

# **Recommended proposal for the Bus Industry Agreements NHO and Spekter 2026**

## **Some of the most important points:**

### **Financial terms**

All employees covered by the collective agreement shall receive a pay increase of NOK 11.00 per hour, effective from 1 April 2026.

All statutory minimum wages shall be increased by NOK 11.00, effective from 1 April 2026

### **Regulation clause**

For scheduled route bus drivers, as of 1 April 2027, an increase of NOK 5.50 per hour shall be granted, in addition to the outcome of the 2027 interim settlement.

### **Meal allowance**

New rate for meal allowance: NOK 114.

## **Changes in the collective agreement:**

### **Advance payment of parental and caregiver benefits**

The companies shall advance caregiver benefits and parental benefits for up to four months. Further conditions apply.

### **Advance payment of sickness benefits**

Employees shall, in connection with a sickness absence, disclose any other employment relationships.

The obligation to advance sickness benefits in cases where the medical certificate is issued by a physician outside the EEA shall commence from the point in time when NAV confirms that the sickness certificate entitles the employer to reimbursement.

## **Occupational pension scheme**

The company shall ensure that each individual employee is informed of the company's occupational pension provider and shall provide information on how the employee can monitor the paid contributions and the basis for such contributions.

## **Calculation of company seniority**

Temporary employees who decline an offer of permanent employment, or who do not apply for a permanent position after receiving a written request to apply for a vacant position, shall have their company seniority reset to zero. This applies to positions at the depot or place of assignment where the employee is working.

## **Committee work**

During the agreement period, the parties shall assess part-time split shift arrangements,

including the consequences of introducing split shifts for demand-responsive transport.

The parties shall further assess whether the demand-responsive transport arrangement functions in accordance with its intended purpose.

The parties shall assess whether Appendix 13 – Occupational Pension Scheme is following applicable legislation.

## **Delegation's recommendation**

A significant majority of the negotiating committee voted in favour of the settlement and recommends that the members do the same.