



18.03.2020

Et rettferdig arbeidsliv

Corona info from SAFE's management as of 18.03.20

1. Meeting with the Minister of Petroleum and Energy

Today SAFE had a telephone meeting with the Minister of Petroleum and Energy, Tina Bru. The parties discussed challenges concerning the coronavirus.

SAFE provided the status regarding the situation and the challenges local parties are facing and working on. SAFE made clear that it is the involved parties who are the owners of the "Collective tariff- and main agreements". The parties agreed that they shall prepare together common guidelines and a unified advice to the benefit of all local involved parties. At present we do not have a full overview of how many people are corona infected nor how many are in quarantine in the various companies. The minister encouraged the central parties to find a unified solution together in terms of working hour arrangements, in case of a shortage of personnel.

SAFE made clear that it is not the employers who "own" the agreement and that SAFE will not accept to be sidelined in whatever way.

Furthermore SAFE addressed the urgency to classify personnel working offshore as personnel working in "critical positions to society" and therefore be issued an individual "travel pass" for commuting travel purposes. The next subject was pay during suspended employment and layoffs. The minister was aware that, so far, in general the supplier industry is being affected by the layoffs or suspended employment. Operator employees still have full employment (minus employees at Martin Linge). SAFE asked questions about what specifically has been approved so far. One issue was the employer's duty to pay wages for 2 working days (equivalent to 6 days full salary), but what about the remaining 18 days?

SAFE was promised feedback when the minister would receive answers from the appropriate department. SAFE also discussed with the Minister whether it could be an idea that companies who have to lay off personnel can prepay unemployment benefits to their respective staff, thereafter being refunded by NAV. Such in order to avoid the suspended employees to be in a NAV queue for a long time, to relieve NAV employees and to attempt continuous staff employment and paying wages. The Offshore & Energy Department appreciated the input and will take it further.

2. Meeting with NOG, NR, Ptil (Norwegian Oil & Gas operators, Norwegian Shipowners, Petroleum Directorate - JS)

Nb! Separate note sent out earlier today the 18th of March. Link on [safe.no](https://www.safe.no)

3. Notification deadlines in connection with layoffs;

SAFE as of today refers to the provisions in HA (Main agreement - JS) (NR chapter IX and YS chapters VII). Hence one shall be given notice of suspended employment or layoff adhering to/ a minimum 14 day notice period. A further overall clarification is also expected

during Thursday, March 19th. All local union leaders are asked to follow the preparation and contents of the suspended employment/layoff protocol.

4. Quarantine provisions

Arrangements are being made where people who are healthy can travel offshore without quarantine with a so-called travel pass. This has not yet been decided. Until any changes are in place and implemented, the Norwegian Institute of Public Health provisions will apply and/or whatever restrictions or guidelines other authorities have put in place. For example, when crossing county and municipal boundaries in some places in Norway.

Quarantine rules and regulations from employers differ. The purpose must be to prevent the spread of infection and prevention of it. If you are being placed in quarantine by the employer, currently this is compensated for with regular pay, just as normal work. Questions about quarantine arrangements and compensation are part of the topics, among other subjects, being discussed between the parties in the meeting tomorrow 19.March at 15:00hrs.

5. Health certificate

See separate note attached where it is intended that the validity of expiring health certificates will be extended. In other words, one does not need to apply for renewal. This also applies if you have a health certificate with an exemption.

6. Status landanlegg

At several onshore facilities, the parties have negotiated a restructuring of shift working time schedules to reduce the risk of infection and to make the facilities more resistant avoiding absence of personnel due to the Covid-19 virus.

The main changes here are fewer shifts achieved by longer but fewer working days. This applies to both shift employees as well as daytime maintenance personnel. YS/SAFE has preliminary approved the following changes:

- Shell Ormen Lange: New approved shift arrangement for operators. (2-4 rotation). Approved maintenance schedule (1-1 rotation)
- Esso Slagen: New approved shift arrangement operators (12 hours working time). Equinor Mongstad: Approved maintenance schedule (1-1 rotation)

In addition to this, work schedule arrangements are being looked at concerning Equinor's other facilities and plants, in some case this is a challenge, when the company believes that changes can take place without compliance to previously endorsed special agreements.

7. Gjensidige travel insurance regarding coronavirus

Gjensidige covers the cancellation of all private international trips booked between 14.03 and 14.04. Advanced home journeys will also be covered, see details on [gjensidige.no](https://www.gjensidige.no). Information is continuously being updated. Keep in mind that the travel insurance only covers costs that are not refunded by the travel company. Report your case digitally so they can help you as quickly as possible.

https://www.gjensidige.no/privat/meld-skade/reise/informasjonkoronavirus?utm_id=k0pd&utm_source=none_nyhetsbrev&utm_medium=dialog&utm_campaign=koronavirus2020_nyhetsbrev-safe

8. Rotations - Practice of extended periods of residence in connection with the corona

See separate note sent out earlier today the 18th of March. Link on [safe.no](https://www.safe.no)
Applies only in single cases. (when a rare or emergency situation would arise, not for a whole crew and/or company. Rotation schedules part of the Well-Service agreements and the ISO disciplines are in addition subjects SAFE has given priority to.

9. Media

On several occasions SAFE has expressed its views and opinions in the media. Links will eventually be posted on [safe.no](https://www.safe.no)

Yours sincerely
SAFE Union Leader
Hilde-Marit Rysst