

# COLLECTIVE BARGAINING

2022

## Use the right to vote!

When we thought society would return to normal after the pandemic we faced many new challenges. Price increases followed by a power crisis. And finally the war in Ukraine. In addition to the great human suffering, a war in Europe creates great insecurity.

After two meager corona settlements, we had a clear mandate: To strengthen purchasing power. But also to develop our agreements.

In this settlement, we have landed on a financial result that is higher than projected inflation. We increase the wages the most for those who have the least. We have lifted continuing- and further education for industrial workers, to also become a national concern, at the same time as the companies take their share. We strengthen gender equality.

We will have a ballot on 5th of May. Fellesforbundet's negotiating committee recommends unanimously to vote in favour of the proposal. I hope you will familiarise yourself with the results and use the right to vote!

With best regards

**Jørn Eggum**, head of negotiations



Use your right and duty  
to vote at the ballot on  
**May the 5th!**

Information on the results of mediation

## Industry agreement



# Recommended results for the Industry agreement

## Some of the most important results:

### Economy

With effect from 1st of April, a general supplement to everyone of NOK 4, - pr. hour.

The textile and garment section is given an extra supplement of NOK 2, - pr. hour with effect from 1st of April.

The rates of the agreement are raised with 5.28% with the exception of those rates which have their own regulatory provisions or practices.

The minimum wage rates have been raised between NOK 6.70 and NOK 7.80 from 2021 to 2022

### Offshore

Offshore workers have been given better predictability for more free period at home after the end of the offshore period.

Clarification of the right to payment in the event of interruption of the offshore period, and for work in excess of the normal offshore period.

### Extended scope (VO part)

By local agreement, all employees associated with production can be covered by the VO part. Provisions for this are included in a separate appendix.

### Continuing and further education

A letter from the government about an continuing and further education reform for industrial workers.

Time off work with pay for one day to take professional, continuing and further education.

### Equality

Changes in the agreement for specific provisions regarding equality and discrimination.

### Workwear

Better provisions on custom workwear for both women and men.

### Safety work glasses with strength

The company must provide safety work glasses with strength. Detailed guidelines to be determined in each company.

### **Textile and garment section**

The regulations in the agreement on local negotiations have been given a new text. This should make the provision easier to use correctly.

### **Special increase in seniority rates.**

Increase in normal wage rates. The lowest rates have been removed.

### **Short welfare leave**

A committee is established to review the rules on short welfare leave.

The committee will look at possibilities for changes so that provisions on welfare leave can better satisfy the needs of the members.

### **Bonus systems (VO section)**

Measurement criteria such as frequency of injuries and sick leave must be avoided.

**The framework for the settlement is calculated at 3.7%.**

**To see the full result you can follow this QR code (norwegian only)**

Or use this link:

[www.fellesforbundet.no/tariff2022](http://www.fellesforbundet.no/tariff2022)

If you need further assistance, contact the shop steward at your work.



## Collective bargaining 2022:

# Ballot over proposals for a new collective agreement

## Industry agreement

I vote **YES** to the proposal:

I vote **NO** to the proposal:

(Only a cross in one box allowed. Ballots with more than one cross will be rejected!)

