



For your
**security and
well-being**



We offer you security and well-being!

Industri Energi* is the fourth largest LO-affiliated union. We have more 80,000 members within the oil, gas, and land industry, management and technology, and labor inclusion, accounting for 80 percent of the Norwegian export value. Our members work in some of the largest and most recognised companies in Norway, including Equinor, Aker BP, Yara, Hydro, Elkem and Ekornes.

Together with our skilled union reps, we work to ensure that you have a secure workplace, as well as good wage and working conditions. We are here for our members. You will be part of a great workers' community that will be there for you when you need us. Together we can achieve what you cannot achieve alone. We are here to offer you security and well-being both, at work and at your home.

Welcome to Industri Energi!

** Industri Energi and Forbundet for Ledelse og Teknikk (Working name IE&FLT) have merged into a new major union in LO (Norwegian Confederation of Trade Unions). The new name of the union is yet to be announced.*



Photo: Marie von Krogh

You are entitled to a safe and stable working environment with the best possible wage and working conditions, holidays and time off.

Security and well-being at the workplace

It is good to know that someone has your back. If you are injured at the workplace or the victim of harassment; if you are given a biased disciplinary warning or are made redundant; if your wages are unfair. It isn't easy facing difficulties alone. Our representatives, negotiators, case workers and lawyers stand ready to assist you. Whether it's about your salary, working hours, redeployment, redundancy or any other issue – and at no extra cost to you!

- We have 4,000 representatives assisting our members:
- Close to 150 employees with solid expertise and an in-depth knowledge of your sector
- Skilled negotiators who are experts in the wage tariff agreement systems
- Lawyers and legal advisers to assist you if you encounter problems at work
- Specialists in health, safety and the environment (HSE)
- Specialists who work to ensure that the regulatory framework governing your company is the best it can be
- Free offers of courses and skills training
- A youth and student organisation



We know
workplace rules
and regulations
and are there for
you when you
need assistance.

A photograph of four people in a workshop or factory setting. From left to right: a man in a black polo shirt, a woman with blonde hair in a black t-shirt with a logo, a man in a black polo shirt and red pants holding a bucket of BUWAX paint, and a man with long curly hair in a black long-sleeve shirt and red pants with his arms crossed. The background shows industrial equipment and a large white object hanging from the ceiling.

Standing
together we have
the greatest
influence.

Stronger together

It's all about your wages, working hours and time off; It's all about your health and safety, your co-participation in the workplace, influence and solidarity. It's all about your security and well-being.

Your wages and workplace rights were not put in place by themselves. They were negotiated by unions. Together we become stronger. As a union with many members, we are able to negotiate better wage terms and working conditions for you and your colleagues.

Standing together, we have a greater influence on politicians and the industrial relations policies that are critical to you in your workplace.

Being part of the Norwegian Confederation of Trade Unions (LO), which has over one million

members, gives us even greater opportunities to achieve our demands. We are a free and independent union. We donate no money to political parties, but we do exert pressure on all parties in our attempt to persuade them of policies that benefit you.



Solidarity reaps
its own rewards.
Together we
have the power
to improve
our working
conditions.



Just some of the things we have achieved:

- ☑ Higher wages and greater purchasing power
- ☑ Shorter working days
- ☑ More time off and longer holidays
- ☑ The fifth holiday week
- ☑ Better shift and rotation arrangements
- ☑ 2/4-week rotation arrangement for large groups of offshore workers
- ☑ Lower pension age due to the early retirement (AFP) scheme
- ☑ Skills training and continuing/further education
- ☑ Legislation and regulations related to social dumping
- ☑ Increasingly better compassionate leave arrangements
- ☑ Principal industrial relations and tariff agreements

What your membership means to you

We can offer you:

- ☑ Norway's best home contents insurance
- ☑ Basic insurance: life assurance that pays out on the death of a member, spouse/cohabitant or child under 21
- ☑ Recreational accident insurance: covers treatment and offers financial assistance if you get injured during your time off
- ☑ Legal insurance: covers legal assistance in civil matters with no hourly rate and coverage of case costs.
- ☑ Pension advice
- ☑ An educational grant of up to NOK 13,500
- ☑ Agreement with the Norwegian Business School to refund 25% of tuition fees
- ☑ Access to the benefits programme LOfavør

Subscription:

The ordinary subscription is 1.3% of your gross wages, or a maximum of NOK 630 per month*. There is also an additional mandatory legal insurance premium of NOK 62 per month. For all the details, visit our website at industrienergi.no

Union subscription tax deduction:

In the last two years, the union subscription tax deduction has more than doubled. This means that up to NOK 8,000 of your dues are tax deductible. For an employee on an average industrial worker's wages this may amount to as much as NOK 2,080 less in tax.

**Some unions will also charge an additional, lesser, local subscription. For more information, contact your local union representative.*



If we include the union subscription tax deduction, the value of the benefits you obtain from membership is greater than what you pay in subscriptions.



Join us today!

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