

# United we stand, divided we fall

• consideration • solidarity • unity



## Why join a trade union?

As a member of a trade union you will be part of that trade union and you will have the opportunity to influence your own working day.

It is the trade union movement that represents you in your working life.

Your subscription will enable your union to negotiate good pay and working conditions for you and your colleagues.

The greater our numbers, the greater are our opportunities to achieve fair pay, secure jobs and to be treated well at work.

In addition to this, the subscription funds will also give you a number of membership benefits such as advantageous insurance and bursary schemes.

The day that you decide to join a trade union, you will be taking an important and correct decision. You will be saying “yes” to solidarity at work.

## United for quality

Fagforbundet (*The Norwegian Union of Municipal and General Employees*) will contribute to the creation of public services and good-quality workplaces.

There must be a balance between people's needs and what they are being offered.

Only an efficient and properly functioning public sector can give all citizens a safe working day and equal rights to welfare services.

## United we stand, divided we fall

Fagforbundet is the largest trade union within the Norwegian Confederation of Trade Unions (LO), with more than 360,000 members.

Fagforbundet acts on behalf of employees in local authority, county, private and public organisations.

Fagforbundet also acts on behalf of employees working in hospitals, including all ancillary staff.

Apprentices, school pupils and students are also welcome as members.

The primary task of Fagforbundet is to ensure good and secure pay and working conditions for its members.

In the world of employment, “united we stand, divided we fall” is very true.

In order to receive a fair distribution and for society to develop positively, we need a strong and influential trade union movement that places consideration, solidarity and unity on the agenda.

## Problems at work

The majority of disagreements between employers and employees are resolved by local shop stewards.

Fagforbundet has almost 17,000 shop stewards nation-wide.

Both Fagforbundet's own lawyers and the legal department of the Norwegian Confederation of Trade Unions (LO) provide legal assistance to the union and its members.

## Join Fagforbundet

### TO BE COMPLETED BY ALL NEW MEMBERS

|   |                           |                               |
|---|---------------------------|-------------------------------|
| Medl.nr.  | COMPLETED BY FAGFORBUNDET |                               |
| Surname _____   |                           |                               |
| First name _____  |                           |                               |
| Date of birth and ID no. (11 digits) _____  |                           |                               |
| Address _____   |                           |                               |
| Post code _____   | Postal area _____         | Tel. no. mobile or home _____ |
| E-mail _____  |                           |                               |
| <input type="checkbox"/> I do not wish to receive e-mail or text messages that are not related to my job circumstances or membership.   |                           |                               |
| Personal information accessed by Fagforbundet will be handled confidentially and in accordance with the Personal Data Act. In exceptional cases, Fagforbundet hands over membership information, e.g. to membership surveys and similar, where Fagforbundet finds that provision of this information makes a positive contribution to safeguarding and improving the interests of members. Fagforbundet will always ensure that personal information is only used for the agreed purposes and that the recipient handles the information in accordance with the regulations in the Act. |                           |                               |
| <input type="checkbox"/> I accept and give consent that Fagforbundet, in exceptional cases, can hand over my personal information.  |                           |                               |

### TO BE COMPLETED BY ALL THOSE IN ACTIVE EMPLOYMENT

|                                 |                |                               |
|---------------------------------|----------------|-------------------------------|
| Employer _____                  |                |                               |
| Workplace _____                 | Tel. _____     |                               |
| Occupation/qualifications _____ | Position _____ | Percentage of full time _____ |
| County _____                    |                |                               |

### TO BE COMPLETED BY UNIVERSITY/COLLEGE STUDENTS, APPRENTICES AND HIGH SCHOOL STUDENTS

|   |                                      |  |                              |
|---|--------------------------------------|--|------------------------------|
| <input type="checkbox"/> Student, NOK 250 per 6 months, including benefit fund and LOfavør home insurance     | <input type="checkbox"/> Univ. coll. | <input type="checkbox"/> University                          |                              |
| <input type="checkbox"/> Apprentice, free   |                                      |  |                              |
| <input type="checkbox"/> Apprentice, NOK 250 per 6 months, including benefit fund and LOfavør home insurance  |                                      |  |                              |
| <input type="checkbox"/> High School Students, free   | <input type="checkbox"/> VG1         | <input type="checkbox"/> VG2                                 | <input type="checkbox"/> VG3 |
| <input type="checkbox"/> High School Students, NOK 250 per 6 months, incl. benefit fund and LOfavør home ins. | <input type="checkbox"/> VG1         | <input type="checkbox"/> VG2                                 | <input type="checkbox"/> VG3 |
| Place of study/apprenticeship location _____  |                                      |  |                              |
| Subject/field of study _____  |                                      | Planned exam. date/qualifying examination (month/year) _____ |                              |

**TO BE COMPLETED BY ALL:** \_\_\_\_\_ Date \_\_\_\_\_ Signature \_\_\_\_\_

## United we stand, divided we fall

### INSURANCE

On joining as someone in active employment, you will automatically be covered by the LOfavør home insurance, NOK 70 per month and the Fagforbundet benefit fund, NOK 26 per month.

In addition, NOK 24 per month is payable to the training, development and information fund (OUO Fund).

You will also be enrolled in the Fagforbundet group insurance scheme – a combined life, disability and accident policy, unless you choose to opt out of this. You will receive more information about this in your welcome letter on joining Fagforbundet.  
*NB! Does not apply to high school students, apprentices and university students.*

On joining, you will receive a letter from us containing further information about our group insurance scheme.

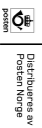
**Please write clearly and provide accurate information, and hand the form to your local employee representative, or send by post to:**  
Fagforbundet,  
Postboks 7003 St. Olavs plass  
0130 Oslo



Fagforbundet  
Svarsending 0190  
0090 Oslo



FAGFORBUNDET



Adressaten betaler  
for sending Norge

Please fold and stich together. Postage prepaid.

FAGFORBUNDET



## Socio-political and international involvement

Fagforbundet has an extensive socio-political involvement.

We are committed to securing the citizens of Norway good-quality public services. This is why the union is in favour of redevelopment, but is not in favour of tendering and privatisation.

## Combat poverty

Fagforbundet also has a strong international involvement. The union demonstrates its international solidarity, among other things, by establishing its own SOS Children's Village in Angola.

Fagforbundet supports the international campaign to make poverty history.

## Structure of Fagforbundet

The head office of Fagforbundet is located in Oslo. In addition to this, there are seven resource centres nationwide.

Fagforbundet has 19 administrative districts and a total of 557 of trade federations. Everybody who joins Fagforbundet will become a member of a local trade union. They are the fundamental structure of Fagforbundet. The trade unions safeguard the interests of their members in relation to employers and the authorities.

## Divisions

Fagforbundet acts on behalf of in excess of one hundred different occupational groups. In order to be able to provide the best possible vocational offering, the members of Fagforbundet are represented by four separate divisions:

- **Division for Health and Social Services (SHS)**
- **Division for Church, Culture, Children and Youth (SKKO)**
- **Division for Public Transport and Technical Staff (SST)**
- **Division for Office and Administration (SKA)**

The divisions deal with occupational policy matters, vocational training, work ethics and the working environment, and more. The divisions also provide input into pay-rate negotiations.

## LOfavør

*(Benefits programmes for members of Fagforbundet)*

Members of Fagforbundet have access to LOfavør. This includes LOfavør home insurance, which is the best and cheapest on the market.

When applying for membership everybody will be offered collective insurance that covers death, incapacity for work and accident, for NOK 279 per month. You can opt out of this insurance coverage.

## Training bursary

Fagforbundet has its own bursary schemes for its members. See [www.fagforbundet.no](http://www.fagforbundet.no)

## Newsletter

All members of Fagforbundet will receive the Union's members' newsletter, Fagbladet, which will be sent free of charge.

There are four different versions of the newsletter, one for each of the divisions, which provide information on happenings within and outside of the Union.

## Subscription

Employed members of the Union pay 1.55 percent of their gross pay in subscription.

The local trade unions may implement a local supplementary subscription. Parts of the subscription are tax deductible.

Membership is free for apprentices and students under the age of 20 who are at any type of secondary school.

Any questions should be directed to the Union's service, email: [servicetorget@fagforbundet.no](mailto:servicetorget@fagforbundet.no)



▶ Join us today: SMS Fagforbundet medlem to 1980