

To all, whose native language is not Norwegian!

ENGLISH

[www.arbeidsmandsforbundet.no](http://www.arbeidsmandsforbundet.no)





# Why should you be a member of the

# Norwegian Union of General Workers (NAF)?

## **This is what NAF offers you**

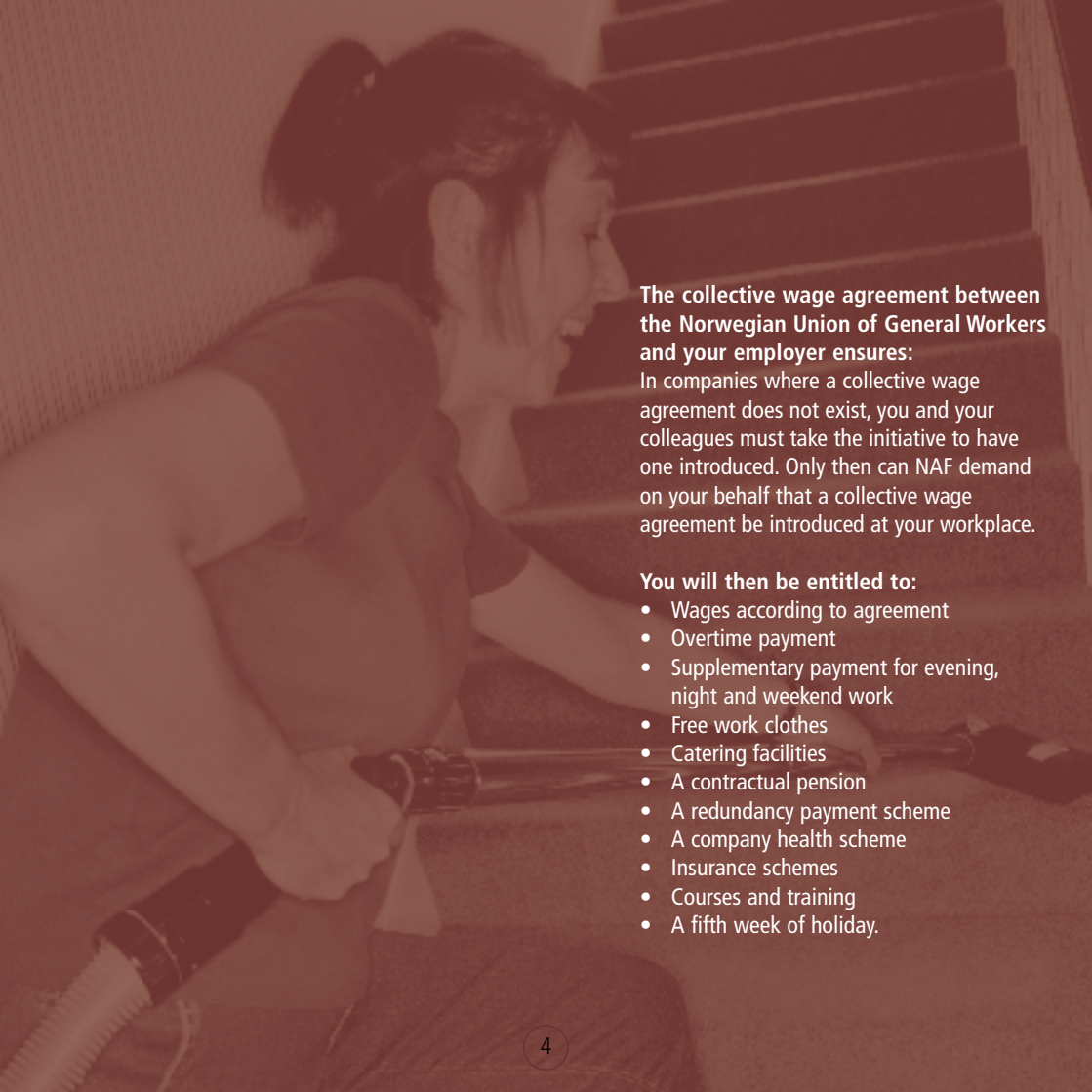
### **The Norwegian Union of General Workers is an organisation for employees in the following fields:**

Cleaning, caretaking and maintenance services; road construction; parking, tunnel, toll and bridge operators; youth clubs; the mining and quarrying industry; the coastguard service; plant contracting and industry on Svalbard.

### **Our goal is that you should have the best possible conditions at work!**

## **A SECURE WORKPLACE MEANS THAT:**

- You get the wages you are entitled to.
- You benefit from all the rights you are entitled to.
- You can be proud of the job you do.
- Your employer complies with Norwegian law.
- You can feel sure of keeping your job
- You get help and support from experienced negotiators and union staff.
- You get free legal assistance in connection with conditions at work.
- You get financial support during strikes and lockouts.
- You can apply for a grant for training.
- You are entitled to redundancy payment.
- A collective wage agreement is established at your workplace.

A woman with her hair in a ponytail is shown in profile, smiling as she works on a staircase. She is using a power tool, possibly a sander or polisher, on the steps. The background is a plain wall.

**The collective wage agreement between the Norwegian Union of General Workers and your employer ensures:**

In companies where a collective wage agreement does not exist, you and your colleagues must take the initiative to have one introduced. Only then can NAF demand on your behalf that a collective wage agreement be introduced at your workplace.

**You will then be entitled to:**

- Wages according to agreement
- Overtime payment
- Supplementary payment for evening, night and weekend work
- Free work clothes
- Catering facilities
- A contractual pension
- A redundancy payment scheme
- A company health scheme
- Insurance schemes
- Courses and training
- A fifth week of holiday.

## WHY SET UP A COLLECTIVE WAGES AGREEMENT?

The principal responsibility of the union is to organise wage earners and to establish wage agreements for its members. The wage agreement is the main reason for joining a union and the most important membership benefit.

It is never pleasant to be alone when the going gets tough. By joining an organisation, you ensure that there is somebody to speak up for you and look after your rights in the workplace. As a member you will always have a support network to turn to in the form of union representatives. You don't need to stand alone, and you will always have somebody who can plead your case.

The union representatives negotiate wages and any piecework agreements on behalf of you and your colleagues, and handle any difficulties which may arise in the workplace. Even if no collective wage agreement exists with your employer, you have both rights and benefits as a member.

If you should be unfairly dismissed or experience an occupational injury for which you do not receive the compensation you are entitled to, NAF will give you legal and financial assistance. This also applies if you should find yourself in any other form of dispute with your employer. In addition, members enjoy all the benefits of membership of NAF and the Norwegian Confederation of Trade Unions (LO). You can find more information here, or by visiting the "LO Favour" website (in Norwegian).

## WHAT DOES MEMBERSHIP COST?

- The membership dues are 1.6% of the sum of your gross wages, sick leave pay and holiday pay (or 1.7% if holiday pay is excluded).
- Up to NOK 1800 of the membership dues are tax-deductible in the 2005 income year (this applies to Norwegian citizens).
- During periods of absence due to illness, with or without pay, you are entitled to exemption from membership dues. If the period of absence exceeds three months, you will pay only NOK 100 per month.
- During periods of study, you are exempt from membership dues, but must pay the premiums for the Basic Insurance and Collective Home Insurance plans, which currently amount to NOK 900 per year.
- We also offer membership to students for NOK 500 per year, and membership for school pupils, which is free of charge.

## **THE INSURANCE PLANS PROVIDE SECURITY FOR YOU AND YOUR FAMILY**

An important part of the membership benefits is our comprehensive and reasonably priced insurance plans which provide security for the whole family. Several of the insurance plans are included in the membership dues.

### **LO Favour Collective Home Insurance is included in the membership dues**

This is Norway's best home contents and movables insurance. It is a full value insurance plan covering all common forms of loss and damage to home contents and movables.

### **LO Favour Basic Life Insurance is included in the membership dues**

This is a "financial first aid package" covering both members and their families. Compensation is highest in those periods of life when debts and family responsibilities are at their greatest. It is paid out irrespective of the cause of death and is always supplementary to any other life insurance plans.

### **LO Favour Leisure Accident Insurance is included in the membership dues**

The occupational injury insurance which all employers must provide for their employees only covers occupational disease and accidents which happen in connection with work. LO Favour Leisure Accident Insurance covers accidents during leisure time, but applies only to members themselves. The insurance covers both death and permanent medical disability resulting from accidents. (This insurance plan is available to members in the private sector.)

## **OTHER ADVANTAGEOUS INSURANCE PLANS**

In addition to the insurance covered by the membership dues, you are offered other insurance plans (children's insurance, travel insurance, home insurance, expanded insurance, and so on) at favourable prices through LO Favour. You are also offered NAF's voluntary collective insurance, consisting of life insurance and accident insurance.

## **HOW DO I PAY?**

Membership dues are paid monthly. If you work in a company without a collective wage agreement or agreement regarding automatic deduction, you will receive a request for remittance in the mail each month and the amount due will be calculated on the basis of the gross income that you specified on the membership application form. If your employer has a collective wage agreement or an agreement regarding automatic deduction, we will give the employer's wages department instructions to deduct the dues from your wages. Your wage slip will be your receipt for payment of your dues. You have an obligation to check that the payment is specified on your wage slip each month. If this is not the case, you must notify your union representative or NAF's central office without delay. If your membership dues are not paid for one or more months, you will receive a reminder from the union. If you still fail to arrange payment, you will be sent a letter of notice with a deadline for response.

## **WHAT ARE THE OTHER ADVANTAGES OF MEMBERSHIP?**

First and foremost, you will have an opportunity to participate in a professional and political community which gives you influence over your own work situation and enables you to affect the policy and priorities of the union. NAF has influence and power – which we use when necessary with regard to the work situation of our members and in negotiations with employers.

We are a service organisation which puts its members first. We give you representatives at your workplace and in your department, as well as representatives in our organisation who assist you if you should run into problems or wish to take part in the activities of the union.

We are also affiliated with the country's largest labour organisation, the Norwegian Confederation of Trade Unions (LO), which has more than 850,000 members.

Kan sendes  
ufrankert  
i Norge.  
Adressaten  
vil betale  
portoet.

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Norsk Arbeidsmandsforbund  
Svarsending 0493  
0028 Oslo





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Please fill out, or use our website:

[www.arbeidsmandsforbundet.no](http://www.arbeidsmandsforbundet.no)

Name:		
Address:		
Postal code, town:		
Home phone:	Work phone:	E-mail:
Occupation/position:		
Employer:		
Place of work:		
Member of other LO unions (which?):		

# Norwegian Union of General Workers

– always close to you!

NAF is always close to you, at home or at work.  
Please contact our regional offices for more information or membership.

<b>Dep. 1</b>	<b>Øst</b>			<b>Dep. 7</b>	<b>Sør-Vest</b>				
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e-mail: avd1@arb-mand.no		Fax	33 03 05 14	e-mail: avd7@arb-mand.no		Fax	51 50 02 42		
<a href="http://www.arbeidsmandsforbundet-avd1.no/">http://www.arbeidsmandsforbundet-avd1.no/</a>				Servicekontor Agder				Tel	38 09 24 70
<b>Dep. 2</b>	<b>Oslo/Akershus</b>			<b>Dep. 8</b>	<b>Midt-Norge</b>				
Postboks 8842 Youngstorget, 0028 Oslo				Folkets Hus, 7011 Trondheim		Tel	74 13 56 00		
Besøksadresse: Henrik Ibsensgt. 9		Tel	23 06 17 70	e-mail: avd8@arb-mand.no		Fax	73 87 94 91		
e-mail: avd2@arb-mand.no		Fax	23 06 17 71	<a href="http://www.folketshus.no/~naf/">http://www.folketshus.no/~naf/</a>					
<a href="http://www.norskarbeidsmand-avd2.no/">http://www.norskarbeidsmand-avd2.no/</a>				<b>Dep. 9</b>	<b>Nord</b>				
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Storgt. 9, 6413 Molde		Tel	71 20 16 10	e-mail: avd9@arb-mand.no		Fax	78 44 50 15		
e-mail: avd3@arb-mand.no		Fax	71 20 16 11	<b>Dep. 142</b>	<b>Longyearbyen Arbeiderforening</b>				
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e-mail: avd5@arb-mand.no		Fax	61 05 42 60	Fax 72 49 63 68					
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e-mail: avd6@arb-mand.no		Fax	55 30 91 81	Fax 77 85 98 23					
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