

Regulations on General Application of the Collective Agreement for Cleaning Companies

Issued by the Tariff Board on 21 June 2011 pursuant to section 5 of the Act of 4 June 1993 No. 58 relating to General Application of Wage Agreements etc. (General Application Act).

Chapter I. Introductory provisions

Section 1. The basis for general application

These regulations are laid down on the basis of the Collective Agreement for Cleaning Companies 2010–2012 between the Confederation of Norwegian Enterprise and the National Federation of Service Industries (NHO Service) for the one part and the Norwegian Confederation of Trade Unions and the Norwegian Union of General Workers for the other part.

Section 2. Scope and extent and executive responsibility

These regulations shall apply to private companies that operate sale of cleaning services and for employees who carry out such services.

These regulations shall not apply to employees of companies subject to collective agreements concluded with trade unions with the right of nomination.

These regulations shall not apply to apprentices under Reform 94 or to persons taking part in labour market schemes.

The employer and any person who manages in the employer's stead an undertaking performing tasks as referred to in the first paragraph shall ensure that the provisions of these regulations are complied with.

Chapter II. Terms of wages and employment

Section 3. Provisions concerning wages

Employees who perform work as referred to in section 2 shall receive a minimum hourly wage of NOK 151.67.

Employees under 18 years of age who perform work as referred to in section 2, shall receive a minimum hourly wage of NOK 114.56.

For work between the hours of 9.00 p.m. and 6.00 a.m. a supplementary wage shall be agreed in each case. The supplementary wage shall be at least NOK 20 per hour.

For work on Saturdays that are not public holidays, a 50% supplement shall be paid after 6.00 p.m.

For work on Sundays that are not public holidays, a 75 % supplement shall be paid.

For work on Christmas Eve, New Year's Eve and on the Saturdays before Easter Sunday and Whit Sunday after 1 p.m., and on New Year's Day, Maundy Thursday, Good Friday, Easter Sunday, Easter Monday, 1 May, 17 May, Ascension Day, Whit Sunday, Whit Monday, Christmas Day and Boxing Day, a 100% supplement shall be paid.

Section 4. Wage adjustments within the duration of these regulations

The rates laid down in section 3 shall be amended in accordance with new wage rates following from any wage revisions, etc.

Section 5. 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 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 6. Personal equipment (working clothes)

The employer shall provide the working clothes necessary for the workplace.

Chapter III. Departure from the Act, etc.

Section 7. Departure from the Act

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

Section 8. Terms of wages and employment provided by statute or regulations

Provisions in statutes such as the following or in other regulations that normally apply to employment relationships shall also apply to employment relationships subject to the present regulations:

- Act of 17 June 2005 No. 62 relating to working environment, working hours and employment protection, etc.
- Act of 29 April 1988 No. 21 relating to holidays and
- Act of 26 April 1947 No. 1 relating to 1 and 17 May as public holidays.

These regulations shall apply within the restrictions laid down in section 1-7 of the Act of 17 June 2005 No. 62 relating to working environment, working hours and employment protection, etc.

Chapter IV. Commencement, etc.

Section 9. Commencement and expiry

These regulations shall enter into force on 1 September 2011.

These regulations shall cease to apply 1 month after the Collective Agreement for Cleaning companies 2010–2012 between the Confederation of Norwegian Enterprise (NHO) and the National Federation of Service Industries (NHO Service) for the one part and the Norwegian Confederation of Trade Unions and the Norwegian Union of General Workers for the other part is replaced by a revised collective agreement or if the Tariff Board makes a new decision concerning general application of the collective agreement.