

United we stand – divided we fall

• *consideration* • *solidarity* • *unity*



Photo: Trond Isaksen



Photo: Trond Isaksen



Photo: Linn Cathrin Bye



Photo: Trond Isaksen



FAGFORBUNDET

Norwegian Union of Municipal
and General Employees



Photo: Karit-Sofie Jensen

Fagforbundet (Norwegian Union of Municipal and General Employees) represents the employees of local and county authorities, private companies and public enterprises. We also represent hospital staff, including all ancillary positions.

There are a lot of good reasons for becoming a member of Fagforbundet (Norwegian Union of Municipal and General Employees). There is still negative pressure on pay and working conditions, but if we stand together we have better chances of getting our demands heard.

Fagforbundet's main mission is to guarantee our members good, safe pay and working conditions. You are to get help when you need it. We strive towards a society that shows consideration, solidarity and moral support.

You can be a member of Fagforbundet if you work in the public sector, a state-owned or inter-county enterprise, a hospital or in a private company.

Fagforbundet also welcomes apprentices, students and school pupils.

Because we have very capable union stewards at most workplaces, we have a lot of political clout. Our members reap the great benefits of this both in terms of working environment and pay negotiations. Fagforbundet also has a strong social commitment. We are committed to guaranteeing people living in Norway good public services. We say yes to redevelopment but no to privatisation and deregulation.

Equality for everyone

Fagforbundet wants to strengthen and improve the welfare state.

We work to ensure that the local authorities function well and that their financial situation is sound. Regardless of where you live and the size of your wallet, you should have access to top-quality welfare services. The municipalities are to ensure safety nets and services, enabling all citizens to make their contribution to the community. That means that we have to have enough kindergartens for all our children and a good choice of day care facilities and schools. We have to be able to trust that the elderly and those in need of care get the help they require.

Fagforbundet is the largest union in Norway and the biggest within The Norwegian Confederation of Trade Unions (LO) with 315,000 members. This means that we have the clout, the courage, the insight and the resources to put our matters of concern on the agenda. We are able to back up our demands with strength and achieve results. This is evident



Photo:Jan Lillehamre

from our efforts to make local authorities, hospitals and other enterprises offer their employees full-time instead of part-time hours, just to mention one example. More and more local authorities are now passing regulations to offer all their employees full time positions.

Fagforbundet has:

- Very capable union stewards at almost every workplace
- Political clout and influence
- Good profession-related services
- A strong commitment to social policy
- International involvement

Pay and working conditions

Fagforbundet's most important job is to ensure its members' pay and working conditions. The aim is for everyone to have wages to live on and working hours to live with. This applies whether you are a woman or a man, born in Norway or an immigrant, and regardless of where in the country you live. We lobby for fair pay and fair tax policies.

Solidarity in terms of wage policies means that those who are paid the least need a pay increase.

At most workplaces, Fagforbundet has union stewards ready and willing to help you.

Your salary should also reflect the type and content of your work, the education required, and the level of responsibility you have.

Parity

We are still a long way from women and men getting equal pay for work of the same value. Fagforbundet fights for pay equity and equal status in and between female- and male-dominated professions.

Fagforbundet believes that each individual employee's rights are best protected and reinforced by collective, centralised wage agreements. Fagforbundet's members must be defended so that they receive their rightful share of the assets produced by way of a durable agreement framework and an active negotiation policy.

Deregulation

The desire to deregulate and privatise public services is growing. Competition to deliver the lowest tender first and foremost means an attack on employees' wages and pension schemes, and undermine their working conditions. Every time our members in e.g. the transport industry or in a privatised



Several thousand Fagforbundet members take part in work-related training courses each year.

hospital change employers following a round of tendering, their pay and working conditions are slightly worsened. Fagforbundet does not accept this, and actively lobbies against the tendering of public workplaces.

Exclusion

In Norway today, several hundred thousand people are not part of the workforce for various reasons.

Fagforbundet believes that the continuous attacks on sick pay, retirement pension schemes and other accrued rights mean that our working lives are becoming more brutal. Each year, several thousand employees are excluded from the workforce. We would like to reverse this trend, and we work hard to promote a more welcoming working life. We want a working life situation where people can stay right through until they have reached retirement age.

Work-related services

Fagforbundet is organised according to profession. In order to provide services and attention to the more than one hundred professions included, the individual professions are grouped in divisions. Most of the members are naturally mainly concerned about that which affects their own profession and the professions they have something in common with.

Several thousand Fagforbundet members take part in work related courses organised by their division each year. The divisions cover labour policy issues, professional training, labour ethics, and health, safety and environment.

As a member of Fagforbundet, you can take an active part in the work of the division you belong of. You can for instance raise working environment issues within your line of work or at your workplace. Here you can, with many others in your situation, help give your particular profession increased attention in public opinion. The division also provides comments and advice in wage negotiations.

When you register to become a member of Fagforbundet, the information you provide the union with, must be accurate. It is important to us that you are placed in the right division. The division will put you in touch with union representatives for that particular division who will look after your occupation related interests.

Fagforbundet has four divisions:

- Division for Health and Social Services (SHS)
- Division for Church, Culture, Children and Youth (SKKO)
- Division for Public Transport and Technical Staff (SST)
- Division for Office and Administration (SKA).

These four divisions compile a large amount of brochures and have their own pages in the union magazine, Fagbladet. In addition they have their own websites, such as: www.fagforbundet.no/sst. Some professions also have their own websites.

Despite the fact that the divisions differ greatly in size, it does not affect the services provided by them. In Fagforbundet, everyone is given the same standard of good service and is taken equally good care of.

Membership benefits

The greatest advantage of being a member of Fagforbundet is having a very capable union steward looking after you and your interests at work. Fagforbundet has approximately 18,000 union stewards around the country. Your union steward is the one to contact if you have problems at work, if you have questions about your wages or about your rights at work. You are also cordially invited to get in touch if you would like to get involved with the work that Fagforbundet does.

Perhaps you would like to attend a course, or you want to be part of the quality management work within your trade organisation, or maybe you are interested in international solidarity projects. We have plenty of services available.

The magazines Fagbladet and Oss tillitsvalgte, and brochures

All our members receive Fagforbundet's member magazine Fagbladet eleven times per year. It is printed in four different versions, one for each division. The union almanac is enclosed with the November edition.

Oss tillitsvalgte (us union stewards) is a magazine first and foremost intended for the 18,000 union stewards. It aims to



keep the union stewards up-to-date at all times and enable them to look after the members in the best possible way.

Fagforbundet also produces a large number of occupation-related brochures useful to our members.

Training

As a member, you are entitled to join the various courses Fagforbundet organises. They range from union steward training to courses focused at a particular profession, and further training. You will be given information about them by our union branch trade organisation when you become a member.

Education bursaries

Fagforbundet has an extremely good bursary scheme for members wishing to take further professional training or attend a short term course. Read more about this at www.fagforbundet.no

LOfavør

Being a member of Fagforbundet, you are also a part of LOfavør. It gives you banking and insurance advantages and a range of other benefits. Together with the unions, the SpareBank1 alliance is responsible for LOfavør. They have 360 offices around the country, ready to assist you in regard to the LOfavør products. If you would like to know more about these benefits, visit www.lofavor.no, or ring the service hotline: 815 32 600.

Legal aid

The vast majority of disagreements between employer and employee are solved by local union stewards. If this is not possible, we have seven support centres around the country assisting the union stewards.

In addition, Fagforbundet has its own lawyers that are specialised in employment legislation and contracts. LO's legal office is also available to members and union stewards if and when necessary.

Insurance

Because of Fagforbundet's size, we have been able to bring forth good insurance schemes for our members.

LOfavør's collective home and household insurance is the best available in terms of both premiums and coverage. The insurance is part of your membership of Fagforbundet.

Also included is Fagforbundet's financial assistance scheme. In the event of the death of a member, the scheme will pay an amount equal to 1/5 of the state annual base rate (G).



Fagforbundet believes that having a lot of people supporting you makes you feel less naked when things get tough in your working life.

The mandatory insurance schemes are deducted from your salary once a month along with the membership fee.

The collective insurance available to you as a member is a life and accident insurance scheme. It is comprised of life insurance, invalidity insurance and accident insurance. This insurance scheme is not mandatory.

You will be signed up for the scheme when you register as a member of the union. If you do not wish to make use of the service you have to let us know. In the new members' service pack from Fagforbundet, you will find information about the service and what you have to do if you do not wish to sign up for it.

Membership fee

Members of Fagforbundet in active employment pay 1.45 percent of their gross salary as a membership fee. The sum is deducted monthly from your pay. Your local union branch may also decide to claim a local membership fee. Parts of the membership fee are tax deductible. You will find information in the guidelines for your tax declaration.

Incapacity and old age pensioners

Fagforbundet also offers services for members on incapacity benefit, and senior pensioners. Both groups are represented in the main bodies of the union.

Fagforbundet Youth

Fagforbundet has a separate organisation and separate union stewards for members aged 30 and below. They are represented within the union's executive bodies. Read more about Fagforbundet Youth at ungdom.fagforbundet.no.

Pupils, students and apprentices

Students and pupils are welcome as members. Membership is free for school pupils under the age of 20. Students pay NOK 250 per half year.

As a member you will receive information, advice, counselling and legal assistance if you work alongside your studies.

You will be offered to attend a job seeking course, and other courses organised by Fagforbundet or LO.

The advantage of becoming a trade union member while studying is that you gain insight into professional life even before you get your first real job.

In order to become a student member, your studies must be your main occupation and your earnings may not exceed the maximum amount set by Lånekassen (the Norwegian State Educational Loan Fund). If you earn more, you are welcome to become a regular member of Fagforbundet.



Many of Fagforbundet's members take action towards creating a fairer world.

Apprentices may also join Fagforbundet. If you are an apprentice and would like the collective home and household insurance, membership will cost you NOK 250 per half year. In all other respects, apprentices have the same rights as all other members of Fagforbundet.

Solidarity

More than one billion people around the world live in extreme poverty. They have no access to clean water, to transport, to education or health services. Almost one billion people are illiterate, nearly one billion do not have access to clean water and 850 million people are starving.

For Fagforbundet, solidarity and the eradication of poverty are fundamental aims.

We believe that trade unions can make an important contribution towards creating a fairer Norway and a fairer world. Fagforbundet wishes to make all of Norway aware of the UN Millennium Goals, which is why we mark the UN anti-poverty day of action every year.

Many of the local branches of Fagforbundet have their own solidarity projects around the world, e.g. in Russia, Colombia and Palestine. They cooperate with local unions in these countries to train union stewards, develop democratic organisational structure, promote gender quality and diversity management, and much more. Some local branches are also directly involved in humanitarian work.

Fagforbundet are building an SOS children's village in Angola. Our aim is to finance the construction and running of the children's village for five years. The children's village will give children a safe childhood and safe schooling.

Fagforbundet also works actively with other organisations aiming for a fairer distribution of wealth. Norwegian People's Aid, the anti-poverty organisation "Fattignorge" and SOS Children's Villages are important cooperation partners.



Join by SMS:
Text
Fagforbundet medlem
to **1980**

Contact details

Fagforbundet has its head office in Oslo and has seven service centres around the country. There are nineteen county branches and approximately 550 local branches. The local branches are the basic building block of Fagforbundet. They take care of their members' interests facing employers and the authorities.

For more information, please contact

Member service phone: 23 06 40 00

E-mail: servicetorget@fagforbundet.no



FAGFORBUNDET

Norwegian Union of Municipal and General Employees

SEKSJON

- Helse og sosial (SHS)
- Kontor og administrasjon (SKA)
- Samferdsel og teknisk (SST)
- Kirke, kultur og oppvekst (SKKO)

FORSIKRING

Ved innmelding som yrkesaktiv blir du automatisk med i forbundets LOfavør-forsikringer:

- Kollektiv hjem kr 62 per md.
- Stønadskasse kr 15 per md.

OU-fondavgift (opplærings- og utviklingsfond) vil komme i tillegg med kr 21 per mnd.

Du blir også med i Fagforbundets gruppeforsikring – en kombinert livs-, uføre-, og ulykkesforsikring, dersom du ikke reserverer deg mot denne.

OBS: Gjelder ikke elever, lærlinger og studenter.

Etter innmelding vil du få et brev fra oss med nærmere orientering om gruppeforsikringen, og om hvordan du kan reservere deg.

Skriv tydelig, fyll inn nøyaktige opplysninger og lever kupongen til din lokale tillitsvalgte eller send i posten.



FAGFORBUNDET

www.fagforbundet.no

FYLLES UT AV ALLE NYE MEDLEMMER

Etternavn	Medl. nr.	FYLLES UT AV FAGFORBUNDET
Fornavn		
Adresse		
Postnr.	Poststed	Tlf. privat/mobil
Fødsels- og personnr. (11 siffer)		
E-post		

Personopplysninger som Fagforbundet får tilgang til, vil bli behandlet konfidensielt og i samsvar med Personopplysningsloven. Fagforbundet vil unntaksvis kunne gi ut medlemsopplysninger, f.eks. til medlemsundersøkelser o.l. der hvor forbundet finner at utleveringen bidrar positivt i arbeidet med å ivareta og styrke medlemmenes interesser. Fagforbundet vil alltid forsikre seg om at personopplysningene kun benyttes til det avtalte formål, og at mottakeren behandler opplysningene i samsvar med bestemmelsene i loven.

Jeg er innforstått med og samtykker i at Fagforbundet unntaksvis kan utlevere mine personopplysninger.

FYLLES UT AV ALLE YRKESAKTIVE

Arbeidsgiver		
Arbeidssted		Tlf.nr.
Yrke	Stilling/prosent	Årsinntekt
Fylke		

FYLLES UT AV ELEVER, STUDENTER OG LÆRLINGER

- Elever under 20 år (gratis) VG1./VG2./VG3 (sett ring rundt det som passer)
- Lærling, gratis
- Lærling, inkludert LOfavør forsikringer kr 250,- per halvår
- Student, kr 250,- per halvår, inkludert LOfavør forsikringer

Studiested/lærlingplass Høgskole Universitet

Fag/linje Planlagt eksamen/fagprøve (mnd/år)

Dato Underskrift

Fagforbundet (Norwegian Union of Municipal and General Employees) wants to strengthen and improve the welfare state. Social welfare services in Norway are provided according to the principle of equality. Regardless of where you live or the size of your wallet, you are entitled to top-quality services. Fagforbundet's aim is for all Norwegian residents to have access to individually tailored, high-quality welfare services provided by the public sector.



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