

Collective Agreement

between

**Confederation of Norwegian Industries and
Norsk Industri**

On one side

and

**The Norwegian Confederation of Trade Unions and
Industri Energi**

On the other hand

Regarding wages and working conditions

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§ 1 Scope

The company undertakes not to hire any employees at inferior conditions than those stipulated in this agreement.

This agreement includes workers engaged in the production, transportation and storage, assembly and maintenance of production equipment, cleaning of production facilities and guard duties.

The agreement also applies to employees who are part-time employed.

Changes in the organization of work may result in some operators covering tasks traditionally defined as job management tasks, by acting as supervisor assistants, 1. operators, group leaders and the like.

Operators with additional competence and/or expanded tasks, as mentioned above, fall within the scope of Industri Energi's Agreement as long as they are mainly engaged in work covered by this Collective Agreement, and as long as they are ordinarily obliged to perform such work.

This Collective Agreement does not apply to employees whose work according to practice, is governed by other Agreements, including employees engaged by other companies.

This Agreement may be applied as a Collective Agreement by temporary employment agencies/agencies with employees who are hired out, and who perform work under the scope of this Agreement.

§ 2 Working hours

2.1. Daytime work

Working hours are 37.5 hours per week distributed over 7.5 hours per day.

In the individual company, an agreement may be agreed with the shop stewards on other collective schemes, but the average working hours are 37.5 hours per week. If the local parties do not agree, the placing of the working time shall be discussed with the central organizations present.

At individual needs of the employee, see § 2.3, 3 paragraph of the Agreement.

The parties agree that a 5-day week with Saturdays off will be implemented to the extent that production, maintenance and handling make this possible.

At the Eves of Christmas, New Year, Easter and Whit Saturday the ordinary daytime working hours ends at 12:00 hours, unless otherwise specified in a local agreement. If operation allows, the company is advised to allow workers to vacate the above days in the form of a split holiday or that any overtime may be taken out in lieu.

For some groups, repair workers and drivers, as well as helpers of these two groups, the company may require that the working hours begin or end up to 1 hour (Saturdays 1½ hours) before or after the regular working hours at the company, but

not beyond 18.00 hours the 5 first workdays of the week and 15:00 hours on Saturdays.

2.2. Shift work

Prior to implementation of shifts discussions shall be carried out with the shopstewards as stipulated in § 10-3 of the Working Environment Act.

The average working hours for 2-shift work shall not exceed 36.5 hours per week.

If 2-shift is implemented at longer intervals than every other week, the working time is 37.5 hours in weeks with day work and 35.5 hours in the weeks with afternoon shifts, provided the working hours end after 21:00 hours. Calculation of wages as a result of shorter working hours in average is stated in § 3.1.

The average working hours for round-the-clock 3-shift work schemes shall not exceed 35.5 hours per week.

Working hours on 1- or 2-shifts which, according to plan, include ordinary work on Sunday and/or holiday/public holiday falling on weekdays, should not, on average, exceed 35.5 hours per week.

Extra work on days that are normally days off pursuant to the work schedule are considered as overtime work and can not be defined as shift work in the extension of an established shift scheme.

Note:

Ordinary Sunday work is considered for schemes with at least 1 Sunday shift (Saturday 18:00 hours to Sunday at 22:00 hrs) within a 4 week period.

Ordinary work on holiday- and public holidays, includes schemes where work is not stopped on such days.

The working hours for around-the-clock shift work according to an approved shift plan shall not, on average, exceed 33.6 hours per week.

Breakdown on the working time - see appendix.

2.3. Local in-house schemes

Where the parties locally agree, it may, as a trial arrangement, be implemented company-adapted schemes that go beyond the provisions of the Agreement as regards to working hours and remuneration for this. Such arrangements must be submitted to the association and federation for approval.

Average calculation of the working time is admitted pursuant to the provisions in the Working Environment Act § 10-5. The parties to the Collective Agreement may contribute to the establishment of such Agreements.

There may be individual needs for deviating schemes for working hours, wishes for leisure time, etc. Such arrangements are agreed with the individual or the shopstewards, for example in terms of calculated average hours worked or a hourly account scheme. Individual Agreements stand back for Agreements entered into with the Shopstewards.

§ 3 General wages provisions

3.1 Employees over 18 years

3.1.1 Wages provisions per 1 May 2018

Start wages:	NOK 181,86 per hour
After 2 years of work	NOK 185,82 per hour
After 4 years of work	NOK 189,80 per hour
After 7 years of work	NOK 194,34 per hour
After 10 years of work	NOK 197,34 per hour

The hourly rates for weeks with shift work are re-calculated so that weekly wages for shifts becomes equivalent to weekly wages for 37.5 hours per week.

Hourly rate x 37.5

Current weekly man-hour according to shift schedule = New hourly wage
(36.5, 35.5 or 33.6)

See also section 2.2.

3.1.2 Crediting of seniority

Different kind of work in the company and practice in the same line of work in other companies is considered as qualifying time for the pay scale and credited with 100%.

Other relevant professional experience shall be credited with at least 50% and up to 100%. The level of crediting must be discussed with the shopstewards.

Seniority is calculated equally for full-time and part-time employees.

Temporary workers, leave substitutes and seasonal workers' employment time is added up and made applicable at increases in wages.

Absence from work due to pregnancy and/or care in connection with childbirth according to rights under § 31 of the Working Environment Act, is considered as qualifying period on the pay scale under § 3.1.1.

Absence from work due to military service or civil service is regarded as accrual period and credited to the pay scale in § 3.1.1.

By employing an apprentice who got a certificate of trade, minimum wages with 4 years of seniority applies in addition to the supplement for workers with a certificate of trade.

3.1.3 Job increment

For certified engineers, boiler workers with license and drivers, an additional minimum of NOK 4,50 shall be paid.

Drivers of trucks with a total weight of 3500 kg are entitled to a further surcharge of NOK 4,50, -.

Drivers of vehicles with a total weight of at least 7500 kg will be due to a further surcharge of NOK 3, -.

Note: The add-ons are shortened for those of the drivers who are currently paid over the current normal wage rates.

Employees who are substituting in positions as mentioned above shall be paid the supplement in cases where they are put to work where these certificates apply. It is paid for full days.

3.1.4 Supplement for certificate of trade

For relevant officially approved certificates of trade, an additional supplement of NOK 12.00 will be paid.

Additions pursuant to §§ 3.1.3 and 3.1.4 are not to be accumulated.

For a relevant public certificate of trade no. 2, an additional ½ supplement for trade increment will be paid.

3.1.5 Unskilled workers within disciplines

Employees over 50 years of age with at least 10 years of experience in the discipline, and who do not hold a public certificate of trade, may, by completing the practical part of the examination for the certificate, and be subjected to an individual assessment of understanding, knowledge and skills in the discipline, be given the status of an internally employed skilled worker and be paid an increment of ½ the supplement for a worker with a certificate of trade.

3.1.6 Separate assessment

For workers who are engaged in work that, according to the company's assessment, requires special expertise or qualifications, workers in positions with different responsibilities and education, or where other circumstances indicate, special wage increases may be agreed between the local parties in the individual case. The parties agree that such special additions should be based on objective criteria such as extended responsibilities and documented professional competence.

If no agreement is reached, the case will be brought before Norsk Industri/Industri Energi. If the organizations fail to reach agreement, a personal addition may be determined taking into account the level of wages that applies to comparable positions.

Entries to the minutes:

At an annual conference between the company and the shopstewards on the wage conditions, a statement shall be presented showing the average earnings and the spread on different groups, cf. Basic Agreement § 9-3.

Permanent employees shall be provided necessary work clothes and footwear. Upon purchase, this should be discussed with the shopstewards. Washing and repair must be provided by the company. The workwear and footwear is the property of the company and is not to be taken outside of the business.

3.1.7 Afternoon additions

For employees with permanent afternoon working hours, will after the end of the ordinary working hours or at latest 1600 hours on weekdays and 1400 hours on Saturdays, and until 2100 hours, be paid a surcharge of NOK 10.00 per hour. If the individual works after 21.00 hours or working shifts, the payment clause in § 5.1 applies.

3.1.8 Working hours lost due to holidays

Workers who lose working hours at Easter-, Whit Saturday-, Christmas- and New Years Eve due to work ends at 12.00 hours these days, will be paid ordinary hourly rates for these days, cf. § 3.1.1. Workers with certificate of trade are paid pursuant to § 3.1.4.

3.2 Young workers

Hourly rates for workers under the age of 18 years must at least be:

After the age of 16 years - 60% of the starting wages for adult workers

After the age of 17 - 75% of the starting wages for adult workers

3.3 Substitutes, temporary employees, leave substitutes and seasonal workers

Substitutes, temporary workers are paid wages corresponding to Agreement § 3.1.1

Leave substitutes and seasonal workers over the age of 18 are paid at least 90% of the starting wage rate in § 3.1.1.

Seasonal workers who are re-engaged are paid in full pursuant to § 3.1.3.3.2

Definitions:

Temporary employment can only be used in accordance with the WEC § 14-9, ie normally when the kind of work indicates it and the work differs from what is normally carried out in the business.

Seasonal workers are termed temporary employees who are engaged during peaks in production for up to four months once a year. The annual season is determined in consultation with the shopstewards.

Substitutes replaces another or other permanent employed workers at absence.

Use of substitutes, temporary employees, leave substitutes, and seasonal workers must be discussed with the shopstewards. See also § 14 of the Agreement.

§ 4 Wage systems and provisions

4.1 Joint declaration on wage systems entered into between LO and NHO 1989

The organizations emphasize the importance of an active work for increased productivity and profitability at the individual business. This is necessary in order to strengthen the company's competitiveness and enable investments to secure the long-term business.

The parties to the working life will therefore work to ensure that local wage stipulation in the future is linked to a provable performance and/or profit improvements based on payroll systems developed in collaboration in the business.

New wage systems must have an equal pay profile. Disputes concerning new wage systems are dealt with pursuant to the Basic Agreement § 2-3.

4.2 Internal company payroll systems

When the parties at the company agree, it may be - irrespective of the provisions in the foregoing – be agreed on company-based payroll systems that include all workers or groups, for example fixed salary systems, possibly combined with bonus, production premium or the like.

4.3 Changes in working conditions

If acquisition of new machines, the introduction of new working methods or changed work arrangements necessitates a change of previously determined wages, this will normally be negotiated with the shopstewards about the new solutions.

If consensus is not reached, the case is referred to negotiation between the main organizations or a possible arbitration.

The arbitration tribunal shall consist of 3 members. The parties choose one representative each. If they do not agree on an arbitrator, this shall be appointed by the National Mediator.

The company is obliged to notify at least 14 days in advance when the salary is to be revised due to changed circumstances.

§ 5 Shift allowance

The shift allowance provided for in this section applies equally both to 2-shift systems, 24-hour 3-shift systems and for full-time shift arrangements.

5.1 Regular shift work

Shift work is compensated with the wage rate stipulated for the worker in question according to § 3.1.1 with the following additions;

Afternoon shift allowance	NOK 14,13 per hour
Night shift allowance	NOK 21,05 per hour

5.2 Ordinary Sunday shifts

For regular Sunday shifts (except shifts on days mentioned under 5.3 falling on Sundays) from 14:00 hours (15:00 hours) the day before and until Sunday at 22.00 hours (23.00 hours) a surcharge is paid for the rates mentioned in 5.1 above with NOK 45,17 per hour.

5.3 Shift work on public holidays

For the following shifts, an addition to the rates mentioned under § 5.1 is paid at the rate of NOK 103.25 per hour:

From New Year's Eve at 14:00 hours until 1st New Year's Day at 22.00 hours

From the day before Maundy Thursday at 22:00 hours until Good Friday at 22.00 hours

From Easter Eve at 14:00 hours until Easter Monday at 22.00 hours

From the day before Ascension Day at 22.00 hours until Ascension Day at 22.00 hours

From Whit Saturday at 14:00 hours until Whit Monday 22.00 hours

From April 30 at 22:00 hours until 1 May at 22.00

From May 16 at 22:00 hours until 17 May at 22.00 hours

From Christmas Eve at 14:00 hours until Boxing Day at 22:00 hours.

Respectively 15.00 hours and 23.00 hours for companies that have this time for changing of shifts.

Shift workers working on a public holiday that fall on a regular weekday are entitled to a surcharge of NOK 45.22 per shift, see Appendix on holiday pay, note a)

Shift workers who lose shifts on days before public holidays due to the provisions of the Working Environment Act, see Attachments on holiday pay, note a).

5.4 Regulation of shift rates for the 2nd year of the Agreement

The rates for working shifts under this section are regulated for the 2nd year of the Agreement, per 01.04. 2019, corresponding to the percentage of wage growth for the industry.

5.5 Shift workers' right to leaves

Employees who work shift or on Saturdays are entitled to leave with their wages for their own and children's wedding, confirmation in nearest family and baptism of own child.

§ 6 Overtime

6.1 Conditions for overtime work

Overtime work can take place to the extent permitted by applicable law.

Prior to overtime work and additional work, the employer shall, if possible, discuss the necessity of the the work with the shopstewards. In cases where there has not been a conference with the shopstewards in advance, the company shall pass on the information as soon as possible.

Overtime work shall be minimized and should not be overdone to the individual worker. Workers should also, in the context of the framework of the legal restriction to overtime work and individually be entitled to exemption from overtime work at special occasions.

6.2 Payment for overtime work for day workers

Overtime work is compensated by 50%.

If overtime work out last more than 2 hours, the special provisions regarding breaks in WEC § 10-9 apply.

Work on Saturdays and days before holidays after the end of the regular working hours and work on Sundays and public holidays until the last holiday at 21.00 hours, are payable by 100%.

Workers who have previously the same day worked for at least half of their regular working hours, are entitled to 100% hourly overtime bonus for all work between 21:00 hours and 06:00 hours.

For work commencing at 05.00 hours or later and which is changed over to normal working hours, 50% compensation will be paid until the beginning of this period.

The overtime basis is the hourly rate with the exemption of overtime and inconvenience allowance for the groups of skilled workers and other workers within the individual company during the last known quarter of the year.

The parties at the enterprise may agree that the hourly earnings of the individual employee - excluding overtime and inconvenience allowance - shall be used as the basis for the calculation of overtime.

In the event that the reduction in working hours is completed by granted leave some single days, shall work on these days by workers who were supposed to be on leave will be compensated with a 50% surcharge. However, 100% surcharge will be paid after 12.00 hours on Saturdays and after 16.00 hours on other weekdays (see Appendix "Reduction of working hours as of 1 January 1987", C 6).

For overtime work on flexible holidays and 1st and 17th of May, payment of a holiday allowance will be paid in addition to ordinary overtime compensation.

6.3 Payment for overtime work for shift workers

For extra shifts, or parts thereof, which are required to be carried out by the regular shift crew, the overtime allowance is 50%.

For extra shifts on Sundays and public holidays in the period from 14.00 hours (15.00 hours) days before Sundays and public holidays to Sunday or last public holiday at 22:00 hours (23:00 hours), 100% surcharge is paid. The time in brackets applies to the companies that have this time as a changeover.

These overtime allowances are paid in addition to the shift compensation for the shift in question.

When a shift worker has been working in the morning shift or afternoon shift and then being transferred on to the nearest following night shift outside of his regular shift, 100% compensation is added to the shift pay for the night shift.

When a shift worker has worked night shift and then is shifted on the next following morning shift outside of the regular shift, 100% surcharge will be paid.

6.4 Basis for calculation of overtime bonus

The overtime basis is the hourly earnings exclusive of overtime and shift allowance/ inconvenience allowance for the groups of skilled workers and other workers within the individual company during the last known quarter.

The parties at the company may agree that the employee's hourly earnings – exclusive of overtime and shift allowance - shall be taken into account.

6.5 Call-out for work

At call-out for work, compensation is paid for at least 2 hours with percentages included, even if the work lasts less. This does not apply to those companies where there is otherwise established compensation for call-outs, for example, allowance for transit-time. At call-outs, the required travel expenses are paid.

6.6 Meal allowance

When an employee is assigned to overtime work the same day and the overtime lasts at least 2 hours, the company provides food or pays NOK 82.50 in meal allowance. In case of overtime work beyond 5 hours, it is assumed that the company provides for additional catering, if necessary, that an amount is agreed to cover costs of meals.

6.7 Change-over from day work to shift work and shifted working hours

When a worker after day work and at the same day is transferred to shift work, normal hourly overtime bonus is paid in accordance with § 6.2 for the time that falls outside the normal working hours.

When a day worker after working a regular daytime or at least until 13.00 hours the same day, and then is transferred to night shift, 100% surcharge is paid in addition to the daytime wages.

When conditions in the company necessitate temporary shifted working hours, or transition to other working schemes, and notice is not given with at least a 14 days deadline, a one-time compensation of NOK 500, - in addition to the rates otherwise decided.

§ 7 Part-time employees

Part-time employees mean workers who are employed for a number of fixed agreed days of the week with full or reduced working hours, or employees who have reduced daily working hours.

The employment contract for part-time employees shall state the working hours that apply.

The part-time employees are paid hourly wages equal to the tariff-agreed wages for the area they work.

In addition, part-time employees have the same rights and obligations as full-time employees unless otherwise explicitly are tariff-regulated.

At the time of employment, the employer shall inform the part-time employee of his/her rights in respect of sickness benefits and social security scheme.

§ 8 Pregnant employees

Where transfer is possible, pregnant workers are entitled to a transfer to other work in the company during pregnancy if the work may be detrimental to the fetus or the employee. The question should be especially assessed in relation to night work. Such transfer should, if possible, also take place if pregnancy makes it difficult to work. In case of temporary transfer to other work, wages shall not be reduced.

Leave of absence to care

The company covers ordinary wages during the leave period for employees who are granted leave of absence to care in accordance with WEA § 12-3.

§ 9 Occupationally disabled workers

For employees with reduced working ability, due to illness, old age or disability, the salary will be agreed between the company and the individual employee in consultation with the shop stewards.

In cases where a worker has been restrained in his or her occupation as a result of an accident or undergoing illness, reference is made to the obligations of employers, to the Basic Agreement § 10-3 and to the Working Environment Act § 4-6, No.1 and 2.

Note:

The organizations recommend that the companies in which the circumstances allow it, in consultation with the shop stewards, shall seek to find special arrangements that ensure senior employees with long-term service in the company - who have weakened their work ability or health due to long-term heavy work, occupational diseases, occupational injuries and the like - suitable work and a reasonable level of income. In doing so consideration shall be taken into account, inter alia, the previous levels of income and benefits from social security institutions or insurance schemes which fully or partially are financed by the employer.

Entry to the minutes:

Norsk Industri and Industri Energi encourages the local parties to make room in the local payroll systems for that the above type of employees may be implemented in a natural way.

§ 10 Senior Policy Guidelines

Industri Energi and Norsk Industri agree that the local parties will initiate discussions on senior policy guidelines, so that all workers can have an opportunity to stay longer at work. Related to this, the local parties will discuss elements that give employees greater well-being and a better working situation.

For older workers and employees with impaired health, individual contracts may be entered into on tasks, organized training/updating within their own scope of work,

breaks for rests, home/teleworking, part-time work/reduced working hours, etc. between the individual employees and the company.

§ 11 Apprentices

Norsk Industri and Industri Energi agrees that it is important to ensure recruitment to the industry.

Against this background, Norsk Industri and Industri Energi recommends local parties to discuss current schemes, such as support for study materials, support for living expenses and support for travel and relocation expenses and other measures that may improve employment conditions for those under education.

Norsk Industri and Industri Energi therefore requests the local parties to assess the need for measures that will increase mobility and access to apprentices.

The apprenticeship in the company must be organized so that it ensures the apprentice a quality education. This requires the company to allocate sufficient resources to the practical and possibly theoretical training/guidance of the individual apprentice.

Another important element for a quality good apprenticeship is that the apprentice may independently be allowed to practice his/her knowledge and skills.

Within the framework of the curricula's intentions, the apprentices can also be used to cover absenteeism and other lack of staff, but not so that the quality of the education is impaired. Provisions/guidelines according to the above can be discussed with local trade union.

However, given that the apprentices are in a training and value creation situation, intake of apprentices would have to be viewed regardless of the company's need for a regular workforce.

Wages for time in the business

Wages is determined on the basis of a starting wage per hour for skilled workers in relevant professions in the company, exclusive of additions.

At 24 months in company:

1. 6 months	2. 12 months	3. 18 months	4. 24 months
30 %	40 %	55 %	75 %

Apprentice wages for time in the company are as follows for textile cleaning profession;

At 36 months in company:

1. 6 months	2. 12 months	3. 18 months	4. 24 months	5. 30 months	6. 36 months
10 %	10 %	20 %	30 %	55 %	75 %

Apprentices are paid shift allowances in the regular way. Overtime for apprentices over 18 years are paid as for unskilled operators.

Apprentice, Technical General Studies (TAF-Apprentices) is paid as follows:

The first two years (when the candidate is a student) remuneration will be hourly earnings per hour of practice in the company at 30% of the hourly earnings exclusive of all additions for a newly qualified skilled worker in the company.

The last two years (when the candidate is an apprentice) remuneration will be hourly earnings per hour of practice in the company pursuant to the Chemical Technical Agreement's scale for remuneration of apprenticeship.

Employed special- and unskilled workers who enter into a contract of apprenticeship with the company will keep their salary. For employed skilled workers who enter into a contract of apprenticeship with the company, the salary is agreed locally.

Overtime for apprentices, TAF apprentices and trainees who are 18 years old are paid equal to the company's unskilled workers.

Apprenticeships are entitled to dirty work/inconvenience allowances and the like in the ordinary way.

The employer covers salary at the exam and at the theoretical part of the trade test for apprentices. Employers are not obliged to cover salary more than once within the same trade.

In cases where the apprentice fails at first-time trade/apprentice final examination, and this may not be related to the apprentice's own circumstances, the company is requested to facilitate the continuation of the required practice training time for the completion of a new trade/apprentice final examination. Upon renewal, remuneration occurs pursuant to the last half-year rate. Otherwise it is also referred to the Education Act.

When employing an apprentice after completion of apprenticeship, the entire period of training is credited as company seniority. Wages seniority for apprentices who receive a certificate of trade, appears from section 3.1.2.

§ 12 Competence and training

12.1 Introduction

The purpose is to make new employees familiar with the company and the conditions at the workplace so that he/she learns to know their place in the organization and the circumstances and conditions under which the individual is going to work. The introduction will pay particular attention to hazards, protective equipment and protective measures and the use of personal protective equipment. The introduction should include a tour of the company and review of the company's work regulations.

12.2 Instruction for work

The purpose is to provide the new employee with a systematic introduction to his/her working area so that the individual learns to know and is able to perform the duties during the proper use of machines and equipment. Particular emphasis should be placed on the ability to perform the tasks in accordance with the given protective and safety regulations.

12.3 Training

Modern process technology combined with high quality requirements for specialty products create demands for higher competence. In the process industry, there is a greater correlation between the individual employee's competence and the quality and economy of production than in most other trades. Declining numbers of young people raises competition for labour. Good training and development opportunities will be a prerequisite for ensuring access to new employees.

Norsk Industri/Industri Energi agrees that it is both in the company's and employees' interest that employees receive a good first-time education when employed in the company, and a higher education depending on the current educational needs and opportunities, as well as the individual's interest.

12.4 Organizational development

Extended competence creates demands on adaptations in the job content and work organization, with the aim that both companies and employees can make use of knowledge and skills in their daily work. Educational measures should therefore be followed up with organizational measures aimed at reconciling technology, work organization and the individual employee's job content as a contribution to strengthening the company's competitiveness and profitability.

12.5 Vocational training

The parties agree to provide an offer for vocational training in areas that are currently subject to the Law on Vocational Training in Working Life when the conditions for this are present. A Certificate of Trade can not be seen as a completed education. Through development of educational work and supplementary training, employees should be offered an ongoing update of their competence. Within the individual disciplines, offerings should be established for upper secondary education beyond Certificate of Trades.

The parties agree that the competitiveness of the laundry and cleaning industry depends on better access to qualified labour. The parties emphasize the importance of employees increasing their knowledge and strengthening their competence, and that companies emphasize on planned training of their employees. The parties therefore agree that it is necessary to create increased interest in vocational training. The parties at the individual company are encouraged to provide conditions for § 20 candidates and intake of apprentices.

In order for employees to qualify for new work tasks and to be able to fulfill their company's future requirements, the parties agree:

that company and shopstewards every year will discuss whether there is a gap in competence according to the company's need for competence and how it eventually may be facilitated for unskilled workers to obtain a Certificate of Trade. Discussions will be based on the company's needs for skilled workers and the individual employees' needs and wishes for expanded competence. It should be an intention that vocational training is conducted in all companies that meet the requirements of being a training company.

that the parties centrally and locally must facilitate that labour immigrants working in the country and who aim to become part of the Norwegian labour market must be activated in strengthening their basic skills in language, safety and working culture.

12.6 Training costs etc.

At sites of operation with 10 or more permanent employees in the production, the company will offer employees who wish to receive vocational training to pay for basic courses and the theoretical part for a minimum of 10% of the number of permanent employees.

For sites of operation with fewer than 10 employees, a survey will be carried out of the need for vocational training during the period of the Agreement. In case of need for increased competence, coverage of expenses as mentioned above should be offered to employees.

12.7 Expences for courses

The parties request companies to cover the cost of compulsory post-qualifying education for drivers in accordance with the Occupational Driving Regulations (F16.04.2008 No. 362 on basic education and continuing education for occupational drivers), which requires further education of 35 hours every 5 years.

§ 13 Vacation

Employers shall ensure that employees are granted a vacation in accordance with the Vaction Act. See appendix on extended vacation.

§ 14 Hiring of workers, outsourcing of work and temporary workers

The parties agree that it is important to work for the industry to be attractive and serious, and that workers hired in and workers employed by subcontractors have orderly wages- and working conditions. The parties are committed to preventing

"social dumping" and that the challenges caused by an international market and free movement in the labour market and services market are treated in a good way and in line with Norwegian law and provisions and international regulations.

14.1 Hiring workers

As early as possible, and before the company concludes an agreement to hire workers in accordance with current regulations in the Working Environment Act, Chapter 14 (see §§ 14-12 and 14-13), the scope and needs must be discussed with the shop stewards, cf. Basic Agreement §§ 9-3 - 9-6.

14.1.1 Agreement on hiring labour between manufacturing companies

The organizations recommend that companies agree on guidelines on hiring of workers between the companies to meet production fluctuations and counteract terminations and layoffs. It is assumed that the hiring of labour is in accordance with the Working Environment Act § 14-13 as well as other laws and agreements. Such agreements shall be established in agreement with the shop stewards.

In case of such hiring, the company shall, at the request of the shopstewards, document the wages and working conditions applicable at the business when hired workers are to work within the scope of the Agreement, cf. § 1.

14.1.2 Hiring from manpower companies (temporary labour agencies)

1.2.1 When employing workers from a manpower company/temporary agency, the Working Environment Act § 14-12 applies.

1.2.2 Employees of manpower company/temporary agency shall, during time of hiring, have the same wages- and working conditions as applicable in the company hiring in pursuant to WEA § 14-12 a (proposal in Prop 74L).

The provision means that pension is not covered by the principle of equal treatment.

If the manpower company/temporary agency is not bound by an Agreement between LO and an employers' association, Annexes 1, 3, 4, 5, 9 and 11 to this Agreement do not apply.

1.2.3 The company hiring in is obliged to provide the manpower company/temporary agency with the necessary information to fulfill the condition of equal treatment as provided for in section 1.2.2, and to commit the manpower company/temporary agency to this condition.

At the request of the shopstewards, the company shall document the wages- and working conditions applicable to the manpower company/temporary agency when workers hired in are to work within the scope of the Agreement.

1.2.4 The Basic Agreement, Chapter 6, also applies with regard to persons hired in with the following exceptions:

If the company hiring out is bound by the Basic Agreement between LO and NHO, disputes about the wages and employment relationship of the individual being hired out are an issue between the parties in the company hiring out. Shopstewards and company representatives from the company hiring in may, on request, assist in the negotiations with information about the Agreements in the company hiring in.

If the company hiring out is not bound by the Basic Agreement between LO and NHO, shopstewards in the company hiring in may address their employer about allegations of breach of the principle of equal treatment in section 1.2.2 so that the company hiring in can get a clarification and possibly correct any divergency.

Workers hired in must be presented to the shopstewards of the hiring company. The parties locally will also at discussions on hiring, discuss resources for shopstewards tasks, cf. Basic Agreement § 6-6

Note:

Section 1.2.2, 1.2.3 and 1.2.4 are implemented at the same time as the amendments to the Act come into effect, cf. Prop 74L (2011-2012).

14.2 Outsourcing of work and subcontractor-like schemes

As early as possible, and before the company concludes an agreement with the subcontractor regarding the posting of work, the needs and extent must be discussed with the shopstewards, cf. Basic Agreement § 9-3 - 9-6.

The company is responsible for ensuring that the subcontractor the company signs an agreement with has a contract of employment with its employees in accordance with Regulations on posted workers (2005-12-16-1566 § 2). If a subcontractor with which the company has entered into an agreement makes use of a subcontractor, this subcontractor must undertake a similar obligation towards their own employees.

The company shall, at the request of the shopstewards, document the current wages and working conditions applicable to the subcontractor when the subcontractor's employees work within the scope of the Agreement, cf. § 1.

In companies that regularly use subcontractors, local parties are encouraged to develop their own routines for use in such contexts.

14.3 Privacy and confidentiality

It is a prerequisite that the wages and working conditions that the company is required to document is sufficiently anonymized and not contrary to law. Business needs, such as competitive conditions, may indicate that information should not be further passed on. In such cases, the employer may impose confidentiality on

shopstewards and any advisors. Confidentiality also applies after expiry of the individual's term in office. There is no obligation of confidentiality in relation to providing information to the relevant public authority.

14.4 Living conditions for subcontractor workers in Norway

At the request of shopstewards, the company shall inform the shopstewards about how it is facilitated that employees employed by subcontractors who temporarily perform work in the enterprise have accommodation and living conditions in accordance with the standard normally used at the place of employment.

14.5 Use of substitutes

Substitutes, cf. Working Environment Act § 14-9 No. 1 b) replace given persons, stated by name, for a specific job or period of time. This does not apply when using vacation stand-ins.

In the case of temporary employees and temporary substitutes, has been working continuously for 2 years in the company, the companies will assess the possibilities for permanent employment.

14.6 Other matters

Shopstewards shall be able to guide workers in work-related matters towards the company in which they are hired to. It is conditional that the worker hired in is seeking such guidance.

In companies that have, or are at risk of downsizing and layoffs, it is particularly apparent in this connection that the provisions on layoffs and terminations in the Basic Agreement Chapter VIII, the Basic Agreement § 10-4 and the Working Environment Act Chapter 15.

§ 15 Non-union enterprises – tariff revisions

For non-union companies that are bound by this Agreement through direct agreement with the Union (so-called "Affiliation Agreements", "Coherent Agreements" or "Declaration Agreements") where the parties agree to adopt "the at all time applicable agreement", the following applies:

These companies are subject to the settlements between the parties to the Collective Agreement, without the «Affiliation Agreement" being terminated.

Due to the fact that the Union and the non-union companies agree to adopt the current Collective Agreement, there is no separate bargaining and/or mediation between the Union and the non-union companies, as bargaining/mediation between the parties to the Agreement also includes/applies between the Union and the non-union businesses.

When the LO/Union terminates the Agreement, the non-union companies will be notified of this by copy of the notice of termination. This notice is considered to be the prior termination of the Collective Agreement and satisfies the Labor Dispute Act's provisions for the implementation of legal industrial action.

The Union has the right to call upon members in these companies to join the industrial action by the notice of collective dismissals and possible strike in accordance with the deadlines stated in the Basic Agreement § 3-1 No. 1, 2 and No. 4, at the same time as notice of collective dismissals/industrial action is announced in the main settlement. Any industrial action in non-union businesses ceases at the same time as the industrial action ceases in the main conflict.

Once a new agreement has been agreed between the parties to the Agreement, this applies to the non-union companies without a separate individual adoption.

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

If the Union or the company wishes to carry out an independent tariff revision, the "Affiliation Agreement" must be terminated in accordance with the current provisions for terminations that apply.

§ 16 General provisions

Joint Appendixes:

Appendix 1. Reduction of working hours per January 1, 1987

Appendix 2. Payment for holidays and 1st and 17th of May – A-scheme

Appendix 3. Agreement on Severance pay

Appendix 4. Agreement on Education and Development Fund

Appendix 5. Contractual pension (AFP scheme)

Appendix 6. Statutory extra holiday for older employees

Appendix 7. Agreement on compassionate leave

Appendix 8. Vacation etc.

Appendix 9. Equal status

Appendix 10. Wages seniority at initial compulsory military service

Individual Union Appendixes:

Appendix 11. Agreement on deduction of union dues

Made applicable additional to this Collective Agreement - see Appendix.

§ 17 Duration of the agreement, etc.

This Agreement will enter into force on 1 May 2016 to 30 April 2018 and further for one year at a time if it is not terminated in writing by either party with two - 2 - months notice.

If the LO's General Council decides to carry through the settlement as a co-ordinated wage or cartel bargaining, the General Council also has the authority to decide to terminate the individual Collective Agreements with one -1- month notice at the joint expiry of 1 April, regardless of the agreed term of the individual Collective Agreements.

Adjustment regulation at the 2nd year of Agreement:

Prior to the expiry of the first year of the Collective Agreement negotiations shall be initiated between NHO and LO, or the body LO authorize, regarding possible wage adjustments for the 2nd year of the Agreement. The parties agree that the negotiations will be conducted on the basis of the economic situation at the time of negotiation and the prospects for the 2nd year of Agreement as well as the price and wages developments during the first year of the Agreement.

The changes in the Collective Agreements for the 2nd year of Agreement are considered by the LO's General Council, or the authority LO empowers, and the NHO Executive Board. If the parties do not agree, the organization that has presented claims within 14 – fourteen - days after the end of the negotiations may terminate the individual Collective Agreements with a 14 - fourteen - day notice (excluding expiry before 1 April 2017).

Low-wage guarantee

With effect from 1 May, the rates in § 3.1 of the Collective Agreement are adjusted with the difference between the average wages for the laundry- and dry-cleaner industry as of 1 October of the previous year and 86% of the average wages of industri workers at the same point in time.

Provisions on entry into force

The economic outcome of the individual union settlements is effected from 1 May, but will not be paid until the settlement has been approved. The wage increases are not applicable to employees who have left the company before the approval. There is no conversion and payment in arrears of overtime supplement, shift allowance etc. for work performed before the approval.

New: Discussions at interim settlement and in co-ordinated settlements:

After the results of the 2nd year settlement and the co-ordinated settlements between LO and NHO are available, discussions between Norsk Industri and Industri Energi to take place regarding a possible regulation of wages rates in § 3.1.1.

Entry into the minutes: The parties agree that discussions are conducted under the obligation of industrial peace. In case of disagreement, the employer will be able to complete a possible offer.

Entry into the minutes: Participation in sectoral co-operation committees.

The leading shopsteward shall, unless mandatory reasons make it necessary, be allowed to participate in meetings of the Co-operation Committee for the industry.

Where such meetings are also open to the employer's side, the shopstewards shall be compensated for lost job earnings for up to 2 days per year.

Entry into the minutes: Advance payment of sickness benefits:

Norsk Industri and Industri Energi will recommend local parties to review the basis for the advance payment of sickness benefits where this is not done. The parties request the companies not to discriminate between employees in the company as regards the advance payment of sickness benefits.

Oslo, 2018.

Confederation of Norwegian
Enterprise

Norwegian Confederation of
Trade Unions

Vibeke Lærum (*sign.*)
Norsk Industri

Charlotte Dyrkorn (*sign.*)
Idustri Energi

Appendix 1-6 and 8-11, contact shop steward or Industri Energi, these are not translated to English.

Appendix 7 – short compassionate leave follows:

Appendix 7 The LO-NHO Agreement on Short Compassionate leave

WITH ADDITIONS AGREED BETWEEN NORSK INDUSTRI AND THE NORWEGIAN UNITED FEDERATION OF TRADE UNIONS (Applies to items 4, 5 and 10)

In addition to the National Mediator's proposal of 1972 concerning equality between workers and officials in terms of short compassionate leave, an agreement shall be established in all companies on all such leaves.

The schemes shall include at least the following cases of compassionate leave:

1. Compassionate Leave at death and for participation in funeral when the core family is concerned.

The core family refers to people who are closely related to the worker, such as spouse/cohabitant, children, siblings, parents, in-laws, grandparents or grandchildren. Leave of absence at the funeral of employees so that the employees in the department of the deceased may be represented.

2. Leave of absence for examination, treatment and control at dentist and physician, as well as treatment of physiotherapist and chiropractor when the National Insurance Scheme provides to the treatment. These cases apply to incidents where it is not possible to obtain an appointment outside of working hours. In some cases, the employee will also have to travel far. Such cases fall outside the provisions, which only apply to short compassionate leaves. In the latter cases, the employee will most often be off sick.
3. Leave for the rest of the working day in cases where the employee due to illness must leave the workplace.
4. Leave of absence to accompany children when starting in kindergarten for the first time and at the first time when starting at school.
5. Women who breastfeed children are entitled to the time needed for the purpose, and at least half an hour twice daily, or she may require working time reduced by up to 1 hour per day. Payment for this is limited to a maximum of 1 hour a day, and the arrangement ceases when the child is 1 year old.
6. Leave due to acute illness at home.

It is referred to acute illness cases in the home, provided that other help is not available and the worker's presence at the home is indispensable. In this case also, the provisions on short leave apply for the employee to be able to settle in another way.
7. Leave for spouse/cohabitant when necessary at home birth or hospitalization.

8. Leave for moving to new permanent residence.
9. Leave for donation of blood during working hours.
10. Leave for participation in own child's confirmation.
11. Leave when parents are called for parent-teacher meeting in elementary school, and this can not be arranged outside working hours. Such leave is granted for up to two hours.
12. Leave for attendance at examination for military service.

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

The parties at the individual company shall establish an agreement on guidelines for the practice of the scheme.

Short-term compassionate leave according to the provisions above is meant a leave for the required time, up to 1 day's duration, paid for by ordinary wages.

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