



Norwegian Food and Allied Workers Union (NNN)

# Welcome to NNN

As a member, your interests will be protected to the greatest degree possible, particularly in relation to **pay and working conditions**. In this brochure we will explain how.



- everyday fellowship

 **VISIBLE**  
**SAFE**  
**STRONG**

## Norwegian Food and Allied Workers Union (NNN)

The Norwegian Food and Allied Workers Union is a trade union in the Norwegian Confederation of Trade Unions (LO) that covers around 30,000 employees throughout Norway. The union was founded in 1923. We have more than 90 years of experience in setting up collective agreements. We are specialists in pay and working conditions, and are proud of what we have achieved.

The Norwegian Food and Allied Workers Union is non-partisan and independent. However, that doesn't mean that we don't have opinions. We are involved in all areas that have a bearing on our members' working day. We lobby the political parties to contribute to reasonable framework conditions in our industry, and we participate in consultations in the Norwegian parliament. We are involved in international efforts, and provide financial support to Norwegian People's Aid's important work in Norway and abroad.

We are an organisation that wants to take part in the societal debate.  
We know that our members prefer straight talking!

The Norwegian Food and Allied Workers Union has local branches and county co-ordinators throughout Norway, where members can receive assistance or take part in activities.

Our members are organised into workplace groups, where they have a designated employee representative to help them. Our headquarters are in Oslo.

You can follow us  
on our website:  
**nnn.no**



» Through its large community,  
NNN will make itself **VISIBLE** as an  
organisation and for each individual  
member.

## As a member your working day will be improved

The majority of us are happy at work, but the workplace has become a tougher environment. Many employees have problems in obtaining the salary they deserve, or they don't have access to local pay negotiations.

Some are the victims of unfair dismissal. Others are subjected to "social dumping". A large number feel that their job is insecure as the result of internal restructuring.

These are examples of situations where you need union membership and a collective agreement to fall back on. This is when you need a trade union behind you so that your needs are not disregarded...

As a member of a union you are in a stronger position. Together with the other union members, you play a role in securing good collective agreements and proper working conditions.

The Norwegian Food and Allied Workers Union has special expertise in the needs and wishes of the employees in the food industry.

## Overview of membership benefits:

The following is a list of some of the many benefits of having union membership and a collective agreement:

SUBJECT	NON-MEMBERS	MEMBERS
<b>WAGE AGREEMENT</b>	No power of proposal or right to vote	<b>Power of proposal and right to vote</b>
<b>PAY</b>	No regulations	<b>Regulated wages. Minimum NOK 173,10 per hour. (as of 1 May 2016). Right to annual local negotiations</b>
<b>WORKING HOURS</b>	40 hours a week	<b>37.5 hours a week</b>
<b>OVERTIME</b>	40% supplement	<b>Minimum 50% supplement</b>
<b>SUPPLEMENT FOR NIGHT AND WEEKEND WORK</b>	No regulations	<b>Regulated supplement</b>
<b>SUPPLEMENT FOR SHIFT WORK</b>	No regulations	<b>Regulated supplement</b>
<b>EARLY RETIREMENT SCHEME (AFP)</b>	Cannot retire through AFP	<b>Contractual right to AFP from age 62</b>
<b>INFLUENCE</b>	Provisions of the Limited Liability Companies Act	<b>The Basic Agreement gives a number of additional rights. United we are strong!</b>
<b>DISMISSAL</b>	Liable for own legal fees	<b>Free legal aid and assistance from the union and confederation</b>
<b>PAID HOLIDAY</b>	4 weeks and 1 day = 10.2% holiday pay	<b>5 weeks = 12% holiday pay</b>
<b>OCCUPATIONAL INJURIES</b>	Liable for own legal fees	<b>Free legal aid and assistance from the union and confederation</b>
<b>EDUCATION</b>	No support	<b>Support from LO's education fund, free courses and conferences in the union and confederation</b>
<b>STRIKE/LOCKOUT</b>	No support, no unemployment benefit	<b>NOK 640 per day NOK 590 per day (&lt; 1 year's membership) Rates are index linked.</b>

## Membership provides you with good insurance

As a member, you are also covered by the following collective insurance schemes:

**LOfavør Kollektiv Hjem** - comprehensive home contents insurance  
Covers fire, explosion and water damage, burglary and bicycle theft, plus more

**LOfavør Grunnforsikring** - covers you, your spouse/partner and unmarried children living at home under the age of 21 in the event of death regardless of cause, worldwide

**LOfavør Fritidsulykkesforsikring** - covers death or long-term medical incapacity as the result of an accident in leisure time, including doctor and dentist charges, as well as treatment and stays in private emergency units and clinics under pre-agreement with insurance company

Because our insurance schemes are collective schemes and apply to all members, the prices are low. As a member, you do not pay anything over and above the membership subscription.

**LOfavør** is a benefits programme for all members of an LO union.  
See **LOfavor.no** for more information.



Collective schemes

Agreed extras

## Membership subscription

Being a member of a trade union costs money. However, the cost of not being a member is much higher. The membership subscription is calculated as a percentage of gross salary, with 1.4 per cent going to the central organisation and 0.2 per cent to the branch. In reality, the cost is somewhat less since tax relief is given on part of the membership. Membership also includes a range of insurance and membership benefits.

Although you pay for membership, you get back much more. For those who work in a business that only pays 10.2 per cent holiday pay, and does not pay for public holidays, a collective agreement means that you earn NOK 10-20,000 more a year. In addition, members have the right to negotiate their own pay and working conditions, and to obtain help to do this from the union and LO. A collective agreement also gives you the right to early retirement (AFP), which is in addition to the mandatory occupational pension (OTP) and National Insurance.

### What is the subscription spent on?

- Strike support
- Education grants for members taking higher or further education
- Courses for members and employee representatives
- Pay for those working in the unions and LO. They assist with disputes, prepare cases and negotiate in wage negotiations. They also work out in the field to prevent social dumping.

## How much is the NNN membership subscription?

One of the most common arguments for not joining the organisation is that it is too expensive. The calculation below, however, shows that NNN membership is very cheap.

Income	NOK 325.000
Union subscription (1.4%)	NOK 4.550
Branch subscription (0.2%)	NOK 650
<b>Gross annual subscription</b>	<b>NOK 5.200</b>
Tax exemption NOK 3 850 (28%) (2013)	NOK 1.078
Leisure insurance	NOK 249*
Basic insurance	NOK 312*
Group contents insurance	NOK 2.893**
<b>Total benefit</b>	<b>NOK 4.532</b>
<b>Net annual subscription</b>	<b>NOK 668</b>
<b>Net annual subscription per hour</b>	<b>NOK 0,35</b>



Favourable benefits

\* For individually purchased insurance  
\*\* House contents insurance, with sum insured NOK 1.200.000

LOfavør Group contents insurance is the only contents insurance in Norway without an upper sum insured.

## NNN has county coordinators throughout Norway

Check which groups and branches are in your county at [nnn.no](http://nnn.no)



See list of all county coordinators on our website

» Join NNN - you can help secure good collective agreements and proper working conditions.

### Did you know that:

- NNN can demand a collective agreement if there are enough members
- Hired personnel can join NNN
- NNN has the best contents insurance in Norway through LOfavør
- NNN is the LO organisation for those working in the food and drinks industry - our LO family has more than 900,000 members



Contact us with any questions you may have on NNN or membership.

## Sign up one or more new members and receive a gift!

**Anyone who recruits** a new NNN member will get to choose between a Thermos flask, water flask or headphones.

**Anyone who recruits** at least three new NNN members will receive a state-of-the-art DAB radio worth NOK 1,000.

**Anyone who recruits** at least ten new NNN members will receive a wheeled suitcase worth NOK 3,000.



**All new NNN members** will be sent a mobile charger as a welcome gift.



**You will find more information about NNN membership, membership benefits and a membership form on our website [nnn.no](http://nnn.no)**

*To recruit someone else, you must be a member of NNN yourself. Prizes/gifts will not be awarded until the subscription has been paid.*

## Membership form

Name:  Mobile no.:

Address:  Postcode/town:

Personal ID no.:  (11 digits) E-mail:

Employer's name:  Work tel.:

Employer's address:

Employment agency:

Address of employment agency:

Place/date:

(If you want to sign up more than one member, take a copy of the membership form.)

Supporter's name:  Membership no.:  (9 digits)

Signature:

Supporter's gift (see page 10):

**The membership form should be sent to the employee representative in the company. Where there is no employee representative, please send the form directly to the union.**

Address: NNN, PO Box 8719 Youngstorget, NO-0028 Oslo, NORWAY

New members can also register on our website: [nnn.no](http://nnn.no)

I would like a welcome letter in the following language (place a cross):

- English
- Polish
- Lithuanian
- Russian
- Slovakian
- Latvian
- German
- Romanian
- Vietnamese
- Thai
- Urdu
- Spanish

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VISIBLE  
SAFE  
STRONG

**Our contact details:**

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(Norsk Nærings- og Nytelsesmiddelarbeiderforbund)  
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NO-0028 Oslo  
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**nnn.no**



– everyday fellowship