

# **Regulations of 21 November 2006 on general application of the collective agreement for construction sites in Norway**

Issued by the Tariff Board on 20 December 2010 pursuant to section 5 of the Act of 4 June 1993 No. 58 relating to general application of collective agreements, etc.

## **Chapter I. Introductory provisions**

### *Section 1. The basis for general application*

These regulations are laid down on the basis of the Collective Agreement for the Construction Industry 2010–2012 between the Confederation of Norwegian Business and Industry (NHO) and the Federation of Norwegian Construction Industries (BNL) for the one part and the Norwegian Confederation of Trade Unions (LO) and the Norwegian United Federation of Trade Unions (FF) for the other part.

### *Section 2. To whom the regulations apply*

These regulations apply to skilled and unskilled employees performing construction work at construction sites.

By skilled worker is meant a worker who holds an officially approved trade or journeyman's certificate within his line of work or similar qualifications which may formally be regarded as equivalent to such a certificate. An unskilled worker does not hold such a trade or journeyman's certificate.

The regulations shall not apply to apprentices or to persons taking part in labour market schemes.

### *Section 3. The enterprise's responsibility*

Enterprises performing work covered by section 2 are responsible for implementing these regulations. The responsibility rests with the employer or any person managing the enterprise on the employer's behalf.

## **Chapter II. Terms of wages and employment**

### *Section 4. Terms of wages*

Employees in construction work, cf. section 2, shall receive as a minimum the following hourly pay:

- a) Skilled workers: NOK 154.50
- b) Unskilled workers without any experience in construction work: NOK 139.00.  
Unskilled workers with at least one year's experience in construction work: NOK 144.50.
- c) Workers under 18 years of age: NOK 93.00.

### *Section 5. Pay adjustments during the duration of the regulations*

The rates provided in section 4 shall be amended in accordance with any new rates that may follow from revision of collective agreements, etc.

### Section 6. *Travel, board and lodging expenses*

In the case of work requiring overnight stays away from home, the employer shall, according to further agreement, cover necessary travel expenses on commencement and completion of the assignment and for a reasonable number of journeys home.

Before the employer posts the worker to an assignment away from home, an agreement shall be made concerning board and lodging arrangements. The employer shall as a rule pay for board and lodging, but a fixed subsistence rate, payment as per account rendered or the like may be agreed.

### Section 7. *Working clothes*

The employer shall provide the necessary working clothes and protective footwear suitable for the time of year and the workplace.

## **Chapter III Derogation, etc.**

### Section 8. *Derogation*

These regulations shall not apply if the employee, on the basis of a total assessment, is covered by more favourable pay and employment conditions pursuant to agreement or pursuant to the national law that otherwise applies to the employment relationship.

## **Chapter IV. Commencement, etc.**

### Section 9. *Commencement, expiry and amendments*

These regulations shall enter into force immediately.

These regulations shall cease to apply 1 month after the Collective Agreement for the Construction Industry 2010–2012 between the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Business and Industry (NHO) is replaced by a revised collective agreement or if the Tariff Board makes a new decision concerning general application of the collective agreement.

The Regulations of 6 October 2008 No. 1121 on general application of the collective agreement for construction sites in Norway shall be repealed immediately.