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UTDRAG AV NNNs KOLLEKTIVAVTALE FOR TARIFFBUNDNE KJØTTBEDRIFTER

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The Norwegian Food and Allied Workers Union (NNN) is an organization for employees in the food and beverages industry. The Union's main concern is to safeguard member's interests in as many areas as possible, and in particular wages and working conditions.

Wages and working conditions are governed by collective agreements. NNN has therefore translated the most important provisions in the collective agreements for the meat industry into Lithuanian, Polish, Russian and English. In these translations you will find the conditions that regulate:

- which occupational groups are covered by the agreement
- working hours
- wages
 - rates for youth
 - temporary holiday workers
 - miscellaneous supplements
 - local wage negotiations
 - the guarantee scheme
- work performed after normal working hours
- overtime work
- shift work
- work clothes
- travel compensation
- hiring of labour
- remuneration for work on public holidays
- short compassionate leave
- holidays

EXTENT OF COVER

The parties agree on the following extent of cover for the collective agreements for the meat industry

Transport of animals – slaughtering, including sub-divisions – cutting - sausage-making – retail butchers – packaging - processing of meat - handling –stocks – distribution – despatch – technical division/maintenance – cleaning/laundry – canteen. The agreement also covers terminal workers - foremen – section leaders and makeready personnel in addition to security personnel employed by the company.

Service/distribution

Direct contact with the customers, telephone contact, dispatching goods according to order lists, operation of terminals and control of dispatched goods.

WORKING HOURS

- 1) Normal working hours shall not exceed 37.5 hours per week including a total rest period of up to one hour per day according to agreement with the individual company. Working hours are to take place between 07.00 hours and 18.00 hours in the first five days of the week.
- 2) An alternative to 07.00 hours to 18.00 hours may be practised when the company and the union representatives have agreed on this.
- 3) On Saturdays, work shall cease at 13.00 hours. On Christmas eve and New Years eve work shall cease at 12.00 noon.
- 4) For drivers and their assistants, working hours shall be between 07.00 hours and 18.00 hours for the first five days of the week and on Saturdays between 07.00 and 14.00 hours.
- 5) Working hours for stokers shall be between 06.00 hours and 16.00 hours. Working hours for night-watchmen must not exceed 10 hours per 24 hours. One night free per week. Every other week, the free night shall be on a Sunday.
- 6) Shift work on a two-shift schedule shall be between 06.00 hours and 24.00 hours.
- 7) Retail butchers with trade certificates and apprentices to this profession are also covered by this agreement. For butchers and apprentices, working hours may take place between 07.00 hours and up to a half hour after the individual enterprise's closing time. This provision shall not prevent shops from complying with the closing hour regulations in force from time to time.
- 8) The parties emphasise the importance of cooperation in the individual companies in order to agree on working hours that make it possible to adapt to present day production and logistics in order to ensure efficient utilization of the production

equipment and to achieve a good and efficient workflow.

WAGES

Employees at companies covered by this agreement shall be guaranteed the minimum wage in this collective agreement.

1) Minimum wage rate as at **1 April 2009** NOK 128.00 per hour.

2) Youth rates (minimum rates)

Below the age of 17 years	65 % of the minimum wage
Between the age of 17 and 18 years:	70 % of the minimum wage

Employees working on the wage scale for youth and who have more than 1 years practice shall receive a supplement of NOK 15.00.

Employees paid according to the youth wage scale shall perform simpler and easier tasks, working as assistants.

3) Holiday substitutes

Holiday substitutes (school pupils and students) who are on summer holiday from school/college shall be paid 80% of the minimum wage rate in the agreement.

Employment on these terms is limited to 9 weeks from date of employment.

This limitation applies to employment during the period 1 June to 31 August. Other substitutes/temporary employees employed in this period shall be paid in accordance with the normal wage rate in the local wage agreement.

4) Miscellaneous supplements

a) Trade certificate supplement

Employees with trade certificates in the area covered by the collective agreement shall receive a supplement of NOK 7.50 per hour, limited to one trade certificate only.

Cooks with a certificate of proficiency from the merchant fleet are on an equal footing with cooks with trade certificates.

b) Meat and wool classifiers

These employees shall receive a supplement equivalent to the trade certificate supplement, provided the employee performs the duties of a classifier. If the employee does not fulfil the requirements for a classifier certificate the supplement shall not be paid. Classifiers who have already received compensation or who have a trade certificate are not entitled to the supplement.

c) Hide and skin sorters and animal transport workers shall receive a competence supplement of NOK 3.00 per hour. This supplement is paid for the period in which the employee performs such assignments.

d) When employees are engaged in freezer work, they shall receive a supplement of NOK 2 per hour for the period they are engaged in freezer work. Freezer work is defined as work where the employee must spend periods in freezer rooms.

e) Drivers holding driving licence class C-CE shall receive a supplement of NOK 40 per week.

f) Years of service

After 3 years in the industry NOK 3.50 per hour

After 6 years a further NOK 3.50 per hour

After 9 years a further NOK 3.50 per hour

Total supplement after 9 years of service in the industry is NOK 10.50 per hour. Years of service for apprentices commence from the start of the apprenticeship contract.

National Service in the Defence Forces shall be credited as years of service provided that this is the employee's first job after de-mobilization.

Several supplements are also payable in addition to wages, including piece work, bonus, personnel supplement, etc.

Wage seniority in the case of pregnancy, childbirth and adoption

Up to one year of service can be worked up in the case of leave of absence connected with pregnancy/childbirth or adoption, provided the employee has been employed in the company for minimum 6 months prior to commencement of leave of absence.

Educational leave of absence also counts as service years.

Workplace negotiations

In accordance with this collective agreement, workplace wage negotiations shall take place every year during the term of the collective agreement.

Guarantee scheme

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.

WORK PERFORMED AFTER NORMAL WORKING HOURS

For work performed between 18.00 hours and 21.00 hours a supplement of NOK 13.00 per hour shall be paid. For work performed between 21.00 and 24.00 hours a supplement of 30% of factual wages shall be paid.

OVERTIME WORK

Overtime work shall be limited as far as possible and shall not exceed the limits stipulated in the provisions of the Working Environment Act (Norway). The following supplements apply to overtime work:

1) For overtime work after the end of normal working hours on the first five days of the week, a wage supplement of 50 % shall be paid up to 21.00 hours.

2) For overtime work of more than two hours duration, see the provisions of Section 10-0, Subsection 2 of the Working Environment Act.

3) A supplement of 100% shall be paid for overtime work from 21.00 up to 06.00 hours.

4) For work performed on Saturdays after normal working hours on days before public holidays, work on Sundays and public holidays up to 22.00 hours on the last day of the public holiday, a 100% supplement shall be paid. Workers who have left the workplace and who have been requested to work overtime later on the same day, shall receive payment for minimum 2 hours overtime. If overtime work exceptionally exceeds a half-hour period by 10 minutes or more, workers shall receive payment for half an hour.

Youth below the age of 18 years shall not work overtime.

5) A worker who has worked normal working hours and who is asked to work overtime after the end of normal working hours shall be paid NOK 70 in subsistence allowance, provided the company does not provide a meal when the overtime work exceeds a minimum of 2 hours. In the case of overtime work exceeding 5 hours, it is a condition that the company provides more food, or that an amount is agreed to cover the cost of a meal.

6) The basis for overtime shall be the actual hourly earnings (100%) excluding the individual company's supplements for overtime and shift work.

7) The parties recommend that the individual company should make a study of the company's workforce situation, the use of overtime and working hours aimed at determining the most natural size of the workforce. In these discussions, the reason for overtime work should be considered. In this connection, reference is made to the provision in the Collective Agreement that overtime work shall be kept at a minimum.

8) These provisions do not prevent the parties at the workplace from agreeing on an alternative manner of payment or calculation period, e.g. that calculations apply to groups of employees or to the individual employee.

SHIFT WORK

1) For 2-shift work a 30% supplement shall be paid in addition to the actual hourly wage for workers on a 2-shift schedule.

2) If shift work lasts for less than 1 week, the hours worked outside normal working hours at the workplace shall be paid as for overtime work.

3) When shift work is planned, the workers involved shall normally be given one week's notice before start-up and completion of the shift work. If necessary, shorter periods of notice may be applied provided the company and union representatives are agreed.

4) Unless otherwise required for training purposes, apprentices who must participate in shift work shall as far as possible work permanently on the first shift. However, apprentices who attend vocational training in the trade must have working hours that will make it possible for the apprentice to attend school.

WORK CLOTHES

The company shall provide the workers with work clothes and laundering of work clothes.

TRAVEL REMUNERATION

When workers are instructed to work outside the company and in this connection it is necessary for the person concerned to spend the night away from his/her home, the company shall pay subsistence allowance. Payment shall be fixed by agreement between the company and the worker concerned, and all necessary expenses must be covered.

HIRED LABOUR

The main rule in Norway is permanent employment. Temporary employment is permitted only in the case of seasonal fluctuations or in the case of absence due to illness.

Employment agencies may be used pursuant to the provisions of Norwegian law and the agreement system if there are difficulties in recruiting labour.

Negotiations shall be held with union representatives before any hire of labour takes place and hired workers shall be presented to the union representatives as soon as they start work.

PAYMENT FOR HOLY DAYS AND FOR 1 AND 17 MAY

Remuneration is paid for New Year's day, Maunday Thursday, Good Friday, Easter Monday, Ascension Day, Whit Monday, Christmas Day and Boxing Day, when such days are on a weekday and which according to the work plan in the company would otherwise be normal work days.

SHORT COMPASSIONATE LEAVE/LEAVE OF ABSENCE

One days leave shall be granted for e.g. the following:

- Death of a close family member and participation at the funeral
- medical examination
- moving house

- acute illness in the home

HOLIDAYS

5 weeks holiday each year

6 weeks holiday for those over the age of 60 years.