



Regulation 24 November 2005 on general application of wage agreement for construction sites in the county of Hordaland

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

Chapt. I. Introductory provisions

§ 1 The basis of general application

This regulation is established on the basis of the Construction Agreement (FOB) 2004 – 2006 between the Norwegian Federation of Trade Unions (LO) and the Norwegian United Federation of Trade Unions (FF) on the one side and the Confederation of Norwegian Business and Industry (NHO) and the Federation of Norwegian Construction Industries (BNL) on the other side.

§ 2 To whom the regulation applies

This regulation applies to skilled and unskilled employees in construction work at construction sites in the county of Hordaland.

A skilled worker is a worker with an officially approved trade certificate or similar within his line of work. An unskilled worker does not have such trade 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 employment¹

§ 4 *Terms of wages for employees in construction work*

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

- a. Skilled workers: NOK 126,00
- b. Unskilled workers: NOK 115,00

2. When using shift work, supplements are to be paid according to following provisions:

2.1 General provisions

It is permitted to use shift work in accordance with the provisions laid down in Act 17 June 2005 No 62 relating to Working Environment, Working Hours and Employment Protection Chapt. 10. When shift work is used, a working plan shall be drawn up in accordance with Act 17 June 2005 No 62 relating to Working Environment, Working Hours and Employment Protection § 10-3.

Supplements shall be paid only for shift work lasting minimum six days. Other shift work shall be paid as overtime.

2.2 Shift work supplements per hour

2. shift on weekdays: NOK 18.45

3. shift on weekdays: NOK 29.50

Supplements on Saturdays after 13.00 hours and on days before public holidays after ordinary working hours: NOK 73.30.

If an employee by transition from day work to shift work or the opposite within 24 hours (from 00.00 hours to 24.00 hours) is working more hours than normal for the actual 24 hour period, the employee shall receive overtime supplement for the extra hours.

2.3 Overtime work in connection with shift work

For overtime work before or after a shift, a 50 % supplement to the shift supplement shall be paid. For work on Saturdays after 13.00 hours, on days before public holidays after ordinary working hours and on Sundays and public holidays, a 50 % supplement shall be paid.

2.4 Conversion factor

By conversion from ordinary working hours, 37.5 hours a week, to diverging working schedules, the table given below shall be followed:

From 37,5 hours a week to 36.5 hours a week = 2.74 %

From 37,5 hours a week to 35.5 hours a week = 5.63 %

From 37,5 hours a week to 33.6 hours a week = 11,61%

§ 5 Supplement to minimum hourly pay

All employees covered by this regulation shall be paid a supplement to minimum hourly pay, cf. § 4 No 1, according to their skills, qualifications, experience, responsibility and job contents.

§ 6 Working hours

The ordinary daily working hours shall not exceed an average of 37.5 hours a week.

When working shift the following limits are applied:

2-shift system	36.5 hours a week in average
3-shift system	35.5 hours a week in average
Wholly continuous shift system	33.6 hours a week in average

Deviating working schedules may be agreed upon or determined according to the provisions laid down in Act 17 June 2005 No 62 relating to Working Environment, Working Hours and Employment Protection Chapt. 10.

§ 7 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 21.00 hours and 06.00 hours and on Sundays and public holidays a 100 % supplement to hourly pay shall be paid.

§ 8 Public holidays, 1 and 17 May

Lost earnings for public holidays, 1 and 17 of May which ordinarily would have been work days, shall be compensated by ordinary pay unless the employee has been absent from work the work day before and after the public holiday.

Entitled to such compensation are employees who have been employed continuously in the same enterprise for at least 30 days before the public holiday, or have been employed later and the employment will be of at least 30 days' duration. In this connection the three-days public holiday at Easter is counted as one unit and the two-days public holiday at Christmas plus New Year's Day are counted as one unit.

§ 9 Other supplements

Other supplements, e.g. for extremely dirty work, working clothes and tools, may be agreed upon between the employee and the employer in accordance with common practice at the construction site.

§ 10 Compensation for travelling and board and lodging expenses

If work tasks make overnight absence from home necessary, the employer is obliged to conclude an agreement with the employee on compensation of the actual costs for a reasonable number of journeys home. The employee and the employer shall also conclude an agreement on compensation for reasonable board and lodging expenses.

§ 11 Accommodation requirements

Accommodation placed at the disposal of the employee shall be in proper condition, equipped and maintained in accordance with ordinary good standard.

Chapt. III. Derogation etc.

§ 12 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 applies to the employment relationship.

§ 13 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:

Act 17 June 2005 No 62 relating to Working Environment, Working Hours and Employment Protection,

Act 29 April 1988 No 21 relating to Holidays and

Act 26 April 1947 No 1 relating to 1 and 17 May as public holidays.

This regulation applies within the restrictions laid down in Act 17 June 2005 No 62 relating to Working Environment, Working Hours and Employment Protection § 1-7.

Chapt. IV. Entry into force etc.