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1.2 Definitions

1.2.1 Offshore

Offshore means facilities that are located in the oil/gas fields in open sea.

1.2.2 Facility

Facility means facilities located out on the ocean for exploration and operations/production of oil and gas.

1.2.3 Work period

The period of time (usually 12 hours) that the employee works for the employer in the course of a day.

1.2.4 Period of stay

The period in which the employee stays on offshore installations that fall under the scope of regulation.

1.2.5 Free period

Free periods are times between periods of stay (according to the work schedule).

1.2.6 Shift

Shift means ordinary work periods in accordance with the work schedule subject to take place at various times of day.

1.2.7 Work schedule

Work schedule means a schedule that shows shifts, periods of stay, and free periods.

1.2.8 Rotation schedule

See work schedule section 1.2.7.

1.2.9 Shift work schedule

Shift work schedule means a schedule showing periods of stay and free periods in two consecutive periods, see section 1.2.7.

1.2.10 Rest period

Rest period means the period of time (usually 12 hours) between two work periods.

1.2.11 Shuttling

Shuttling means transport between permanent and/or temporary facilities as well as flotels.

1.2.12 Flotel

Flotels are a free floating facility for overnight stays, residence/workshop activities. The flotel is connected to the main structure by a walkway or helicopter connection.

1.2.13 Installation

Installation is changed to facility according to the regulations. See section 1.2.2.

1.2.14 Base

Agreed upon meeting place for transport by helicopter or boat.

1.2.15 Hot bed

“Hot bed” means that two parties share bunk in shifts. See section 4.7.4. This also applies to the use of “reversible beds”.

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Offshore Agreement related to offshore oil operations applicable from **01 May 2018 to 30 April 2020**

CHAPTER I

2.0 General

2018-2021 Basic Agreement between LO and NHO with addendums applicable to this agreement.

This Offshore Agreement is a part of the National Agreement for the electrical trades and applies to work offshore and includes equipment, installation, and maintenance of electrical systems associated with automation and instrumentation systems. The work mentioned can also be performed separately.

CHAPTER II

3.0 Work periods, free time, overtime, etc.

3.1 Work periods

3.1.1 The work order builds on the current regulations for offshore work, see regulations on health, environment, and safety in the petroleum industry (and on some onshore facilities) – Framework regulations and supplementary regulations.

3.1.2 The general work period shall not exceed 12 hours in one day. The weekly work period shall not exceed 33.6 hours on average in a time period of no more than 12 months. Please refer also to Framework Regulations § 37.

3.2 Period of stay

3.2.1 The length of the period of stay is agreed upon between the employer and elected representatives with the exception of work carried out under section 7.1.

3.2.2 Efforts should be made to ensure that the employee does not return to shore on a later flight than that which the person in question came out to the field with.

3.2.3 Normally, the period of stay shall not exceed 14 days.

- 3.2.4 If special circumstances do not indicate that an alternative must be agreed upon, the rotation arrangement will be 14 – 28. Other rotation arrangement does not involve any extra compensation other than that which appears in section 3.9.
- 3.2.5 When work schedule 14 – 28 is used, the following prerequisites shall be fulfilled:
- a) Work schedule 14 – 28 provides lower annual hours than work schedule 14 – 21 – 14 – 28. Work schedule 14 – 28 is calculated to be reduced by an average of 7.71% as compared to work schedule 14 – 21 – 14 – 28. This is equivalent to 122 hours less per year based on an average collective offshore weekly work period of 33.6 hours per week. Converted to ordinary time on land based on 37.5 hours per week, it is equivalent to an average of 136 hours less annually.
 - b) Compensation in the company must be reconciled such that payment of wages with use of the 14 – 28 work schedule is in accordance with the number of hours/annual hours arising from such a work schedule. For companies that have introduced a monthly payment system, the basis for the monthly payments shall be adjusted accordingly.
 - c) Transition to the new work schedule, for example 14 – 28, shall not result in extra costs for the company to compensate for shift change, overtime, wait time, and/or lost free time.
- 3.2.6 In cases where employees want to incorporate the missing hours between the 14 – 28 work schedule and the 14 – 21 – 14 – 28 work schedule, the company shall seek to facilitate this. This shall be stated in the agreement between the employer and the employee.

Note:

The parties are in agreement that with the eventual reduction in work time in the industry/society that is conducted without a reduction in salary, such reductions will be compensated in terms of economic value.

3.3 Overtime

Total working time, including overtime, shall not exceed 16 hours per day. Total offshore overtime shall not exceed 200 hours per calendar year. Please also refer to Framework Regulations § 41 and AML § 10-6.

3.4 Rest breaks

Rest breaks shall be at least a half hour if work time is at least eight hours per day and one hour if work time is at least 12 hours per day. Rest breaks shall be considered as work time in accordance with Framework Regulations § 40. Refer to AML § 10-9 second paragraph, in regards to overtime work.

3.5 Working beyond the period of stay

If unforeseen circumstances cause the crew change to not be carried out on schedule, the workers must be prepared to continue working, see sections 4.3.2 and 4.3.3.

3.6 Work-free periods

Employees who participate in petroleum operations shall have a continuous work-free period of at least eight hours between two work periods with access to rest. Please refer to Framework Regulations § 39.

3.7 Work schedule

3.7.1 With respect to the work schedule, please refer to Framework Regulations § 38 and AML § 10-3.

3.7.2 The companies are obligated to prepare work schedules before work is carried out in cooperation with the elected representatives with the exception of the provisions in section 7.1.

3.7.3 The work schedule shall contain the following information concerning each employee among other things:

- travel time
- trips home
- day or night work and times for this
- times for free periods
- holiday time/holiday time usage

3.7.4 Changes to the work schedule

Changes to the work schedule can occur and new work schedules can be implemented in cooperation with elected representatives.

3.7.5 Deviation from scheduled travel time

In such cases that deviation from travel time scheduled in the work schedule occurs, the company shall confirm the travel time no later than 12 hours prior to departure. If the company does not conform to the time limit, payment shall occur in accordance with section 4.5.1.

Deviation from the work schedule can be arranged at the request of individual employees. Notifications should be delivered to elected representatives.

3.7.6 Employees shall be made aware of the work schedule prior to travel departure when he/she begins offshore work. Please refer to Framework Regulations § 38 and AML § 10-3.

3.8 Calculation of free periods

When work schedule 14-28 is used according to section 3.2.4 and 3.2.5 the following shall be used.

- 3.8.1 Where holiday time is calculated into the work schedule, each day of offshore work is multiplied by a factor of **2,0**.

- 3.8.2 Where holiday time is not calculated into the work schedule, each day of offshore work is multiplied by a factor of **1,7**.
- 3.8.3 The factors in 3.8.1 and 3.8.2 can be used only with the prerequisite of 14 days of work.
- 3.8.4 Where work occurs only on weekdays Monday through Friday, each offshore work hour (12 hours per day) is multiplied by a factor of 0.375. (12 x 0.375 = 4.5 hours of time off per day).

With a work period calculated from Saturday to the following Monday, 12 hours per day are allotted as time off or an overtime agreement is entered into upon which time off lapses.

Note “work schedule”

The parties have an understanding that during the start-up or shut-down periods of a project, contractual conditions can occur where some employees will not receive full first/last periods of stay. This phase should be as short as possible – no longer than three weeks.

It should be noted that the company shall inform/discuss with employees any changes that are named here before the change takes effect.

Each employee shall be notified of such changes at least 24 hours prior to departure for the current period of stay. A copy of the notification shall simultaneously be delivered to the elected representative. If a company does not comply with these conditions and deadlines, the employee can demand compensation for the full offshore period, according to section 4.5.2.

3.9 Time off in lieu of earned time

The company is obligated to cooperate with elected representatives to review the status of earned time off every 4 – 6 months. For earned time that the parties agree is not appropriate to take off (exceeding 1582 offshore hours on an annual basis), 100% overtime will be paid (see section 13.5).

Note to sections 3.8 and 3.9

- Upon calculation of time off in connection with rotations that deviates from the primary model in section 3.2.4 of the agreement, it is recommended that the organizations exclude holidays from the calculations.
- Calculations of time off following periods of stay of 14 days are made in accordance with sections 3.8.1 and 3.8.2 of the agreement.
- Upon periods of stay of a shorter duration than 14 days, time off is calculated in accordance with section 3.8.4 of this agreement in such a way that hours worked in the time from 00:00 Sunday night to 00:00 Friday night are multiplied by 0.375. Hours in the time from 00:00 Friday night to 00:00 Sunday night are multiplied by 1.
- When time off is considered as a whole calendar week, Saturday and Sunday are included.
- For employees who sporadically travel to offshore operations, for example in connection with individual service operations during the week's workdays (Monday through Friday), Saturday and Sunday are not considered days off.
- If earned time off is to be made up of overtime pay in accordance with section 3.9, one week is equivalent to 33.6 hours. Calculation of individual days is done by dividing 33.6 by 5 so that one day equals 6.72 hours.

4.0 Travel/review location, shift changes, wait time, extension of free periods-/ periods of stay, interruption of departure and cancellation, shuttling, sharing individual cabins and meal allowance

4.1 Travel

- 4.1.1 For travel to/from the facility, the individual's home residence is considered as the starting point.
- 4.1.2 The journey for the beginning and end of each period of stay should be organized so that there is minimal travel/wait time for the individual. The journey shall take place in a way that is affordable/appropriate for both parties.
- 4.1.3 When it is appropriate to arrange private travel to/from the meeting place, it shall be arranged by the company.
- 4.1.4 For larger or long term operations, travel plans shall be submitted to the elected representatives for approval before being implemented.
- 4.1.5 In such cases that employees departing or arriving must stay overnight at a location designated by the employer, it should be ensured that an opportunity is given to rest in a private room prior to the journey if the company has the opportunity to offer a private room.
- 4.1.6 The company is to cover travel expenses.
- 4.1.7 The review location is at the facility. The start of work is ordinarily the beginning of the work shift – and it is assumed that the journey takes place at a predetermined travel time (flight plan) from the agreed upon meeting place. Refer to section 4.2 for other conditions.
- 4.1.8 Travel to and from the facility shall take place during weekdays (Monday to and including Friday) for regular travel associated with the work schedule. This excludes work in connection with shutdown and other exceptional circumstances.

4.2 Delayed shift changes/wait time on land (agreed upon meeting places)

When weather conditions or other unforeseen things delay shift changes, those who meet at the agreed upon meeting place or designated waiting place shall earn free time and offshore pay according to the daily work schedule. The same applies to departures by boat.

Wait time exceeding the work period (see section 1.2.3) and within rest periods (see section 1.2.10) will be compensated in accordance with section 13.4 until the end of the wait at the heliport.

The company shall cover costs and lodging or provide compensation at times of delays in accordance with section 4.8.1.

4.3 Offshore wait time

4.3.1 Upon wait time (free time) exceeding one hour offshore for shift changes, wages shall be paid for the entire hour, i.e. 24 hours per day calculated from one hour after shift change.

4.3.2 Payment for wait time is thus calculated:

If shift changes (return home) according to the work schedule are subjected to shorter or longer periods of time, they shall be worked if it is possible according to the set work schedule (defined) for the project. This work time is paid as offshore pay + 100% overtime pay (see section 13.5). Work exceeding 12 hours and within rest periods are paid as offshore pay + 100% overtime pay and rest time is reduced by the total number of hours. Rest periods are paid using the rates in section 13.4. Such work/rest periods are to be paid until shift changes take place.

4.3.3 When it is not possible to work, offshore wages are paid for work periods that are set (defined) for the project. Rest period wages are paid using the rates in section 13.4. Such work/rest periods are paid until shift changes take place.

4.3.4 Refer to section 13.7 regarding offshore wait time in connection with the start of shifts (first shift).

4.4 Extension of free periods/ periods of stay

4.4.1 If the time of departure changes such that the free period is extended, 7.5 hours per day are paid in accordance with section 13.4.

4.4.2 If the time of departure changes such that the period of stay is extended while the end time of the work schedule is maintained, 100% overtime is paid when it is not appropriate to take time off within six weeks.

4.4.3 If the period of stay is extended more than what is set in the work schedule, offshore pay plus 100% overtime is paid.

4.5 Interruption of departure and cancellation of offshore periods

4.5.1 In such a case that the employee is called home by cancellation/interruption after attendance at base or other designated wait location or overnight location, he is entitled to the same pay as for public holidays for 12 hours regardless of the journey or length of wait time. In regards to meals, see section 4.8.1.

4.5.2 In such a case that the worker is called home by cancellation/interruption after attendance at the facility, he is entitled to offshore pay for the entire period in accordance with the work schedule.

4.6 Shift changes

- 4.6.1 If someone can depart from their home – or changes their shift in the offshore period in accordance with a previously set work schedule, each shift change is compensated with 100% overtime pay for up to two days, see section 13.5.
- 4.6.2 If someone misses a shift or part of a shift in the period on the basis of shift changes and statutory free time (8 hours) between shifts, he shall be paid offshore pay for the lost time.
- 4.6.3 If someone receives an extra shift due to shift changes, it will be considered 100% overtime, see section 13.5.

4.7 Shuttling – overnight stays on another residence platform

- 4.7.1 For time that is spent shuttling between residence and work platforms outside of the normal work time (according to the work schedule), **NOK 679** is paid which applies to trips/return trips (the amount cannot be split). Wait time in connection with shuttling is included in the amount.
- 4.7.2 **NOK 1205** per overnight stay is paid in the event that unforeseen circumstances in connection with shuttling cause someone not to return to the residence platform. Time spent waiting for the allocation of a cabin is included. In such cases, see section 4.7.1, shuttling is not paid if shuttling to a work platform takes place within normal work time according to the work schedule.
- 4.7.3 The amounts in 4.7.1, 4.7.2, and 4.7.4 are regulated by the same percentage rates as the regular salary rate in § 3 A in the National Agreement.
- 4.7.4 When «hotbeds» are imposed, compensation is paid with a minimum of **NOK 673** per day. It is assumed that the necessary exemptions are obtained from the relevant authority.

Compensation of **NOK 856** is paid per day when individual cabins are shared, **effective 01 April 2018**. See also the agreement between LO and NHO regarding shared cabins **dated 21 April 2018**.

4.8 Expenses and meals in connection with travel

4.8.1 The rates in the Norwegian travel regulations apply for board and lodging conditions and are regulated in accordance with this.

Currently, the following meal expenses apply per day (applicable **from 01 January 2019**):

0 - 6 hours	NOK 0,-
6 - 12 hours	NOK 307,-
Over 12 hours	NOK 570,-
Meals in connection with overnight stays	NOK 789,- per day.

Meal allowances shall be calculated as such: breakfast is **20 %** of the meal allowance, lunch is **30 %** of the meal allowance, and dinner is **50 %** of the meal allowance.

4.8.2 Meal allowance upon departure is calculated from the point in time travel begins from home until the first meal catered by the facility.

4.8.3 Return home meal allowances are calculated from the time of departure home from the facility.

5.0 Holidays and holiday pay

5.1 Holidays are provided in compliance with holiday laws and collective agreements and in association with accumulated free periods according to the work schedule. Holiday pay is paid on the first payday following the first of May as a general rule. If liquidation of holidays is agreed upon in the time between 01 January and 01 May, holiday pay is paid for the total number of holiday days agreed upon on the last payday before the holiday period.

For contractual holidays, see appendix 10 B in the National Agreement for electrical trades.

Unless otherwise agreed upon locally, the following shall apply:

- Employees should be exempt from all work in the first 3 weeks of the first free period following 01 June every year and the first 12 days of the first free period following 30 September.

When an employee enters into offshore work after holiday time is taken out, the company must take this into consideration in connection with the employee's rotation order and in cooperation with the employee and any elected representative.

6.0 Courses

6.1 Compulsory courses in the work period

For mandatory courses of the company in the ordinary work period, the following applies:

- 6.1.1 Courses that are added into work time in offshore periods are paid for with offshore pay.
- 6.1.2 Courses held on land that are included in the work schedule are exempt. These courses are paid for with holiday pay for the total number of hours the course lasts with a minimum of 7 ½ hours per day.
- 6.1.3 Mandatory courses that are added during free time outside of the facility will be paid according to section 13.4 plus 100% overtime.
- 6.1.4 For courses that are added at the facility after the end of the offshore period, offshore pay will be paid for the hours the course lasts and time taken out. 100% overtime (see section 13.5) will be paid for time that is not taken out.
- 6.1.5 The company and elected representatives shall implement a plan for the necessary training courses as early as possible and incorporate it into the work schedule.

6.2 Compulsory courses during free periods

For participation in mandatory courses carried out in a free period, it is paid as public holidays.

The company shall take into account individual employee's work schedules as well as other matters as much as possible.

Note:

Courses that are carried out on the edge of the period of stay start in accordance with the work schedule such that the planned period of stay is carried out in its entirety, viewed as courses in free periods and paid in accordance with the Offshore Agreement section 6.2.

7.0 Irregular work periods

- 7.1 **NOK 19,98** will be paid in addition to section 13.2 per hour for work assignments of a shorter duration than 14 days and when it is not possible to set the length of the period of stay. The supplemental pay is governed by the same percentages as regular pay.

Elected representatives shall be informed of who works on projects and the calculated duration. It shall be agreed upon with the elected representative for each company how this can best be practiced.

The individual is only to be paid for the time worked in the installation.

Note:

When working on such assignments, the other points of the offshore agreement apply aside from sections 3.7, 4.4, and 4.5.2.

- 7.2 When assignments have a duration beyond 14 days (beyond 1 period of stay) the work schedule shall be set up in accordance with section 3.7 and the other points in this offshore agreement apply.
- 7.3 For work assignments with same day arrival and departure, a minimum of 7.5 hours of offshore pay will be paid. For work assignments within the work days of the week, a minimum of 15 hours of offshore pay will be paid for the total arrival and departure days.

8.0 Inconvenience Premium

8.1 Dirty work premium

Special dirty conditions that differ from what is normal are paid on site following the agreement. Some examples of this can be:

- spraying of cement on bulkheads
- loading of trickling ore, repairs following fire, etc.

Dirty conditions with mud and oil spills can also occur in connection with drilling and production. In such cases, the parties agree that it is equivalent to the conditions stated above.

8.2 Shifts/overnight

Refer to section 13.6.1 regarding work on night shifts.

8.3 Unqualified rest

See section 4.7.2.

9.0 Safety provisions

9.1 Safety meetings/safety exercises

When regarding provisions on safety and protection services, refer to AML and regulations regarding health, environment, and safety made applicable for offshore petroleum operations from 01 January 2011.

9.2 Working at heights

Two employees shall always work together when working at heights and when approved for boatswains chair, safety harnesses, etc.

9.3 Work wear – protective gear and survival suits

The employer shall provide necessary work clothes and protective gear (see special regulations). Work wear and protective gear that is the property of the company shall be new or properly cleaned before delivery.

All outer wear worn offshore shall be orange in color and flame retardant.

Rights holders or the company shall provide the employee with a proper survival suit during transport from the meeting place to the facility, while residing at the facility, and during transport from the facility to the helicopter base.

10.0 Short leave of absence

Paid leave of absence (without offshore pay) is given in the following cases:

10.1 Upon death or funerals of immediate family. Immediate family means persons who are closely related to employees such as spouses, partners, children, siblings, parents, in-laws, grandparents, or grandchildren.

10.2 Acute severe illness in the home.

10.3 For spouses or cohabitants when it is necessary in connection to birth or upon inpatient hospital stays.

10.4 Upon confirmation of one's or one's cohabitant's own children, the company shall be notified as early as possible.

Note I:

Cohabitant means a person that has the same place of residence as the employee for at least two years and is registered in the National Population Register as living in the same place of residence as the employee in the same period of time.

Note II:

The parties at their respective companies shall further agree on how the arrangement should be practiced.

11.0 Insurance

- 11.1** The employer shall carry accident insurance based on a sum equivalent to twenty times the basic amount of National Insurance (20 G) for death and at least 30 G for 100% disability through an insurance policy taken out by the company. Refer to the regulation of the Act regarding petroleum industry § 73 – Insurance.

Insurance applies to travel between place of residence and offshore facilities t/r – and for the period the person in question finds himself on board the facility.

- 11.2** If a company previously has an equivalent insurance policy for its own employees, it is not required to take out an additional insurance policy, as stated in section 11.1.

12.0 Medical examinations

- 12.1** Medical examinations are carried out according to regulations regarding health requirements; see the Regulations on health requirements for people in the petroleum industry provided by the Health Directorate.
- 12.2** Fees for medical examinations are to be covered by the employer.
- 12.3** The company shall cover travel expenses in connection with acquisition and renewal of health certificates.

13.0 Wages

13.1 Calculation of offshore pay

Fixed salary + reduction in working hours + base compensation
(reduction in working hours and base compensation is calculated by fixed salary)

Fixed salary	= pay rates in the National Agreement § 3 A
Reduction in working hours	= 11.61 %
Base compensation	= 47 %

13.2 Offshore pay from 01.05.2019

Skilled workers	NOK 340,67
Unskilled workers	NOK 295,90
Apprentice 8 th half year	NOK 225,77
Apprentice 9 th half year	NOK 307,87

13.2.2 Company internal additions

The following functions can be agreed upon in addition to the offshore agreement section 13.2:

1. Emergency jobs: Fire brigade, smoke diver, lifeboat driver, MOB-boat driver, heli guard, first responders.
2. Supervisors, temporary supervisors/operations managers, head of safety and wiring, field engineers, supervisors, and general foremen.

13.3 Skilled worker premium is paid according to the National Agreement § 3 C, calculated by the rates in § 3 A Skilled workers

2,0 % after	0 years	After passing qualifying examination
3,0 % after	2 years	After passing qualifying examination
4,0 % after	5 years	After passing qualifying examination
5,0 % after	8 years	After passing qualifying examination
6,0 % after	11 years	After passing qualifying examination

13.4 Wait time – The National Agreement § 3 A from 01.05.2019

Skilled workers	NOK 217,63
Uncertified employees	NOK 189,52
Apprentice 8 th half year	NOK 142,34
Apprentice 9 th half year	NOK 194,10

13.5 Overtime pay from 01.05.2019

Skilled workers	NOK 334,96
Uncertified workers	NOK 302,96

When apprentices work overtime, salary rates and overtime rates for uncertified employees, except for apprentices in 9th half year that shall have salaries according to § 3 A + uncertified employees overtime rates. See LOK § 6 section 3 regarding TAF apprentices.

13.6 Night rates

13.6.1 Employees that are set to work night shifts are paid a rate of NOK 34,00 per hour.

13.6.2 Rates are regulated with the same percentages as fixed salaries.

13.7 Wait time at shift start

Wait time is paid in accordance with section 13.4 from the time of arrival at the facility until two hours prior to shift start.

13.8 Holiday pay

13.8.1 Holiday pay is paid for New Year's Day, Maundy Thursday, Good Friday, the day after Easter Day, the 1st and the 17th of May, Ascension Day, the day after Pentecost Day as well as the first and second day of Christmas when it falls on a weekday that is after set working arrangements in the company or would have been a regular work day. Holiday pay shall be paid for the hours the employee works according to his work schedule.

If these days fall during comp time (incorporated leisure), this will be made with regular holiday pay up until 7 ½ hours per day.

13.8.2 For work on New Year's Day, Maundy Thursday, Good Friday, Easter Saturday, the 1st and 2nd day of Easter, the 1st and 17th of May, Ascension Day, White Sunday, the 1st and 2nd day of Pentecost, Christmas Eve, the 1st and 2nd day of Christmas and New Year's Eve is paid by offshore salary + 100% overtime pay.

Note:

When work is done on departure or return home days or at departure/home journey lasting more than 7.5 hours, 12 hours of holiday pay is paid.

14.0 Miscellaneous provisions

14.1 Accommodations

There is free board and lodging at installations according to accommodation conditions approved by the government.

Any exemptions should be provided to normal selections for elected representatives upon request.

14.2 Weight limits – personal equipment

Locational conditions on board are of such a nature that they limit individual equipment/baggage. The limit for personal luggage is the current rule at any given time.

14.3 Responsibilities

Work is managed and performed according to legislation and corresponding regulations concerning electrical equipment for offshore operations.

14.4 Elected Representatives

14.4.1 According to the LO/NHO Basic Agreement part A, the elected representative can enter into agreements with the company.

14.4.2 When more than one company enters into cooperation on employment in this Agreement, cooperation between the elected representatives is established at the same companies.

14.4.3 When it is necessary to have joint meetings between the elected representatives of the cooperating companies', these will be held during working hours. The companies cover the necessary expenses for travel and meals for the affected representatives.

14.4.4 Contact persons are established at the facility for the elected representatives of each individual company. A partnership is maintained between them and a common representative is elected.

Note:

See section 14.4.1 regarding any agreements established with elected representatives.

Contact persons are an integral part of the election of representatives.

Contact persons shall have access to telephone/radio in order to contact the ordinary selection of representatives, including during the day (08:00-16:00).

14.5 Tariff charges

Calculated by regular salary rates in the National Agreement § § 3 A and C.

14.6 Duration

This agreement has the same duration as set out in the National Agreement and is regulated in accordance with this.

