

# Collective wage agreement information

parat

This information is to members of the collective wage agreement with the NHO (the Confederation of Norwegian Enterprise)

Oslo, 11 April 2021

## Agreement in the NHO settlement

### Mediation successful - strikes averted

*After more than 15 hours of overtime mediation, the YS (the Confederation of Vocational Unions) and the NHO today reached an agreement about the central wage settlement for 2021. Consequently there will be no strikes.*

*The framework for the settlement has been calculated at 2.7% and includes a wage carry-over (the full-year effect of increases granted last year) from 2020 of 1.0% and an anticipated wage drift (costs resulting from local negotiations and other local changes) of 1.0%. The value of the central increases is thus estimated to be 0.7%.*

#### 1. Who will receive which types of wage increases?

- All employees will receive a general increase of **NOK 2.25 per hour**
- Members of collective agreements with average wages below 90% of the industrial workers' wage will receive an additional low-wage supplement of **NOK 1.00 per hour**, a total of NOK 3.25 per hour. This applies to the following Parat agreements:
  - The TEKO Industrial Agreement (textile industry)
  - The Standard Agreement for Cleaners
  - The National Agreement (hotel, accommodation, restaurants and catering)
  - The Service and Maintenance Agreement
  - The Standard Agreement for Security Guards
  - The Standard agreement for Printing- and graphic Companies

All increases will apply with effect from 1 April 2021.

#### 2. Guarantee supplements

Under some agreements, guarantee supplements have been granted. This is in line with the provisions contained in individual collective agreements. Employees' representatives responsible for the relevant collective agreements will be notified about these supplements next week.

- No conversions and payments in arrears of overtime allowances and shift allowances, etc. will be made for any work carried out before this decision was adopted.
- Employees who have left the company before the decision was adopted (6 May 2021) will not receive the increases which have been negotiated.

#### Local wage negotiations

With respect to agreements with local negotiating rights, negotiations will be carried out on the basis of the provisions contained in the individual agreements. Any increases shall be awarded on the basis of the economic realities of each company, i.e. the company's finances, productivity, future prospects and competitiveness.

Negotiations shall be carried out between the local parties and shall be real, regardless of the terms contained in the agreements with respect to negotiations, discussions and assessments, etc.

#### Parat's assessment of the settlement

The settlement takes into account competitive industry and will help to ensure that our members will continue to have good, safe jobs in the future. Along with the impact of last year's settlement, an anticipated price increase of 2.8% and local settlements in many businesses, purchasing power will be assured for most of our members this year.

If you have further questions, you can contact our Negotiations Department on +47 482 10 100 or by e-mail [tariff@parat.com](mailto:tariff@parat.com)

Questions can also be directed to Parat's representatives in the YS's negotiations delegation:

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Kind regards  
The Negotiations Department