Standard contract for dancers
produced by Norske Dansekunstnere (NoDa)

This agreement is mutually binding and cannot be invalidated by either party.

Between: ____________________________________________________________
(group/organisation)

with: __________________________________________________________________
(employer/economical agent)

and: ___________________________________________________________________
(employee/dancer).

Have today signed the following terms for employment:

The contract must be signed ____ weeks before the start of employment.

1. Appointment
The employee is appointed as a dancer in:

_____________________________________________________________________
(production’s title).

The dancer is appointed from __________________ until __________________

The first working day is _____________________ (date)

The dancer specifies other possible work in the same period as this appointment:

_____________________________________________________________________

2. The type and scope of employment must be clarified at the time the contract is signed.
   a. Working hours: A normal rehearsal period includes a training class and rehearsals up to a maximum of 5 hours per day. Rehearsals that exceed this limit must be specially agreed upon and specified:

   ___________________________________________________________________

   b. Breaks: A normal rehearsal period must include a minimum of 30 min. for breaks. Breaks are to be placed appropriately in accordance with the work and needs of the dancer.
   c. Normal rehearsal time is Monday–Friday. Work on Saturday and Sunday must be specially agreed upon and specified within a reasonable time before the actual date. Normal working hours are 35.5 hours a week including training classes.
   d. A rehearsal plan with a complete oversight over when the dancer must be available shall be given. In the case that a detailed rehearsal plan cannot be determined far in advance, the choreographer must provide the plan at least 1 week before the intended work start.
The following is agreed:

Rehearsal location: ____________________________________________________________

Performance venue: _________________________________________________________

Performances (amount): ______________________________________________________

Video-recording (date/time): _________________________________________________

3. Salary
Salary shall be agreed upon before the contract is signed. Salary shall be based upon the guidelines for monthly salary rates as established by Norske Dansekunstneres general assembly. A degree from a three-year program for higher education gives two years of seniority.

Salary is paid: ________ each month. Payment form: ____________________________

Salary is NOK: ________ per month

Other, specify______________________________________________________________

4. Vacation pay
Vacation pay is given in coherence with current laws for vacation pay, either in the month of June or after the termination of employment. Norske Dansekunstnere recommends that the rate for vacation pay is 12%.

5. Illness/injury
a. The employer is responsible for providing first-aid equipment, which is available in the rehearsal and performance locations.

b. Illness must be reported to the employer as soon as possible. The employer must follow regular sick leave ordinances.

c. The employer is required to register all injuries any employee incurs in accordance with Norwegian Labor Law (Arbeidsmiljølovens §). Injuries must be specifically registered on form 11.01 A form for registering work related injuries to the federal welfare agency. This is to insure the injured employee’s rights for compensation from the federal welfare agency, for example documentation in determining work injury compensation.

d. The employer is required to provide insurance for work injury for all employees. See the Law for Work Injury Insurance (Lov om yrkesskadeforsikring).

6. Termination and/or cancellation
a. Termination on the grounds of cancellation must be given to the employee in written form. The employee has the right to be paid salary for 1/3 of the original duration period, though never more than three months salary. Consideration must be made for the reason of cancellation, the solvability and economic consequences for the employer at the time such compensation takes place.

b. For guidelines defining improper practise for termination see paragraph 15-7 in the Norwegian Labor Law: protection against improper termination (§ 15-7 i Arbeidsmiljøloven; Vern mot usaklig oppsigelse).
c. Concerning pregnancy, childbirth and adoption consult § 15-9 and concerning military service consult § 15.10 of the Norwegian Labor Law (Arbeidsmiljøloven).

7. Cancellation of performances
The dancer shall not have a reduction in salary even though a performance must be cancelled due to lack of audience, injury or illness among the performers.

8. Union representative
The dancers shall choose a union representative among each other.

9. Touring
If a production goes on tour, a new contract shall be drawn up for the touring period.

10. Video
Use of video recording during the rehearsal period must be agreed upon before the start of the production. Further use of rehearsal video footage must be determined upon in a separate agreement, or the rehearsal video footage must be erased before the production premieres.

11. Photography
The dancer has the right to approve photography before it is used. See the Norwegian Law for Copyrights (Lov om Opphavsrett til Åndsverk § 45C).

12. Force Majeure
If the production is disrupted due to war, fire or another form for force majeure, consult the Norwegian Labor Law (Arbeidsmiljølovens § 15-3.10).

Eventual changes in the contract shall be in written form and approved by both parties with mutual respect. References: Norwegian Law for Copyrights (Lov om Opphavsrett) and Norwegian Labor Law.

This agreement is completed in three identical examples in which each party retains one example and the third is sent to Norske Dansekunstnere.

Place: ___________________________ Date: ___________________________

__________________________________________    ____________________________
Employer                                      Dancer