

# An important victory – the hard work starts here!

NNN has secured general application of parts of the agreement  
for the fishing industry



## It's worth joining NNN

The Norwegian Union of Food and Allied Workers (NNN) has won an important victory for everyone working in the Norwegian fishing industry. For the first time NNN has agreed a generally applicable collective agreement. This means that parts of the agreement for the fishing industry will now be incorporated in Norwegian law and apply to absolutely everyone who works in the industry.

The above agreement reflects the Tariff Board's belief that the fishing industry is home to too much social dumping. The Board is publicly appointed and has the authority to determine which collective agreements apply to all employees within a specific industry.

**If you work in a fishing industry business, NNN can help make sure you receive the correct wage. The only thing we ask of you is to become a member.**

**It's worth joining NNN!**

## Comprehensive resolutions

The Board's resolutions will apply as minimum requirements for everyone who works

- All employees in business not covered by a collective agreement
- All hired-in employees
- All employees at subcontractors
- All employees, regardless of whether they work for a Norwegian or foreign company
- All employees, regardless of whether they are domiciled in Norway or in another country

To reduce social dumping in the fishing industry it is vital to not only secure decent working conditions for employees, but also to ensure that reputable companies do not lose out in competition with disreputable operators. And to enable Norway to achieve its target of becoming the world's leading seafood nation.

**NNN will continue to combat this problem.  
It's worth joining NNN.**

## What has been generally applied?



The following are the key points from the Tariff Board's resolution:

- **Wages:** Employees shall receive a minimum wage of NOK 162.85 an hour (production workers), and NOK 172.85 (skilled workers)
- **Shift work:** In workplaces with shift work a supplement to the hourly wage **must be paid**. This shall be 20 per cent of the minimum wage rate for two-shift work, and 25 per cent of the minimum wage rate for three-shift work.
- **Check all the details:** The Regulation is based on the Norwegian General Application Act. You can view the Board's actual resolution (in Norwegian) here: <https://www.regjeringen.no/nb/dep/asd/org/nemnder-styret-rad-og-utvalg/permanente-nemnder-rad-og-utvalg/tariffnemnda/vedtak/2014/protokoll-52014/id2356539/>

## The fight starts now

How can we ensure that businesses comply with the resolution on general application in practice?

The Norwegian Labour Inspection Authority can inspect, impose fines for infringements and report infringements to the police.

However, NNN's employee representatives at the main suppliers also bear significant responsibility. They have the right to inspect wage and working conditions for all employees who work for subcontractors/suppliers.

In practice this means that employee representatives can themselves investigate whether the general application is being complied with. Any indication of non-compliance with the general application must be reported to the Norwegian Labour Inspection Authority. Employee representatives have a duty of confidentiality, except to the supervisory authorities.

### **Employee representatives must inform the Norwegian Labour Inspection Authority if they suspect any breach of the rules**

Suppliers and subcontractors can be made liable for wages and holiday pay for employees at their own subcontractors (joint and several liability). The employer or anyone who manages the business in the place of the employer can be fined for failure to comply with the resolution.

Employees who are members of a union - or their actual trade unions - can initiate private criminal proceedings.

For further information or to enrol with NNN,  
please contact your employee representative  
or the central union. You can also visit our website [nnn.no](http://nnn.no)

NNN (The Norwegian Union of Food and Allied Workers)

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(If you wish to enrol several people - please make copies of the enrolment form)

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**Membership applications should be delivered to the business' employee representative.**

**If there is no employee representative, the form should be sent to the union.**

Address: NNN, P.O. Box 8719 Youngstorget, NO-0028 Oslo, Norway

It is also possible to enrol via our website: [nnn.no](http://nnn.no)



- fellesskap i hverdagen