



Fellesforbundet

The Collective Bargaining Agreement — 2020 —

Use your voting rights!

Each year and each wage settlement is different, but 2020 is unique. A virus led to dramatic consequences for society as a whole. We were forced to postpone our negotiations until after summer.

These were tough negotiations and mediations. Employers presented their decision for zero wage increases, also at the local level, and no changes in the collective agreements. We could not accept this. We are responsible, but not naive.

And now we have achieved results. We believe that this will ensure a good financial situation, and that it will create and secure jobs. The agreement offers everyone a pay increase, with a little more pay for those who earn the least. You can check the most important results on the following pages.

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 negotiation committee of Fellesforbundet (The United Federation of Trade Unions) has unanimously agreed to vote YES to the proposal!

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

With kind regards,

Jørn Eggum

Head of negotiations



Information on the results of mediations on the Industry Agreement

www.fellesforbundet.no

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



Recommended proposal for the Industry Agreement

A few of the most important results:

Financial matters

A general pay rise in the amount of NOK 0.50 per hour for everyone, effective from April 1st.

The Textile and Apparel Industry (“Teko”) will be given an extra wage increase of NOK 1.50 per hour, effective from April 1st.

The seniority supplement for Teko will be increased by NOK 3.44 after 10 years of service.

Rates stated in the agreement will be increased by 6.3%, with the exception of rates that have their own regulatory provisions or practices.

Minimum wage rates will be increased by an amount between NOK 7.50 and NOK 8.50 from 2019 to 2020.

Offshore

After several years of growing dissatisfaction and uneasiness among our members who work offshore, issues have finally come to a head. A binding interpretation of the two sides of industry's intentions has been established with the aim of giving employees more predictable working hours and leisure time. This means that there will be clear restrictions on employer opportunities to treat offshore workers as they like, without consequence.

- They may impose a maximum of 150 hours on employees for extra trips during free periods. If the hours are exceeded, these must be paid consecutively, with additional pay for overtime.
- They may allow employees to sit at home without work and generate minus time for no more than 75 hours before these are considered working hours to be paid as individual hourly earnings. Employees cannot be required to compensate for these hours.

- Sick leave shall be regarded as working hours and shall be incorporated into the full-time equivalent (FTE), as long as this does not occur after the FTE has already been filled.

Nexans

The Nexans part will be discontinued and companies will be bound by the Engineering Industry Agreement (“VO”) from 1st of January 2021.

Advance payment of sick pay

Sick pay shall be paid in advance for all employees in companies that offers this for certain groups.

Other

The Industry agreement will be open to several other occupational groups.

A substantial amount of text from the specific parts will be moved to the main part, which will also be revised.

Employers’ demands for an extended normal working day has been refused.

Necessary expansion of regulations regarding temporary lay-off.

NOK 50 million from the government for continuing education through the “Industrifagskolen” (Industrial trade school).

An agreement must be made with the shop steward before company can establish this form of continuing education.

This proposal has a framework of 1.7%.



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 Industry Agreement

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!)

