



Regulation 29 June 2005 on general application of wage agreements for construction sites in the Oslo Fjord Region

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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.

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Chapt. I. Introductory provisions

§ 1 *The basis of general application*

This regulation is established on the basis on the following collective agreements:

1. 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) and the Federation of Norwegian Technical Contractors (TELFO) on the other side, and

2. the Electrical Installation Agreement (LOK) 2004 – 2006 between LO and the Electricians & IT Workers Union (EL&IT) on the one side and NHO and TELFO on the other side.

§ 2 To whom the regulation applies

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

- a. Construction work within the counties of Oslo, Akershus, Østfold, Buskerud and Vestfold.
- a. Installation, servicing and repair work on electrical installations and automatization installations within the counties of Oslo and Akershus.

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 a), 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 4 February 1977 No 4 relating to Worker Protection and Working Environment Chapt. X. When shift work is used, a working plan shall be drawn up in accordance with Act 4 February 1977 No 4 relating to Worker Protection and Working Environment § 48.

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 connexion 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 *Terms of wages for employees employed in installation, servicing and repair work on electrical installations and automatization installations*

1. Employees employed in installation, servicing and repair work on electrical installations and automatization installations, cf. § 2 b), shall receive as a minimum the following hourly pay:

a. Skilled workers: NOK 140,49

b. Unskilled workers: NOK 119,01

2. If work tasks make overnight absence from home necessary, the employees shall receive the following supplements to hourly pay:

a. Skilled workers: NOK 21,09

b. Unskilled workers: NOK. 17,85

3. When using shift work, the following supplements shall be paid:

3.1 2-shift system – 36.5 hour a week

A 2-shift system means that working hours alternate between day and evening (one week day work and one week evening work). 2-shift systems can be agreed upon within the period of 06.00 hours and 24.00 hours on ordinary workdays.

1. Supplements

Supplements shall be calculated on the basis of minimum hourly pay according to § 5 No 1. The supplement shall cover a nuisance compensation which amounts to 18.3 %. There is no supplement for day shift.

3.3 3-shift system – 35.5 hours a week

A 3-shift system means that working hours alternate between day, evening and night (one week day work, one week evening work and one week night work). 3-shift systems can be agreed upon within the period between 22.00 hours on Sundays and 06.00 hours on Saturdays.

3.4 Supplements

Supplements shall be calculated on the basis of minimum hourly pay according to § 5 No 1. The supplement shall cover a nuisance compensation which amounts to 18.3 % for 2. shift and 29.3 % for 3. shift. There is no supplement for day shift.

3.5 Wholly continuous shift work - 33.6 hours a week

Wholly continuous shift work is performed day and night without stoppage on Sundays and public holidays and is alternating between day, evening and night work according to a fixed shift plan.

3.6 Supplements

Supplements shall be calculated on the basis of minimum hourly pay according to § 5 No 1. The supplement shall cover a nuisance compensation which amounts to 18.3 % for 2. shift and 29.3 % for 3. shift. There is no supplement for day shift.

On Saturdays after 13.00 hours and on days before public holidays after ordinary working hours the supplement shall cover a nuisance compensation which amounts to 73.2 %. On Sundays and public holidays before 22.00 hours the nuisance compensations shall also be 73.2 %.

3.7 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 %