



Fellesforbundet

# The Collective Bargaining Agreement — 2020 —

## Use your voting rights!

We have been through a tough round of negotiations and mediations with employers on the Collective Agreement for the Building Industry. This time, the process has been especially difficult due to the uncertainty created by the pandemic here in Norway.

We have maintained our focus on demands that will help ensure a more legitimate industry. Our goal, in cooperation with our counterpart, was to facilitate the recruitment of more women to positions in our industry.

We wanted to sustain purchasing power and give a special boost to those earning minimum wages.

Now you, as a member, can help decide whether this proposal is good enough. We will hold a ballot on Thursday, 24 September, and I hope you will participate. The more members who participate, the better the results!

I hope you will study the results carefully and make use of your right and duty to vote in the referendum!

With kind regards,

**Per Skau**

Head of negotiations



## Information on the results of the mediations on the Collective Agreement for the Building Industry

[www.fellesforbundet.no](http://www.fellesforbundet.no)

**MAKE USE OF YOUR RIGHT AND DUTY  
to vote on the referendum on  
24 SEPTEMBER!**



## Recommended proposal for the Collective Agreement for the Building Industry

### Financial matters

General pay rise                      NOK 0.50  
in effect from April 1st, 2020.

*Minimum earnings will be increased for:*

Skilled workers:                      NOK 215.70

Foreign trade/craft certificate approved by NOKUT (the Norwegian Agency for Quality Assurance in Education) is the equivalent of a Norwegian trade/craft certificate.

*Employees without trade/craft certificates:*

Without industry experience	NOK 194.40
With industry experience	NOK 202.50
Young employees	NOK 130.30
Overtime pay	NOK 276.72
Meal allowance	NOK 90.–

*Piecowork pay rates. New pay raises:*

Tinsmiths	104.25 %
Painters	1.50 %
Masons	4.04 %
Plumbers	17.02 %
Roofers	50.77 %

*Hourly wage:*

Carpenters: minimum	NOK 209.07
Insulators	NOK 213.64
Cement workers: minimum	NOK 249.26
Landscape gardeners	181 øre

*Piecowork:*

The decision on piecowork as a preferred wage system has been reinforced.

### Revision of the agreement

The parties have been working on a revision of the agreement. This revision will not involve any material changes.

### Sick pay

Companies will no longer be permitted to discriminate against its employees with respect to the advance payment of sick pay.

### **Competency**

The parties shall begin working on a tripartite reform for continuing education. The parties will commit to an industry programme, “The digital skilled worker”.

### **Equality**

The Federation of Norwegian Construction Industries (BNL) and the United Federation of Trade Unions (Fellesforbundet) have agreed that they will implement the new Equal Opportunity and Anti-Discrimination Act through an active cooperation between the parties.

### **Legitimacy**

There is an agreement to strengthen cooperation to ensure legitimacy. This emphasises how important it is for companies to choose legitimate subcontractors, which will help to prevent disreputable and criminal actors from entering the contract chain.

### **Changing rooms**

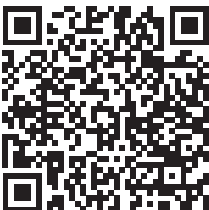
Because the women’s changing rooms and washrooms at the worksites are in poor condition, BNL and the United Federation of Trade Unions have agreed to rectify the situation.

A new decision on welfare facilities for women will be added to the appendix on barracks, which will apply to all projects initiated after July 1st, 2021.

Men and women will have separate changing rooms and washrooms with separate entrances. On platforms with fewer units for up to 10 people, it may be necessary to make an agreement with the company shop steward on forgoing gender-segregated changing rooms and washrooms if these will not be used.

### **Offshore work**

Agreements in the appendices for offshore work will be the same as for those that apply to the leading sectors.



If you wish to read the entire proposal (in Norwegian), you can find it by using this QR code.

You can also find it on our website:

<https://www.fellesforbundet.no/lonn-og-tariff/tariffoppgjoret-2020/overenskomster-tariff2020/>

Should you need further assistance, you may contact your shop steward at your workplace.

Revised Collective Agreement 2020

# Ballot paper

on the Norwegian National Mediator's proposal  
for a new collective agreement

## The Collective Agreement for the Building Industry

I vote **YES** to the proposal: ☐

I vote **NO** to the proposal: ☐

(Check only one box. Ballot papers with more than one checkmark will be rejected!)

