



FAGFORBUNDET

# Fagforbundet

## – union support in your current job, and the job you are training for



# Why choose Fagforbundet?

Fagforbundet now has nearly 395 000 members; pupils, students, apprentices and employees, full and part-time. As we are so many, we are able to fight for good education policies, apprenticeships, fair wages, secure jobs and opportunities for supplementary and further education.

You are important for Fagforbundet  
– and Fagforbundet is important for you.

## ***Fagforbundet prioritizes:***

- Living wage
- Secure jobs
- The right to full-time work
- A secure pension
- Equality in studies and study financing
- Vocational provisions

## **Fagforbundet for everyone**

Fagforbundet unionises over 100 different occupational groups in both the public and private sectors. All of our members are equally important; employed, student/college members and apprentices.

Our youth organization Fagforbundet Ung has its own website.

Read about the issues we are fighting for  
***ung.fagforbundet.no/vi-mener***



# Employees

Fagforbundet is a campaigning organization that seeks to defend and improve your wage and working conditions. When we all stand together we are better able to fight for fair pay, secure employment and sound working conditions.

Fagforbundet has occupational sections that safeguard the interests of our members within various occupational groups. The sections offer occupational benefits such as courses, conferences, information material and trade groups for your occupational group.

Employed members pay 1.45% of their wages in membership fees.

## **Membership benefits for employees:**

- Home contents insurance included in membership.
- Help in signing a wage agreement.
- Employee representative at your place of work, offering advice, guidance and legal assistance.
- Up to NOK 12,000 in financial support for supplementary and further education.
- Fagbladet, online and print version.
- Benefits program for LO-favør.



*Kerli, employed in kindergarden*

# Apprentices

Fagforbundet offers good benefits for apprentices. Fagforbundet's aim is to ensure that rights and obligations are safeguarded and that all apprentices receive good training and guidance. It is important for Fagforbundet that as an apprentice, you are given sufficient time for training and that you are not given duties in which you are not confident.

Fagforbundet is campaigning for the legal right to an apprenticeship place, discounts for apprentices on public transport and updated and free study material throughout further studies.

Fagforbundet has its own apprentice patrol that regularly visits workplaces. We also have youth representatives in all counties, that can be contacted if necessary.

*[ung.fagforbundet.no/kontakt-oss/tillitsvalgte](http://ung.fagforbundet.no/kontakt-oss/tillitsvalgte)*

Apprentices can join Fagforbundet free of charge, or pay NOK 250 per term to include home contents insurance.

## **Membership benefits for apprentice members:**

- Representative at your workplace who can offer assistance.
- Fagbladet, online and print version.
- Benefits program for LO-favør.



Henrik, cook apprentice

# Students

Fagforbundet offers good benefits to students that work part time alongside their studies. Joining Fagforbundet will safeguard you against social dumping and poor working conditions. Fagforbundet collaborates with other LO unions – so that you can receive assistance at your workplace.

Fagforbundet wants everyone to have equal rights and opportunities for higher and university education, regardless of their financial situation and where they live. Fagforbundet is concerned about full-time students and that you should be able to spend all the time you need on your studies.

Student members pay NOK 250 per term.

## **Membership benefits for student members:**

- Home contents insurance included in membership.
- Representative at your workplace who can offer assistance.
- Student conference.
- Fagbladet, online and print version.
- Benefits program for LO-favør.



Mary, student

# Pupils

Fagforbundet works to ensure the best possible conditions at schools. We are concerned that schools shall provide updated and free study materials for everyone and that vocational trades shall receive better vocational training.

Fagforbundet will also help you if you work alongside your studies. You will be able to obtain help from your local representative.

If your class wishes to have a visit from one of our youth representatives to learn more about rights and obligations in working life – contact the youth representative in your county.

*[ung.fagforbundet.no/kontakt-oss/tillitsvalgte](http://ung.fagforbundet.no/kontakt-oss/tillitsvalgte)*

Pupils can become members of Fagforbundet free of charge, or pay NOK 250 every 6 months, which includes home contents insurance.

## **Membership benefits for pupil members:**

- Representative at your workplace who can offer assistance.
- College student conference.
- Fagbladet, online and print version.
- Benefits program for LO-favør.



*Lester, pupil*



# Secure job with collective agreement

**It is not indifferent whether you are unionised or not.  
These are the differences you should be aware of:**



## With a collective agreement you have

- contractual wages
- 50 or 100 percent supplementary payment for over-time
- a maximum of 37.5 hours per week
- 5 weeks holiday
- 12 percent holiday pay
- the right to paid compassionate leave



## Without a collective agreement you have

- no minimum wage
- 40 percent supplementary overtime payment
- 40-hour week
- 4 weeks + 1 day holiday
- 10.2 percent holiday pay
- no rights to paid compassionate leave

Become a member of Norway's largest trade union!

Send **Fagforbundet medlem** to **1980**



**FAGFORBUNDET**



Read more about membership rights on [fagforbundet.no](https://fagforbundet.no)



### **We fight for your wages**

Fagforbundet fights to improve and defend our members' wages and working conditions. If we are to make breakthroughs, it is important that we are many.



### **We defend your rights**

Fagforbundet has nearly 17 000 competent and well-trained representatives all over the country. If you need help, your representative will be there for you.



### **Norway's best home contents insurance**

When you become a member of Fagforbundet you will receive «Kollektiv Hjem», which is Norway's best home contents insurance.



### **Support for further education**

Fagforbundet has good financial support schemes for members. As a member, you can receive financial support for basic, supplementary/higher education and shorter vocational courses.



### **Legal assistance**

As a member of Fagforbundet, you can receive legal assistance in matters related to your employment.

*Want to know more about Fagforbundet and what we do?*

[fagforbundet.no/sporsmal-og-svar](https://fagforbundet.no/sporsmal-og-svar)

*Do you wish to join Fagforbundet?*

[fagforbundet.no](https://fagforbundet.no)

*You can also join by text message:*

Send Fagforbundet medlem to 1980

