

Recommended proposal for the collective agreement for newspapers, newspaper printing houses and packaging units – collective bargaining settlement 2026

Some of the main points:

Economy

General wage increase of NOK 1,055 per month (NOK 6.50 per hour).

An amount of NOK 3,750 per full-time equivalent is allocated for employees covered by the collective agreement for newspapers, newspaper printing houses and packaging units as an adjustment supplement for local distribution

New minimum wage rates

New rates in § 6.1.1 and § 6.1.2 effective from 1 April 2026:

Skilled worker: NOK 44,412 per month

Unskilled worker: NOK 41,901 per month

The minimum wage rates received a specific increase

Competence

MBL and Fellesforbundet refer to the agreement reached in the 2024 collective settlement and encourage the Graphic Education Fund to continue the pilot scheme providing support for reimbursement of wage costs. The central parties agree that employees shall have a real opportunity for competence development in accordance with the collective agreement.

The parties refer to the requirement that leave shall be granted in accordance with the rules in the Working Environment Act § 12-11. Such leave is granted with full pay during the period in which the company receives full wage reimbursement from the Graphic Education Fund. The parties encourage employers, also in other cases, to grant leave to employees where the employer receives reimbursement from the Graphic Education Fund. This presupposes that competence development is in line with the purpose of the fund.

Advance Payment

Companies shall advance care benefits for up to four months. Further conditions apply.

Shift allowances

Rates from 1 April 2026:

§ 7.1.1	Kl. 16.00-24.00:	NOK 63 per hour
	Kl. 24.00-07.00:	NOK 90 per hour
	Days preceding Sundays and public holidays from 14:00 until Sunday or the last public holiday at 24:00.	NOK 166 per hour
	ATF/NTG: For shifts ending between 18:00 and 24:00, or starting from 05:00 to 07:00.	NOK 1,983 per week
§ 7.1.2	ATF/NTG: For shifts ending after 24:00 or starting before 05:00, or where shifts must take place on Sundays, public or official holidays.	NOK 2,587 per week
	For shifts ending between 18:00 and 24:00 or starting between 06:00 and 07:00.	NOK 1,674 per week
	For shifts ending after 24:00 or starting before 06:00, or where work must take place on Sundays, public or official holidays, or in the evening after 18:00:	NOK 2,587 per week

Meal Allowance

New rate for meal allowance: NOK 114.

Effective Date

The general increase of NOK 6.50 per hour and the equalisation supplement of NOK 3,750 per full-time equivalent apply from 1 April 2026.

The overall framework of the settlement is in line with the pattern-setting industries in Norwegian collective bargaining.