

Norwegian Food and Allied Workers Union (NNN)

Three good
reasons to join!

Join NNN

This brochure provides information about what NNN is, the significance and benefits of being a member, and how together we can help to make working life better and more secure.





Norwegian Food and Allied Workers Union (NNN)

The Norwegian Food and Allied Workers Union (NNN) is the trade union for all those who work in the food industry. We have almost 30,000 members, and together with the other unions that make up the Norwegian Confederation of Trade Unions (LO) our combined membership is over 900,000. The union was founded in 1923, so we have more than 90 years' experience of 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.

Follow us on
our website:

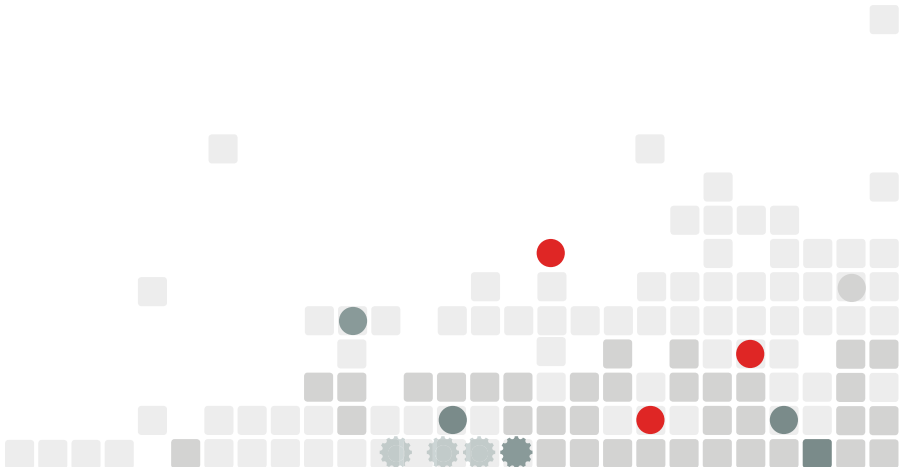
nnn.no



Why should you join?

Three good reasons:

1. We look after you at work and at home
2. We ensure that you are paid a good, fair wage
3. You can take part in decision-making





We look after you at work and at home

NNN CAN HELP YOU RESOLVE PROBLEMS IN VARIOUS AREAS OF WORKING LIFE

- Pay and collective agreements
- Working environment
- Termination of employment/dismissal
- Working hours
- Conditions of employment
- Redeployment/relocation
- Further and higher education
- Holidays
- Pensions/AFP
early retirement scheme



« *Working in Norway is generally considered safe, with a good working environment. Even so, many have found that their working day has become more challenging and that you need an organisation behind you.*

« *Membership of NNN is the best form of insurance for all those working in the industry.*



AS A MEMBER OF NNN, YOU BENEFIT FROM EXCELLENT PRIVATE INSURANCE

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.

LOfavør Advokatforsikring – legal insurance that covers a range of situations in your private life, such as cohabitation contracts, purchase contracts, separation/divorce, child custody and disputes with neighbours. For more details, please visit help.no.

As a member, you do not have to pay anything for this cover apart from your membership fee.

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



Download the LOfavør members' app from app.lofavor.no



Download the LOfavør "Remember what you have" app from huskhvaduhaar.no/welcome





We ensure that you are paid a good, fair wage

NNN'S MAIN TASK IS TO ENSURE GOOD PAY AND WORKING CONDITIONS

As a member, you have both rights and financial advantages.

As a member, you can demand the right pay* with annual local negotiations**.

As a member, your rights are protected.

You can see the basic agreement and the settlements (in Norwegian) under **Lønn og tariff** on nnn.no



"The trade union certainly hasn't become less important. Almost 100 per cent of our workforce at Ringnes are union members.

As the employee representative, my role is to help people to be part of a collective. I also have the task of discussing problems with the management and working together to find good solutions.

We also pay wages during strikes. That kind of thing helps."

Jostein Aukland,
employee representative at Ringnes

* Dependent on collective agreement and local special agreements.

** Requires that the company has a collective agreement.

« *For our members, local wage negotiations and the working environment are what is most important.*



THE WORKPLACE GROUP IS THE LOCAL HUB

NNN has three levels:

- **The workplace group** in each workplace assists you in meeting with your employer
- **The branches** assist the workplace groups in your county
- **The union** assists everyone from its head office in Oslo

The workplace group should elect a board of employee representatives.

The employee representatives in the workplace should ensure that legislation and agreements are complied with, and should maintain a constructive partnership with the company.



3

You can take part in decision-making

WHAT DOES THE FUTURE HOLD FOR YOUR WORKPLACE?

Many workplaces have disappeared in recent decades. For others, the working day has changed drastically. Large entities have taken over smaller ones, while new technology has reduced the need for labour.

Some manufacturing has moved abroad, to countries where labour is cheaper. In addition, some factories and breweries have become part of larger concerns. The union is committed to preserving your company's competitiveness, both today and in the future.

The food industry is one of the biggest customers for Norwegian agriculture, and one of the most important suppliers to the grocery trade – two roles that carry a lot of weight. Changes to grant schemes and taxation policy can therefore have a direct effect on many of our members.

NNN works politically to look after the entire food industry's interests.



"You have to actually be committed – be part of making the working day better for the members. We see that it works, and that people get the help they need."

Tonje Kåsene
leader of NNN's Sør-Trøndelag branch

NNN ONLINE



Most NNN members have Internet access, either at work or at home. According to our most recent member survey, over 70 per cent are active on social media, whether daily or weekly.

In a digital world where many have more than enough to deal with in the working day, social media can be the perfect way of making contact and having discussions. NNN continually publishes relevant material, both on our website and on Facebook. You will also receive our members' newsletter, with topical reports from all over Norway. We think that it is vital for members to get involved in every way possible, and encourage debate about important matters.



Follow NNN on Facebook!
facebook.com/NNNforbund



When can members' meetings be held during working hours?*

Section 5–6 of the Basic Agreement LO-NHO reads:

- Meetings of members to elect shop stewards or to vote on proposed wage agreements may be held during working hours without wage deductions provided they do not entail any major operational inconvenience.
- If the committee of shop stewards, by agreement with the management, considers that a matter needs immediate decision or that the matters to be considered are of particular importance, members' meetings may be held during working hours without wage deductions.
- If operations at the enterprise extend beyond eight hours, members' meetings may, by agreement with the management, be held during working hours without wage deductions.

* Providing that your company has a collective agreement.

Your membership benefits

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

	UNION MEMBER WITH COLLECTIVE AGREEMENT
WAGE AGREEMENT	Power of proposal and right to vote
PAY	Regulated wages. See nnn.no for the correct pay*
WORKING HOURS	37.5 hours a week
OVERTIME	Minimum 50% supplement
SUPPLEMENT FOR NIGHT AND WEEKEND WORK	Regulated supplement
SUPPLEMENT FOR SHIFT WORK	Regulated supplement
EARLY RETIREMENT SCHEME (AFP)	Contractual right to AFP from age 62
INFLUENCE	The Basic Agreement gives a number of additional rights
DISMISSAL	Free legal aid and assistance, after assessment, from the workplace group and union
LEGAL INSURANCE	Own lawyer
PAID HOLIDAY	5 weeks – 12% holiday pay
OCCUPATIONAL INJURIES	Free legal aid and assistance, after assessment, from the workplace group and union
EDUCATION	Support from LO's education fund, free courses and conferences in the branch and union
STRIKE/LOCKOUT	NOK 1,000 per day. Rates are index-linked

WHAT IS A COLLECTIVE AGREEMENT?

A collective agreement is an agreement between a union and an employer regarding employment and pay terms or other working conditions.

It is well worth being a member and working for a company with a collective agreement.

NON-MEMBER WITHOUT COLLECTIVE AGREEMENT	MEMBER WITHOUT COLLECTIVE AGREEMENT
No power of proposal or right to vote	Power of proposal and right to vote
No regulations	No regulations
40 hours a week	40 hours a week
40% supplement	40% supplement
No regulations	No regulations
No regulations	No regulations
Cannot retire through AFP	Cannot retire through AFP
Provisions of the Limited Liability Companies Act	Provisions of the Limited Liability Companies Act
Liable for own legal fees	Free legal aid and assistance, after assessment, from the workplace group and union
No lawyer	Own lawyer
4 weeks and 1 day – 10.2% holiday pay	4 weeks and 1 day – 10.2% holiday pay
No support	Free legal aid and assistance, after assessment, from the workplace group and union
No support	No support from LO's education fund – can participate free of charge in courses and conferences in the branch and union
No support	NOK 1,000 per day. Rates are index-linked

FREE LEGAL ASSISTANCE



As a working member of NNN, you are covered free of charge by **LOfavors**' legal insurance.

The insurance policy covers:

- Cohabitation contracts
- Separation/divorce
- Child custody
- Disputes with neighbours
- Purchase contracts, etc.

Non-members pay NOK 3,960 per year for this insurance.

If you have any questions about this insurance or you want to make a claim, call **HELP on 22 99 99 99**

You can find out more about the scheme on **help.no** or **nnn.no**. Alternatively, contact the employee representative at your workplace.

Be smart - join NNN today!



LOfavors

HELP

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

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 subscription

The calculation below shows that NNN membership is very good value.

What is the subscription spent on?

- Strike support
- Education grants for members taking higher or further education
- Courses for members and employee representatives
- To pay those who work in the branches and union. They assist you in disputes, prepare claims and negotiate in pay settlements, and work to combat social dumping and work-related crime.

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 good value.

Income	NOK 400,000
Union subscription (1.4%)	NOK 5,600
Branch subscription (0.2%)	NOK 800
Gross annual subscription	NOK 6,400
Tax exemption NOK 3,850 (27%) (2017)	NOK 1,078
Leisure insurance	NOK 249*
Basic insurance	NOK 312*
Kollektiv Hjem	NOK 2,893**
Group contents insurance	NOK 3,960***
Total benefit	NOK 8,492

* For individually purchased insurance

** House contents insurance, with sum insured NOK 1,200,000

*** Non-members must pay NOK 3,960 for legal insurance

Lofavør Group contents insurance is the only contents insurance in Norway without an upper limit to the sum insured.



Membership form

Name:

Address:

Postcode/town:

E-mail:

Mobile no.:

Personal ID no.:

(11 digits)

Employer's name:

Employer's address:

Work tel.:

Employment agency:

Address of employment agency:

Place/date:

Supporter's name:

Membership no.:

(9 digits)

Signature:

Supporter's gift (see page 13):

Are you a member of another union?

Union name:

I would like a welcome letter
in the following language
(please tick):

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

**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



Where you can find us:

Norsk Nærings- og Nytelsesmiddelarbeiderforbund /
Norwegian Food and Allied Workers Union
Lilletorget 1, NO-0028 Oslo, Norway
PO Box 8719 Youngstorget
Telephone: 23 10 29 60
E-mail: firmapost@nnn.no

nnn.no