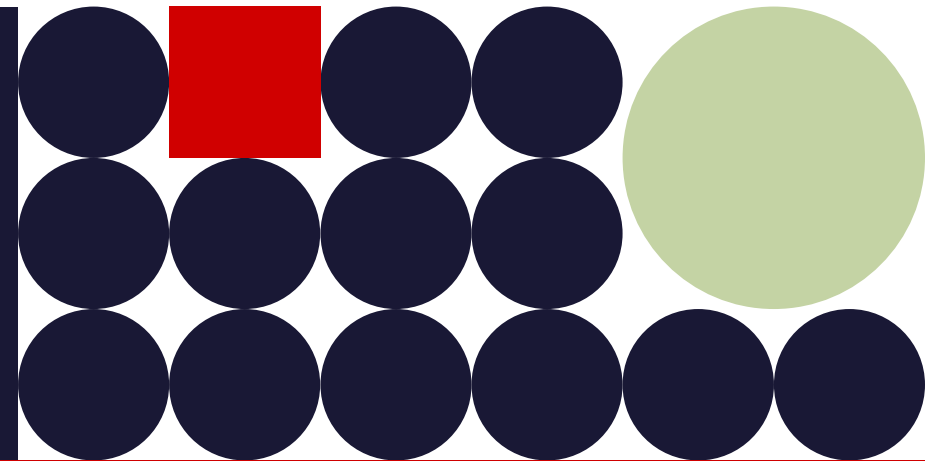


The Tripartite cooperation – or The Norwegian model and alcohol interlocks



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Tripartite cooperation –a brief introduction

- Close cooperation between the state, employers and trade unions. Partly regulated by law, agreements between the labour organizations
- It has been established and developed over a period of almost 90 years.
- Based on strong and representative unions, strong employers organizations and an active state.
- The goal? 1) Finding good solutions for society. 2) How to deal with disagreements and conflicts in working life. 3) Promote programs for improvement of influence and cooperations

When dit it all start, and how

- 1935: The trade unions and the employers organisations agreed on the first Basic agreement and in many ways this was the beginning.
- Agreement between the Confederation of Norwegian Enterprise (NHO) including all its national and local associations and individual enterprises, and the Norwegian Confederation of Trade Unions (LO) including all its unions and associations (divisions).
- “The Basic Agreement is the first part of all collective agreements for workers that have been or may be concluded by the organisations named in the heading and/or their members, and which are not covered by other Basic Agreements.”

The Norwegian Alcohol Interlock Committee, NEK/NK BTTF-116-2, (NAIS)

Established by Norwegian Electrotechnical Committee, NEK, October 17th 2011. Participants of the Committee were:

- Freedom From Traffic-drugs (chair of NAIS)
- The Union for Transport Workers (trucks and lorries, and also representing the Norwegian Union Federation, the LO, approx. 900.000 members)
- The Union for Bus Driver Workers (also representing the Norwegian Independent Union Association, YS, approx 440.000 members)
- The Norwegian Taxi Owners Association
- The Norwegian Transport Association NLF
- The Norwegian Driving School Association (main)
- The Norwegian Association of Independent Driving School
- KGK, provider of Alcohol Interlocks, Dräger
- Fartskriver, provider of Alcohol Interlocks, ACS
- Norwegian Association of Banks and Insurance Companies

Later following enterprises, organizations and associations have joined: Dignita, provider of alcohol interlocks, Alaas, provider of alcohol interlocks, RSA, provider of alcohol interlocks, MA, (Norwegian Motorists Abstaining organization)

The Alcohol Interlock Committee served as meeting arena for unions, employers, politicians, providers and organizations.

Shortly, a consensus for alcohol interlocks were established. This should prove to be very useful in the further work.

When we were invited to meetings nationally or internationally, we could send participants based on whatever the topic was (it would have been a disaster to send me to a meeting where technical issues were discussed :)

Norwegian Political strategy for alcohol interlocks

- 2001: Information campaign, presenting alcohol interlock in public, test projects
- 2007: Seminar in Norwegian Parliament Stortinget, project research started
- 2011: Offender program presented, project announced (scrapped 2013)
- 2011: Founding of Norwegian Alcohol Interlock Committee, NEK/NK BTTF 116-2
- 2012: International alcohol interlock seminar – MP participants, political consensus and support
- 2015: Stortinget requests legislation for alcohol interlocks in vehicles transporting people
- 2018: Alcohol Interlocks implemented in Norwegian Traffic Safety law
- 2019: Alcohol interlocks mandatory in busses and minibuses
- 2021: Involvement in EC-study for possible future legislation against driving under influence of alcohol and drugs

Status 2023: Alcohol interlocks are today mandatory in busses and minibuses

Alcohol interlocks are also in use for parts of entrepreneur heavy machinery, public service vehicles, taxi companies, transport companies, fleet transport services etc.

The goal: Alcohol interlock should be standard equipment in all kinds of vehicles like safetybelts are today

What is the connection between the use of alcolock and tripartite cooperation – step 1

- The introduction of an alcohol interlock is to be considered a control measure in accordance with Norwegian working act law
- the legislative proposal concerning alcohol interlock in buses was sent out for consultations to the employers' organizations, trade unions and other relevant organizations
- Several meetings were arranged where the parties could present their views to the authorities and politicians
- Trade unions and employers organizations were involved in the process and they discussed guidelines internally to ensure the best possible equality in the different companies

Alcohol interlocks implemented by law.

Norwegian Traffic Safety Law, §18: *Requirement for alcohol interlock when transported for consideration:*

- *“The Ministry may decide in regulations that there shall be mounted alcohol interlocks in vehicles used for transport in return for a fee, and give further provisions on the approval, mounting and control of the alcohol interlock. The Ministry may decide in regulations that there shall be mounted alcohol interlocks in vehicles used for transport in return for a fee, and give further provisions on the approval, mounting and control of the alcohol interlock.”*
- As soon as the law had been passed, the shop stewards, with reference to the Working Environment Act and the Basic agreement, could demand discussions.
- Most important - what steps to be taken in case of alcohol interlock going into blocking state after the testing of a driver – WHAT NOW?
- They do this with reference to the Basic Agreement and the Working Environment Act, which both refer to discussions with the employees when introducing such control measures
- Do we always succeed? Oh no, not at all, But hopefully the discussions ends up in good compromises for both parties. And “the door” to the authorities is always open (but there is no guarantee that you will get the answer you want there either

The importance of guidelines in EN50436-3

- The obligation to inform and negotiate with the union when installing an alcohol interlock may vary from country to country depending on national laws and the contract between the employer and the employee
- This was the background for the Norwegian proposals which are incorporated in standard 50436-3, You find the text you today in standard 50436-3 chapter 6.3 and 6.4:
- **6.4: Dialogue with unions or other representatives**
- *“When a company plans to install alcohol interlocks for quality assurance, it will directly influence the working environment of the users. An alcohol interlock could be considered as an intrusion in the personal environment. It is important to initiate an early dialogue between company management and the union representatives or other legally relevant bodies concerning the prospective use of alcohol interlocks as a quality assurance tool.”*

The relevance of the CLC-Standard EN50436

- Any control measures can be perceived as a form of punishment or distrust of the driver.
- The requests of CLC EN 50436 ensures credibility and safe use of the alcohol interlocks
- If a control measure is to fulfill its purpose, the driver must feel that this is factual evidence that the company and the driver together want to show that we put safety first. It is all about trust instead of mistrust
- Using the alcohol interlock should be just as usual as using the seatbelt.
- With that in mind and the experience we have gained with tripartite cooperation in Norway, we would like to contribute to the guidelines for cooperation and discussions being as good as possible

Another tool in the toolbox is AKAN

akan

AKAN ADVISORY CENTER

OWNERS:



REFERENCE BOARD:



AKAN advisory center



At last...

- **We want alcohol interlocks in every vehicle, both commercial vehicles, and all kinds of machines where you find a driver.**
- To reach that target we must unite our forces.
- We must influence transport companies and contractors,
- We must work towards political authorities both nationally and internationally
- We must motivate all professional drivers.

It's all about safety on the roads - for everyone everywhere

Thank you so much for your attention

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