

# Who can work during a strike?

Norwegian hotels are allowed to stay open even if there is a strike.

- **Non-union employees** and others who are not on strike are both entitled to and obligated to perform their duties in accordance with their employment contracts.
- **The business owner and his immediate family** may work to ensure operations. This does not constitute strikebreaking.
- **The general manager and leading employees** may carry out work that is within their areas of responsibility. This applies even if the work is ordinarily carried out by those on strike. A finance director may e.g. pay bills and ensure that wages are paid even if this is ordinarily performed by those on strike.
- **Heads of departments**, for example chefs, restaurant managers and reception managers are not subject to the scope of the National Agreement, and are thus entitled and obligated to perform their duties. This also applies even though the heads of the department are members of Fellesforbundet.

**Picket guards** are not allowed to deny access to the place of work or prevent deliveries to the hotel.