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Regulation 11 October 2004 No 1396 on general application of wage agreements for some petroleum installations onshore

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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 of the following collective agreements:

1. The Engineering Industry Agreement (VO) 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 Manufacturing Industries (TBL) on the other side,
2. the Construction Agreement (FOB) 2004 – 2006 between LO and FF on the one side and NHO and the Federation of Norwegian Construction Industries (BNL) and the Federation of Norwegian Technical Contractors (TELFO) on the other side, and
3. 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 *Geographical scope*

This regulation applies to the following petroleum installations onshore:

- a. Melkøya (Snøhvit) in Hammerfest municipality, Finnmark
- b. Tjeldbergodden in Aure municipality, Møre og Romsdal
- c. Mongstad in Lindås municipality, Hordaland
- d. Kollsnes in Øygarden municipality, Hordaland
- e. Kårstø in Tysvær municipality, Rogaland
- f. Nyhamna (Ormen Lange) in Aukra municipality, Møre og Romsdal
- g. Sture in Øygarden municipality, Hordaland

This regulation does not apply to related activities performed outside the geographical areas of the installations.

§ 3 *To whom the regulation applies*

This regulation applies to skilled and unskilled production workers on installations covered by § 2 performing:

- a. Assembling and installation work in engineering and technology industry.
- b. Construction work.
- c. Installation, servicing and repair work on electrical installations and automatization installations.

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..

§ 4 The enterprise's responsibility

Enterprises performing work covered by §§ 2 and 3 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

¹ **cf. § 16**

§ 5 Terms of wages for employees in engineering and technology industry.

1. Employees in engineering and technology industry, cf. § 3 a), shall receive as a minimum the following hourly pay:
 - a. Skilled workers: NOK 110,59
 - b. Unskilled workers: NOK 105,44
1. If work tasks make overnight absence from home necessary, the employees shall receive the following supplements to hourly pay:

a. Skilled workers: NOK 22,12

b. Unskilled workers: NOK 21,09

No 2 does not apply to employees taken on at the work site.

1. On installations covered by § 2 using shift work, the following supplements shall be paid:

3.1 For work on a 2-shift system (36,5 hours a week) the following supplements shall be paid per hour:

1. shift until 14.00 hours on Saturday: No supplement

2. shift: NOK 12,42

For shift work after 14.00 hours on days before Sundays and public holidays: NOK 26,53.

From 14.00 hours on Christmas Eve, New Year's Eve, Easter Eve and Whit Saturday: NOK 38,03.

Every hour after 24.00 hours is paid as for 3. shift.

3.2 For work on a 3-shift system (35,5 hours a week) the following supplements shall be paid per hour:

1. shift until 14.00 hours on Saturday: No supplement

2. shift: NOK 12,80

3. shift: NOK 19,05

For shift work after 14.00 hours on days before Sundays and public holidays: NOK 27,30.

From 14.00 hours on Christmas Eve, New Year's Eve, Easter Eve and Whit Saturday: NOK 39,10.

3.3 For wholly continuous 3-shift work (33,6 hours a week) the following supplements shall be paid per hour:

1. shift until 14.00 hours on Saturday: No supplement

2. shift: NOK 13,56

3. shift: NOK 20,12

For shift work after 14.00 hours on days before Sundays and public holidays:
NOK 28,83.

From 14.00 hours on Christmas Eve, New Year's Eve, Easter Eve and Whit
Saturday: NOK 41,32.

3.4 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 %

§ 6 Terms of wages for employees in construction work

1. Employees in construction work, cf. § 3 b), shall receive as a minimum the
following hourly pay:

a) Skilled workers: NOK 125,00

b) Unskilled workers: NOK 114,00

1. On installations covered by § 2 using shift work, supplements are to be paid
according to following provisions:

2.1 General provisions