



Engelsk

**THE COLLECTIVE AGREEMENT
FOR THE FISH AND SEAFOOD INDUSTRY**

Norsk Nærings- og Nytelsesmiddelarbeiderforbund (NNN) (Norwegian Food and Allied Workers' Union) is a trade union for employees in the food, beverage and fish processing industries. The Union's main task is to protect our members' interests in as many areas as possible, particularly with regard to wages and working conditions.

Wages and working conditions are controlled through collective agreements. NNN has therefore translated the most important regulations for the fish processing industry into Lithuanian, Polish, Russian and English. In these translations you will find the regulations that govern

- working hours
- wage rates
- seniority allowances
- shift work
- overtime work
- public holiday compensation
- wage negotiations
- regulations concerning lay-offs
- compassionate leave with pay

This agreement encompasses all production workers in the fish and seafood industry.

Working hours

On an average, normal working hours shall not exceed:
37.5 hours per week for day-time work
36.5 hours per week for work on a two-shift schedule

A more detailed division of working hours is to be fixed following negotiations between company management and the employees, represented by their union representative.

If agreement on working hours cannot be reached, daily working hours for the five first days of the week shall be 7.5 hours excluding meal break, between the hours of 6 a.m. and 5 p.m.

Whenever shift work is required, employees shall normally be given one week's notice before start-up and termination of shift work.

If the parties agree, working hours may be adjusted so that the employee starts work before or after the normal stipulated time for starting work. A supplement of 20% shall be paid for work carried out after 5 p.m.

For all work performed after day-time working hours (after 5 p.m.), including twilight workers, a supplement of 20% of the actual wage shall be paid.

Wage rates

Minimum wage – production worker (37.5 hours per week) NOK 131.50 per hour

Minimum wage – skilled worker (37.5 hours per week) NOK 140.00 per hour

In the case of piece work, employees shall be guaranteed the minimum wage in the collective agreement.

Years of service

The following supplements for years of service apply

- 1 year in the industry NOK 1.00 per hour
- 3 years in the industry NOK 3.00 per hour
- 5 years in the industry NOK 6.50 per hour

Supplement for shift work

The following supplements apply to shift work:

For a two-shift schedule 20%

For a three-shift schedule 25% supplement to the fixed hourly or weekly wage rate

A 100% supplement shall be paid for shift work on a two-shift schedule on days preceding holy days.

A 150% supplement shall be paid for work on a two-shift schedule during the Christmas, New Year, Easter and Whitsun holidays.

Overtime work

A 50% supplement shall be paid for overtime work during the first five working days in the week after the end of normal working hours and up to 9 p.m.

A 100% supplement shall be paid for overtime work from 9 p.m. up to the commencement of normal working hours. If work must start after 6 a.m., a 50% supplement shall be payable up to the agreed start-up of working hours.

When overtime is worked on a Saturday and this is not a normal working day, a 50% supplement shall be paid for work performed before 12 noon and a 100% supplement for work performed after 12 noon. For overtime work on the day before Sundays and other holy days that occur on other week-days, a supplement of 100% shall be paid after 4 p.m.

If the employer demands that work must continue through the meal break – which must be avoided as far as possible – a 100% supplement is payable.

When an employee carries out overtime work of more than two hours duration, after normal working hours, the employee is entitled to a break of half-an-hour with pay, including overtime supplement.

When an employee is called out to the workplace on Sundays or holy days and otherwise outside normal daytime working hours, the employee shall receive a minimum payment equivalent to three hours minimum wage, plus the ruling overtime supplement.

Employees who have worked during normal working hours and who are ordered to work overtime on the same day shall be paid NOK 70.00 in subsistence allowance if the overtime work has a duration of at least 1.5 hours, unless food is provided by the employer.

If overtime is worked before or after a shift, the employee shall receive the standard overtime percentages in addition to the shift supplement for the shift in question.

Payment for holy days and for 1 and 17 May

As compensation, a payment shall be made for the number of hours that would have been the normal working hours on the relevant date, NOK 5.97 per hour.

Negotiations

According to this agreement, the local wage negotiations shall take place every year during the collective agreement period. The employer and the union representatives must hold bona fide wage negotiations.

Regulations concerning lay-offs

Employees can be laid off at fourteen days notice. Notice of lay-offs shall be submitted in writing to the union representatives. Company management shall ensure that the notice is posted at a suitable location on the company's premises.

In the case of lay-offs that are solely due to shortage of fresh raw material, three days notice shall apply, calculated from the end of the working day on the date notice is given.

When an employee attends the workplace again at start-up of day-time work or shift work after the end of the lay-off period, the employee shall be guaranteed work or payment for a normal working hour day or shift.

If the company cannot employ the workers in production or in other type of work, and the employees must leave the premises before expiry of the period of notice, the company shall pay the minimum wage rates in the collective agreement for the individual groups, including supplements for time of service.

Hiring of workers and delegation of work

Access to hire workers is conditional upon a correctly stipulated workforce in the individual company/division. A correct workforce is based on coverage of the normal absence pattern in the company/division by permanent employees. Hiring may take place during holidays, seasonal peaks and absence peaks and in the case of unforeseen circumstances.

General regulations

Every employee shall undergo a medical check once yearly, for the account of the company.

Guarantee

On 1 October, a supplement shall be paid that will bring the company's average wage level up to 85% of the average for the industry.

Short compassionate leave / leave of absence

Leave shall be granted in the following cases:

Compassionate leave in the case of death of a close family member and for participation at the funeral.

Leave of absence for examination, treatment and control by a specialist dentist or medical practitioner, treatment by a physiotherapist or chiropractor, when the National Insurance scheme provides financial support for the treatment.

Leave of absence for the remainder of the working day in cases when the employee must leave the workplace due to illness.

Leave of absence when moving to a new permanent residence.

Compassionate leave/leave of absence is given for one day, with pay at the normal wage rate.