

The Norwegian Union of Food, Beverage and Allied Workers

Good reasons  
to become  
a member!

# Join NNN





## The Norwegian Union of Food, Beverage and Allied Workers

This booklet provides information about NNN, what it is, and what it means to be a member. It describes member benefits and how we can all contribute to a better, safer working life.

NNN is the union for people who work in the food industry. We have more than 28 000 members. Together with the other unions in the Norwegian Confederation of Trade Unions, we number more than 970 000 members. The union was founded in 1923. In other words, we have almost 100 years of experience of concluding collective bargaining agreements! We are specialists in pay and working conditions and proud of what we have achieved.

NNN is party politically unaffiliated and independent. But that doesn't mean we lack opinions. We engage in everything that affects the day-to-day lives of our members, and we demand that political parties contribute to good general conditions for our industry.

We are a union that seeks to participate in the public debate. We know our members prefer plain language!

In workplaces, our members are organised into branches with their own elected representatives who assist the members. The head office is located in Oslo.

Follow us online: [nnn.no](http://nnn.no)

Facebook  [facebook.com/NNNforbund](https://facebook.com/NNNforbund)

Instagram  [@nnn.forbund](https://www.instagram.com/nnn.forbund)



## We'll take good care of you at work and at home

### NNN CAN HELP YOU IN A NUMBER OF AREAS IN WORKING LIFE

- Pay and pay scales
- Occupational Health & Safety
- Termination/dismissal
- Working hours
- Conditions of employment
- Reorganisation
- Further training/education
- Holidays
- Pension/AFP (early retirement)



« *Working life in Norway is generally regarded as safe and good. But at the same time, many people find that everyday work has become tougher, and that they need an organisation behind them.*



## Free legal aid

AS A WORKING MEMBER OF NNN, YOU ENJOY FREE  
Legal insurance from LOfavør

The insurance includes:

- Cohabitee agreements
- Divorce
- Child custody
- Neighbour disputes
- Purchase agreements, etc.

Non-members pay NOK 4 680 per year for this insurance.

If you have any questions about the insurance or would like to purchase insurance, call **HELP** on 22 99 99 99

Learn more about the arrangements at [help.no](https://help.no) or [nnn.no](https://nnn.no)

You can also contact your union representative at your workplace.

Be smart, join NNN today!



« *NNN membership is the best insurance for anyone who works in the industry.*



## NNN MEMBERS ENJOY GOOD INSURANCE

**LOfavør Home Contents insurance** – Norway's best.

Covers such things as fire, explosion, and water damage, burglary, and bicycle theft.

**LOfavør Basic Insurance** – covers you, your spouse or cohabitee, and unmarried children in the home under the age of 21, in the event of death for any reason, anywhere in the world.

**LOfavør Leisure Time Accident Insurance** – covers death and permanent medical disability resulting from an accident in your spare time. Covers e.g. expenses for doctors and dentists, as well as treatment and stays in private casualty wards and clinics by prior agreement with an insurance company.

**LOfavør Legal Insurance** – covers a number of matters in private life such as cohabitation agreements, purchase agreements, divorce, child custody, and neighbour disputes. Read more at [help.no](https://help.no).

As a member, you pay nothing other than your membership dues.

LOfavør is a benefits programme for members of any union affiliated with the confederation.

See [Lofavor.no](https://lofavor.no) for more detailed information.



Download  
LOFavør's member  
app from  
[app.lofavor.no](https://app.lofavor.no)



Download LOFavør's  
'Remember-what-you've-got'  
app at  
[huskhvaduhaar.no/welcome](https://huskhvaduhaar.no/welcome)



## Your member benefits

Listed below are the main benefits of union membership and the collective bargaining agreement at your workplace.

### WHAT IS A COLLECTIVE BARGAINING AGREEMENT?

It's an agreement between the union and an employer concerning pay and different types of working conditions.

It pays to be a union member working for a company that has a collective agreement.

	Union member with collective agreement	Union member, no collective agreement	Non-union, no collective agreement
Collective pay settlement	😊 The right to propose and the right to vote	😞 The right to propose or the right to vote	😞 No right to propose No right to vote
Pay	😊 Contractual pay. See nnn.no for correct pay.*	😞 Not regulated	😞 Not regulated
Working hours	😊 37.5-hour week	😞 40-hour week	😞 40-hour week
Overtime	😊 Minimum 50% supplement	😞 40% supplement	😞 40% supplement
Supplement for nights and weekends	😊 Contractual supplement	😞 Not regulated	😞 Not regulated
Shiftwork supplement	😊 Contractual supplement	😞 Not regulated	😞 Not regulated
Contractual pension (AFP)	😊 Contractual right to AFP from 62 years of age	😞 Cannot retire with AFP	😞 Cannot retire with AFP
Redundancies	😊 Free legal aid and assistance following an assessment by the union	😊 Free legal aid and assistance following an assessment by the branch and the union	😞 Must pay for own legal practitioner
Legal insurance	😊 Own legal practitioner, private actions	😞 Own legal practitioner	😞 No legal practitioner
Holidays	😊 5 weeks, 12% holiday pay	😞 4 weeks and 1 day; 10.2% holiday pay	😞 4 weeks and 1 day; 10.2% holiday pay
Occupational injuries	😊 Free legal aid and assistance following an assessment by the union	😊 Free legal aid and assistance following an assessment from the union	😞 No support
Training/education	😊 Support from the Confederation Education Fund, free courses and conferences in the trade union and Confederation	😞 No support – can participate for free at trade union and Confederation courses and conferences	😞 No support
Strike/lockout	😊 NOK 1 100 per day. The rate is indexed	😊 NOK 1 100 per day. The rate is indexed	😞 No support
Insurance and member benefits	😊 Included in membership	😊 Included in membership	😞 No agreements/benefits

\* Your company and club may also have special local agreements.



## You deserve good, fair and equitable pay

### NNN'S PRINCIPAL TASK IS TO SAFEGUARD PAY AND WORKING CONDITIONS

As a member, you enjoy both rights and financial benefits.

As a member, you are entitled to the right pay\* and local annual pay negotiations\*\*. We safeguard the rights of our members.

You can find the main agreement and other agreements at [nnn.no](http://nnn.no)



« *Most important for our members are local wage negotiations and occupational health and safety.*

\* Depending on the collective agreement and special local agreements.

\*\* Assuming your company has a collective agreement.

« *We've been through several downsizings in the company, and now I really understand the value of being a member in NNN.*



### IN THE WORKPLACE, IT'S THE BRANCH THAT COUNTS

NNN is split into three levels:

- At each workplace, **the branch** assists you in meetings with your employer
- **Trade unions/sections** assist the clubs in your region
- **The union** assists everyone (head office in Oslo)

The branch must elect a board of employee representatives.

Employee representatives at the workplace must ensure compliance with legislation and agreements and maintain good cooperation with the company.



## Membership dues

The calculation below shows how membership in NNN pays.

### What are the dues used for?

- Strike pay
- Insurance
- Grants for members seeking further education
- Courses for members and employee representatives
- To pay the people who work in the unions and the Confederation. They assist you with settling disputes, preparing claims, and negotiating wage settlements; they combat social dumping and labour crime.

## What does NNN membership cost?

One of the strongest arguments against joining the union is that it costs too much. The calculation below shows that this is not the case.

Income	NOK 450 000
Union dues (1.4 %)	NOK 6 300
Section dues (0.2 %)	NOK 900
<b>Total dues per year</b>	<b>NOK 7 200</b>
Tax-exemption NOK 7 700,- (22%) (2023)	NOK 1 694
Leisure insurance	NOK 396 *
Basic insurance	NOK 648 *
Home insurance	NOK 2 581 **
Legal insurance from LOfavør	NOK 4 680 ***
<b>Total benefits</b>	<b>NOK 9 999</b>

\* For individual purchases of insurance

\*\* Home Contents Insurance, unlimited sum insured

\*\*\* Non-members have to pay NOK 4 680 for legal insurance



Register on our website **nnn.no** or complete the registration form.

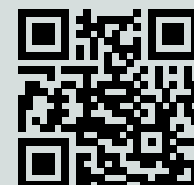
Write clearly.

Name:		I would like welcome letters in the following languages (check the boxes) <input type="checkbox"/> English <input type="checkbox"/> Polish <input type="checkbox"/> Lithuanian <input type="checkbox"/> Russian <input type="checkbox"/> Slovak <input type="checkbox"/> Latvian <input type="checkbox"/> German <input type="checkbox"/> Romanian <input type="checkbox"/> Vietnamese <input type="checkbox"/> Thai <input type="checkbox"/> Urdu <input type="checkbox"/> Spanish <input type="checkbox"/> Ukrainian
Address:		
Postcode / town:		
Email:		
Mobile:		
National identity number:	(11 digits)	
Workplace name:		
Workplace address:		
Employment agency name:		
Date & place:		
Recruiter's name:		
Membership number:		
Signature:		
Are you a member of another union?		
Name of union:		

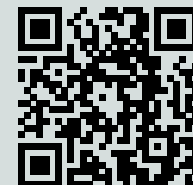
Submit the registration to the union representative in the company.  
If there is no representative, send the form to the union.

Address: NNN: Torggt.12,  
0181 Oslo

REGISTRATION:



ENROLMENT PREMIUM:



# Welcome to NNN!



## **You can find us at:**

The Norwegian Union of Food, Beverage and Allied Workers

Postal address: Torggata 12, 0181 Oslo

Business address: Torggata 15, 0181 Oslo

Phone: 23 10 29 60

Email: [firmapost@nnn.no](mailto:firmapost@nnn.no)

**nnn.no**