have been paid.

The hardship scheme is intended to inform NHO of the changes made to the regulations related to the scheme.

§ 3 Collective agreements with Sliterbilag

The Norwegian Confederation of Trade Unions (LO) and the Confederation of Labour (YS) must include the Sliter Supplement in all collective agreements with AFP entered into with the Confederation of Norwegian Enterprise (NHO). For all collective agreements with AFP they have with Virke, the Labour Movement's Employers' Association (AAF), the Employers' Organisation for Co-operatives (SAMFO), the National Association of Labour Cooperatives (ASVL), the Glass and Façade Association (GF), the Norwegian Association of Machine Contractors (MEF), the Norwegian Truck Owners' Association (NLF), the Norwegian Shipowners' Association (NR) and the KA Employers' Organisation for Church Activities, the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Employers for Church Activities (LO) and the Confederation of Norwegian Employers (YS) must offer the Slite Supplement unchanged.

With the consent of the Struggling Scheme, the Hardship Voucher may be included unchanged in collective agreements entered into between collective agreements between collective agreements other than in the first paragraph, when the agreement is listed on the AFP list. If the collective agreement had AFP vouchers as of 31.12.2018, consent must be given.

In the private sector, the LO and YS unions will include the Sliterbilaget unchanged in all direct agreements with AFP. This does not apply if another similar hardship scheme has already been applied in the company. A company that has been affiliated to another hardship scheme by direct agreement cannot subsequently join the Hardship Scheme. The exceptions for AFP coverage and coverage apply correspondingly to the Struggling Scheme.

§ 4 Individual requirements

Hardship supplement is paid to an employee born in 1957 or later, and is conditional on the employee

- have been granted AFP early retirement pension from the Joint Scheme for Contractual Pensions,
- at the time of withdrawal of AFP was employed by a company affiliated to the Struggling Scheme, and
- have had an average income during the last three calendar years prior to receiving the benefit that does not exceed 7.1 G.

After the withdrawal of the hardship supplement, a gross annual income of up to NOK 15,000 is allowed. Higher income means that the Hardship Supplement lapses in its entirety, and that a new Hardship Supplement cannot be granted.

The hardship scheme can adopt rules on what is meant by average income and what is meant by gross annual income, as well as regulate the income limit of NOK 15,000.

For the rules in force at any given time for entitlement to the Struggle Supplement, see the Struggle Scheme's website www.sliterordningen.no.

§ 5 Performance

Full benefit corresponds to 0.25 G (basic amount in the National Insurance Scheme) per year for persons born in 1963 or later. The performance is graded as follows:

- When withdrawn at the age of 62, you get full benefit.
- When withdrawn at the age of 63, you get 2/3 of the full benefit.
- When withdrawn at the age of 64, you get 1/3 of the full benefit.

In the event of retirement after the age of 65, no benefit is provided.

Persons born in 1957 receive 1/7 of the benefits mentioned in the first paragraph and those born later receive an additional 1/7 of the benefits for each cohort up to the 1963 cohort.

The benefit ceases upon death or at the age of 80.

The benefits are regulated in the same way as ongoing payments from the National Insurance Scheme and AFP.

§ 6 Financing

The Hardship Scheme is financed by capital 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 to 31.12.2023. The premium rates shall be the same as the rates that applied to the Severance Pay Scheme as of 31.12.2018. As of 01.01.2019, premiums no longer accrue to the Severance Pay Scheme.

The premium is calculated on the basis of the number of employees in the company who are covered by the Hardship Scheme. The premium rates per month are:

Working hours per week	Premium rates per month (13-67 years)
0-19 hours	Kr 12
20-29 hours	Kr 16
More than 30 hours	Kr 20

The hardship scheme stipulates more detailed rules on the calculation and collection of premiums. The parties agree that the quarterly premium is sought to be reversed so that it is calculated on the basis of the number of employees at the end of each month in the previous quarter.

The companies or the Confederation of Norwegian Enterprise (NHO) are not responsible for the obligations of the Struggling Scheme.

§ 7 Change and decommissioning

If the AFP scheme is changed and it has an impact on the right to take out the hardship supplement, the Hardship Scheme will consider necessary changes, including the requirement for long-term membership of the Norwegian National Insurance Scheme.

The Norwegian Confederation of Trade Unions (LO) and the Confederation of Labour (YS) will continuously evaluate the Struggling Scheme and assess the scheme's financial viability. If it should prove necessary to safeguard the solvency of the Struggle Scheme, the LO and YS may, by agreement between themselves, make necessary changes that deviate from the provisions of the appendix on the right to benefit and the amount of the benefit.

From the time when the economy indicates that the scheme should not be subject to further obligations, the LO and YS can decide that new hardship supplements are no longer to be granted.

The hardship scheme will be discontinued after the last payment of the hardship supplement.

Funds that remain after all obligations have been covered shall be returned to the parties to the Severance Pay Scheme (NHO and LO) and used for a related purpose determined jointly by these parties. It is assumed that the Confederation of Norwegian Enterprise (NHO) and the Norwegian Confederation of Trade Unions (LO), in consultation with the Confederation of Labour (YS), will find solutions for the use of the funds that take into account the fact that other collective bargaining areas have also contributed to the finances of the Severance Pay Scheme and the Hardship Scheme.

If the agreement between LO and YS pursuant to section 2, second paragraph, is terminated, the preceding paragraph shall apply correspondingly.

Oslo, 1 April 2019

Hans-Christian Gabrielsen Ole Erik Almlid Vegard Einan
LO NHO YS

Appendix 22.

Clarification to FOB chapter 7

Clarification to section 7-1, when overnight stays are not necessary (daily travel).

Section 7-1 of the FOB deals with the daily allowance (travel and walking time) for travel from residence to workplace within the company's area/district. The parties agree that "domicile" according to section 7-1 of the collective agreement means an actual dwelling, as a general rule the employee's registered address. Where the employee applies for a job and is employed by a local enterprise, but has his or her permanent residence at a distance beyond the provisions of Section 7-1, he or she will not be covered by Section 7-2. This means that the employee is not entitled to coverage of travel, board and lodging. It is assumed that the employee acquires a "temporary residence" in the area/district. This residence will be the starting point for calculating travel and walking time in section 7-1. If he nevertheless chooses not to acquire a temporary residence, a starting point must be established for the calculation of the daily journey (e.g. the company's address).

Clarification to section 7-2, when overnight stays are necessary

FOB §7-2 applies when the employer sends an employee on an assignment that requires accommodation outside the home's home. In this context, "domicile" is understood in the same way as "domicile" mentioned in the section above of this document. The right to reimbursement for travel, board and lodging applies where it is the needs of the business that make accommodation outside the home office necessary. The main rule is that the employer keeps board and lodging. The employer must also cover up to 17 home trips a year; §7-2 no. 4, item 4.1. Local arrangements can be agreed, cf. §7-2 no. 1, paragraph 2.

General

The employer's address and company number must be stated in the employee's employment contract. The same applies to the employee's place of residence. Changes to the employment contract follow the rules in aml. The employee's place of residence cannot be requested to be changed in order to avoid tariff obligations pursuant to Section 7-2.

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