

Fellesforbundet lands trendsetter agreement in twelfth hour

April 2026

After a mediation lasting 13 hours past the deadline, Fellesforbundet and its employer counterpart, the Confederation of Norwegian Industries, reached a new collective agreement on Sunday, April 12. Strike warnings that had been issued could be withdrawn.

The two-year agreement guarantees increased purchasing power and advance payment of sick pay for over 33,000 manufacturing workers. The total cost for employers is estimated at 4.4%. A significant portion of the pay rise will be negotiated at the company level, as Fellesforbundet's model combines centralised bargaining with local negotiations.

Key elements include:

- A general wage increase of NOK 6.50 (€0.58), resulting in a raise of more than NOK 1,000 (€90) per month for all workers.
- An additional NOK 4.00 (€0.36) for the lowest-paid workers, marking the highest amount to date.
- Advance payments of sick, nursing, and parental benefits by employers for up to four months until social security coverage begins.
- Enhanced allowances and negotiation rights for shift work.

This deal ensures strong real wage growth. The parties have agreed to midterm negotiations for wage increases, whatever inflation Norway will have (but that will be taken into account).

Companies with local schemes advancing sick pay for longer than four months will continue their practices. Finally, an education reform negotiated in 2024 will be further developed and implemented.

This major agreement in the manufacturing sector sets the standard for all collective agreements in Norway, as Fellesforbundet is the country's largest private-sector union. It will be subject to a ballot among Fellesforbundet's members in the affected industries, following standard procedures.

Edited by industriAll Europe.