



# Regulation 21 November 2006 on general application of wage agreement for construction sites in Norway

Regulation | Date: 01/10/2009 | [Ministry of Labour and Social Inclusion](#)

(<http://www.regjeringen.no/en/dep/aid/id165/>)

Status: **INVALID/CANCELLED** - replaced by [Regulations 6 October 2008 on general application of wage agreement for construction sites in Norway](#).

(<http://www.regjeringen.no/en/dokumenter/regulations-6-october-2008-on-general-ap/id540197/>).

Established by the Tariff Board under the provision of Act 4 June 1993 No 58 relating to General Application of Wage Agreements etc. § 3

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## **Chapt. I. Introductory provisions**

### **§ 1. The basis of general application**

This regulation is established on the basis of the Construction Agreement (FOB) 2006-2008 between the Confederation of Norwegian Business and Industry (NHO) and the Federation of Norwegian Construction Industries (BNL) on the one side and the Norwegian Federation of Trade Unions (LO) and the Norwegian United Federation of Trade Unions (FF) on the other side.

### **§ 2. To whom the regulation applies**

This regulation applies to skilled and unskilled employees performing construction work at construction sites.

A skilled worker is a worker with an officially approved trade or craft certificate within his line of work or similar qualifications which formally can be considered as equal with such a certificate. An unskilled worker does not have such trade or craft certificate.

The regulation does not apply to apprentices and participants in labour market measures.

### **§ 3. The enterprise's responsibility**

Enterprises performing work covered by § 2 are responsible for implementing this regulation. The responsibility rests with the employer or any person managing the enterprise on the employer's behalf.

## **Chapt. II. Terms of wages and employment**

### **§ 4. Terms of wages**

Employees in construction work, cf. § 2, shall receive as a minimum the following hourly pay:

- a. Skilled workers: NOK 132,25
- b. Unskilled workers without any experience in construction work: NOK 118,-  
Unskilled workers with at least one year's experience in construction work:  
NOK 123,-
- c. Workers under 18 years of age: NOK 78,50.

### **§ 5. Supplements for overtime work**

For work after ordinary working hours a 50 % supplement to hourly pay shall be paid.

For work after ordinary working hours between 2100 hours and 0600 hours and on Sundays and public holidays a 100 % supplement to hourly pay shall be paid.

### **§ 6. Compensation for travelling and board and lodging expenses**

If job assignments make overnight absence from home necessary, the employer is obliged to conclude an agreement with the employee on compensation of necessary travelling costs at the start and the end of the assignment, as well as for a reasonable number of journeys home during the assignment.

Before an employer sends an employee on an assignment away from home an agreement on arrangements concerning board and lodgings shall have been concluded. The main rule is that the employer shall pay for board and lodging, but a fixed rate, reimbursement according to account rendered or similar may be agreed upon.

#### **§ 7. Requirements for lunch rooms and rest rooms and accommodation**

When a job commences, the enterprise shall provide an ample lunch room and rest room with satisfactory heating, for staying in the room during rest breaks.

For requirements concerning accommodation § 4-4 fourth subsection of the Working Environment Act and provisions established pursuant to § 4-4 fifth subsection of the act are applicable.

#### **§ 8. Working clothes**

The employer shall provide the necessary working clothes and protective footwear suitable for the time of year and the working place.

### **Chapt. III Derogation etc.**

#### **§ 9. Derogation**

This regulation is not applicable if the employee, based on a total assessment, is covered by more favourable terms of wages and employment according to agreement or the national law which ordinarily apply to the employment relationship.

#### **§ 10. Terms of wages and employment in law or regulations**

Provisions in law or other regulations which ordinarily are applicable to the employment relationship is also applicable to employment relationships covered by this regulation, see especially: