



**Stronger  
together.**



Union fees are not an expense.  
They are a profitable investment  
in your own future.



Photo: Anne Lise Norheim

# Membership pays off

Due to our position, we achieve better wages and working conditions for you.

### Membership in Industri Energi pays off.

Industri Energi is the largest oil and industrial workers trade union in Norway with approximately 60,000 members. Due to our position, we achieve better wages and working conditions for you.

### These are just some of the benefits Industri Energi and LO has contributed to:

- ☑ Better wages and increased purchasing power
- ☑ Reduced working hours
- ☑ More spare time and longer vacation
- ☑ Fifth holiday week
- ☑ Improved shift and rotation schemes 2/4 rotation for large groups of employees working offshore
- ☑ Lower retirement age through early retirement scheme, AFP
- ☑ Vocational training , higher and continuing education
- ☑ Rules and regulations against social dumping
- ☑ Continuous improvement of schemes for leave of absence

**Together we will achieve even more!**



The trade union for those employed  
in the industry and energy sectors

# Everyone is welcome

We organize vertically. You can work on the ground, at the top or a place in between. Everyone is welcome.

**We organize workers in petroleum, service, manufacturing, industry and chemical companies.**

**Our members work in the following sectors:**

- › Aluminum industry
- › Laundry and dry cleaning
- › Cement industry
- › Explosives industry
- › Ski production
- › Oil service industry
- › Plastics industry
- › Metal manufacturing industry
- › Fishmeal- and food industry
- › Onshore oilbases
- › Glass and ceramics industry
- › Solar cell industry
- › Fish oil and fat, cod liver oil industries
- › Oil exploration and production
- › Offshore catering
- › Oil drilling companies
- › Furniture manufacturing industry
- › Pharmaceutical industry
- › Environmental and bioenergy industry
- › Paint and varnish industry
- › Rubber manufacturing industry

Photo: Anne Lise Norheim

Industri Energi is an independent union within the Norwegian Confederation of Trade Unions – LO, which has over 900 000 members. We have several thousand elected representatives and 100 employees with a broad range of expertise and in-depth knowledge of our industries. Our offices are situated in Stavanger and Oslo.

Whatever your position within the company is you can become a member. Since we organize everybody within the same company it gives us a better position during negotiations.



## Stronger together

Industri Energi gives you the opportunity to achieve what you may not manage on your own.

# A group has more influence than an individual. It's that simple.

Current wages and collective agreements have not appeared by themselves. They have been established and fought for by skilled shopstewards and members. An employer will always possess more power than an employee. That is why employees around the world have chosen to organize.

It's all about wages, working hours and leisure time. It's about health and safety. It's about employee participation at work, influence and being there for each other. It's about security.

Only by acting together will employees become equal negotiating partners with employers and owners. Together, we have stronger influence on politicians and on industrial framework conditions that are important to you and your workplace.

The larger we are, the stronger we grow. With approximately 60,000 members we have the strength to make our demands heard. As part of the LO, with over 920 000 members, we have greater opportunities to make a difference. Industri Energi is a free and independent union within the LO federation. We do not grant money to political parties but exert pressure on all political parties to achieve our political goals.

**Industri Energi gives you the opportunity to achieve what you may not manage on your own.**



# We are there when you need us

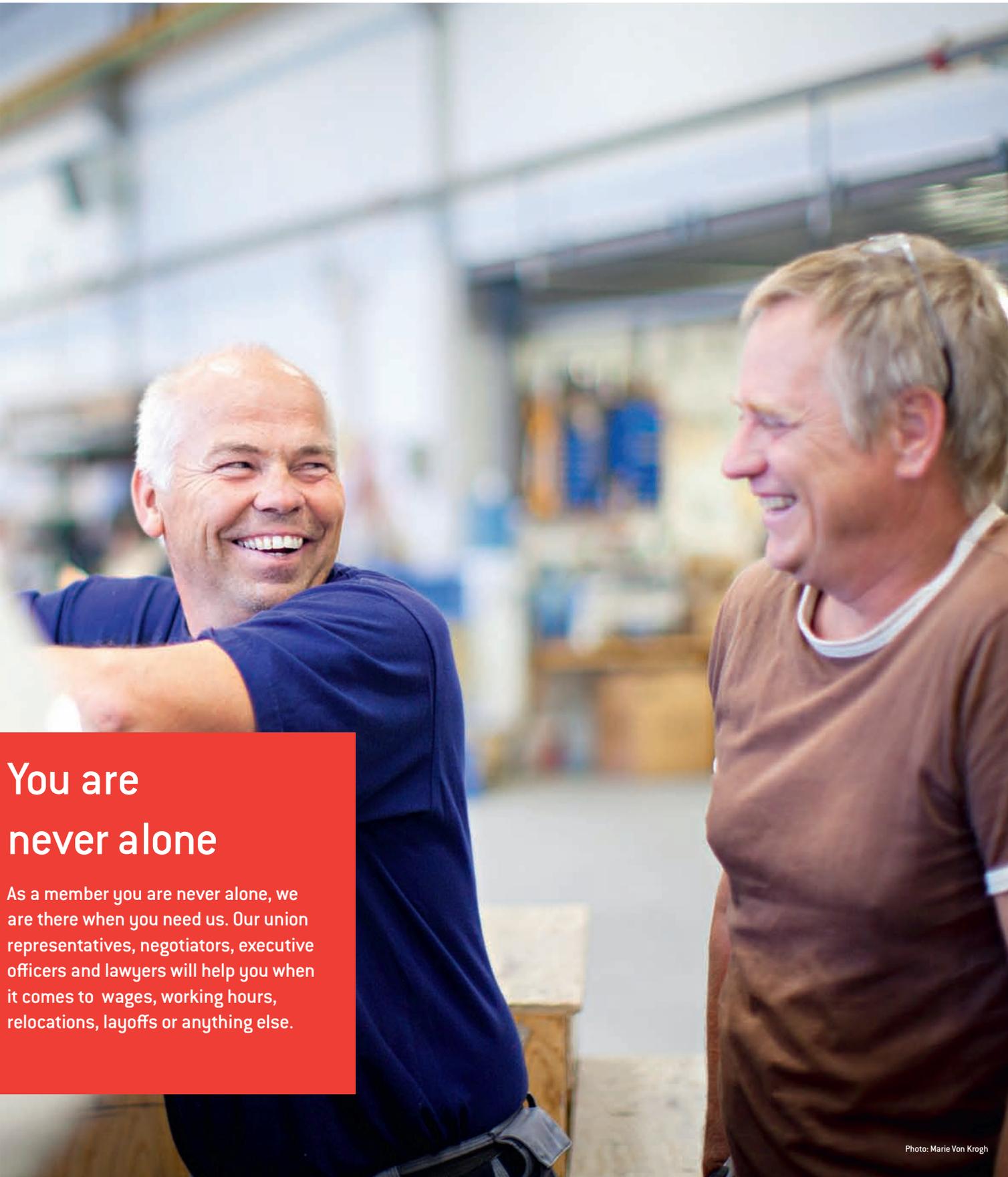
It's reassuring to have support, whether you are injured at work, subjected to harassment, receive an unfair warning, dismissal or unjust salary. In these situations it's hard to stand alone. Industri Energi's shopstewards, negotiators, executive officers and lawyers will help you when it comes to terms of salary, working hours, relocations, layoffs or anything else- for no additional cost.

## Examples of how we can help:

- Lawyers specializing in labour legislation who will give free legal help.
- Industrial political advisers working to improve framework conditions for your workplace.
- Constantly improving Health, Safety and Environment (HSE) conditions.
- Negotiators who are experts in wages settlements and agreements negotiate the best possible wage and working conditions.
- Free courses and conferences.
- Very active Youth Department and Student Organization.
- International advisers that work for solidarity and cooperation across borders.
- As a member of Industri Energi you also get your own lawyer for private legal matters.  
(For those living in Norway. Read more about this under member benefits.)

**Industri Energi has a solid economy built up over decades.  
Therefore, you can count on us the day you need assistance.**





## You are never alone

As a member you are never alone, we are there when you need us. Our union representatives, negotiators, executive officers and lawyers will help you when it comes to wages, working hours, relocations, layoffs or anything else.



## Membership provides many benefits

Read more about member benefits,  
insurances and discounts  
at [www.industrienergi.no](http://www.industrienergi.no)

# Members Benefits

Included, as a member of Industri Energi you will get:

**Household insurance:** The market's best home insurance. It is not applicable to school children.

**Basic insurance:** Life insurance that is paid out if a member, spouse/ cohabitant or child below the age of 21 dies. Not applicable for students or apprentices.

**Personal accident insurance:** Accidents may happen at any time - even during your sparetime. This insurance covers compensation for deaths up to NOK 100,000 and disablement up to NOK 200,000. Expenses for treatment by doctor and dentist is covered up to NOK 10,000. Not applicable for students or apprentices.

"Min Advokat" provides you with 20 hours of free legal assistance per year and covers most circumstances

encountered in private life, excluding criminal law. In case of litigation, court costs are covered with up to NOK 3 million. The scheme applies to the use of Min Advokats lawyers.

**Educational Scholarship:** As a member of Industri Energi you may also get very favorable grants for education and postgraduate training already after 6 months of regular membership. Also 25% reimbursement for studies at BI, The Norwegian School of Management.

In addition we have apartments in Spain to lease, discount offers from electricity providers and access to a benefits program called LO FAVOR. Read more about insurances, member benefits and discounts at [www.industrienergi.no](http://www.industrienergi.no) and [www.minadvokat.no](http://www.minadvokat.no).

## What does it cost to be a member?

Regular membership dues are only 1.3% of gross salary. In addition, a smaller membership due will be added for your local union. The amount is determined by the individual local branch. Additionally the fee for "Min Advokat".

Included in the membership dues you have a full household insurance, life insurance and leisure time accident insurance.

The membership dues constitutes a percentage of your salary, so the less you earn, the less you pay.

However, an upper limit is set for membership dues. For full information visit [www.industrienergi.no](http://www.industrienergi.no).

For members living outside of Scandinavia there is a reduced upper limit since "Min Advokat" and the home insurance is not included.

As a member of a trade union you can also deduct union fees on your Norwegian taxes.

Students and apprentices pay NOK10 per month including household insurance and "Min Advokat".

# Application form

## Filled by new member

First name: \_\_\_\_\_ Family name: \_\_\_\_\_

Address: \_\_\_\_\_

Zip code: \_\_\_\_\_ Place: \_\_\_\_\_

E-mail: \_\_\_\_\_

Personnal ID no: \_\_\_\_\_

Telephone/mobile: \_\_\_\_\_

Company name: \_\_\_\_\_

Position: \_\_\_\_\_

Possible previous trade union: \_\_\_\_\_

Category of Membership:  Student  Working  In school  Apprentice

## Filled by students and apprentices

Training company/ place of study: \_\_\_\_\_

Subject/ education: \_\_\_\_\_

End date, apprenticeship / exam: \_\_\_\_\_

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

## Person recruiting

First name: \_\_\_\_\_ Family name: \_\_\_\_\_

E-mail: \_\_\_\_\_ Membership no: \_\_\_\_\_

You may also sign up at our website: [www.industrienergi.no](http://www.industrienergi.no)

Stavanger: Industri Energi, Badehusgata 39, N-4014 Stavanger

Oslo: Industri Energi, Torggata 12, N-0181 Oslo.

Telephone: +47 22 03 22 00 | E-mail: [post@industrienergi.no](mailto:post@industrienergi.no)

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



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0096 Oslo



ADRESSATEN  
BETALER  
FOR SENDING  
I NORGE

DISTRIBUERT AV  
POSTEN NORGE



# We are here to help

You are entitled to a safe and predictable life, with the best possible wage- and working conditions, rightfully earned leisure time and holidays. That's what organizing is all about.

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

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