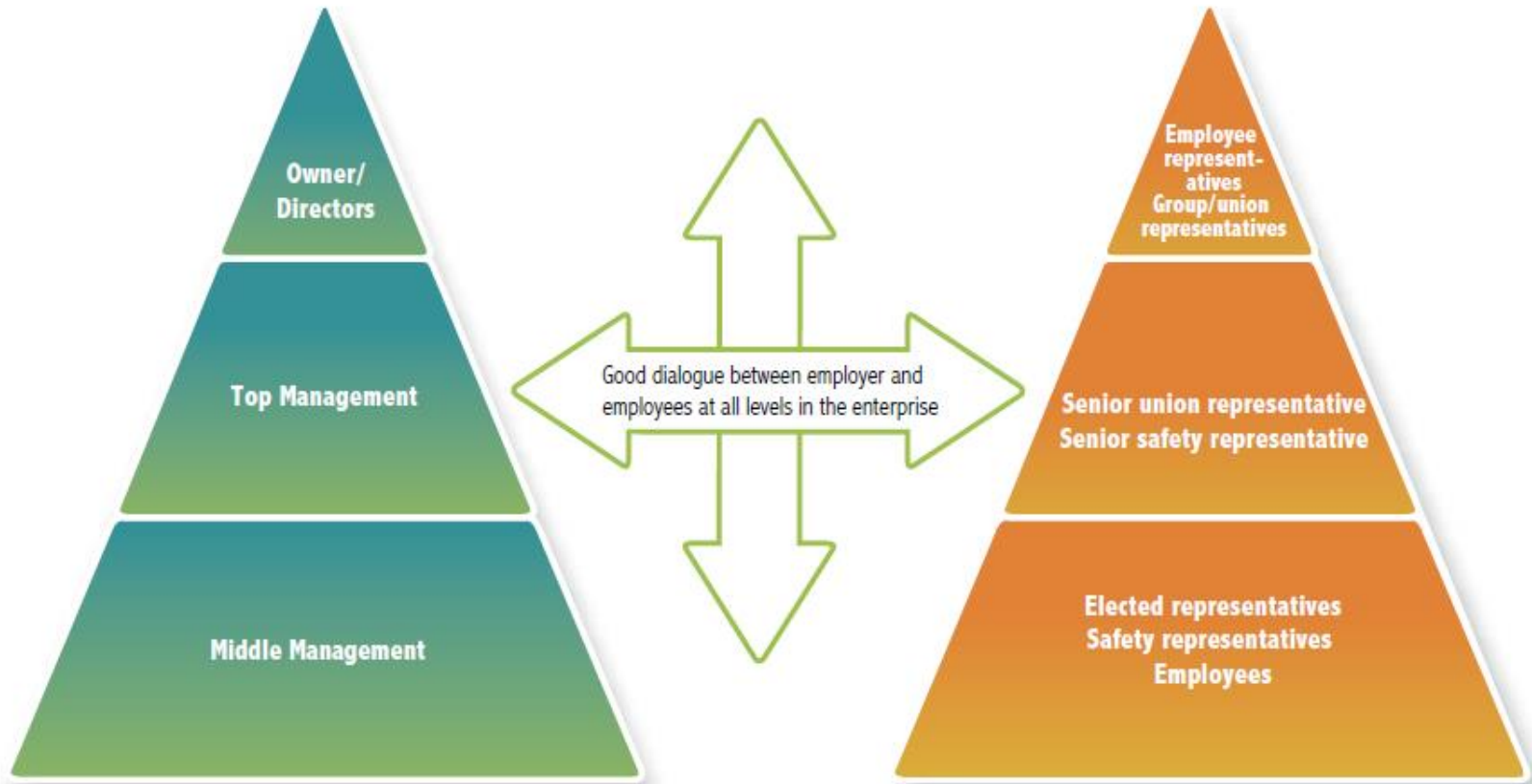


## UNIONS TELENOR IN NORWAY WITH COLLECTIVE AGREEMENTS

–El&IT	1100	38000
–NITO	750	83000
–Negotia	600	22000
–Tekna	450	71000
–About 2 - 3% in other unions		

Totally 6000 employees in the Norwegian Telenor Companies  
pr. 1/1-2016  
- in total slightly above 50% organized



## WORKING CONDITIONS - MEETING PLACES

- Unions Group level – GROUP CEO&P
- Unions Group level – GROUP HR
- Unions Group level – Employer Role (For the Norwegian Companies)
  
- Unions Company level – CEO Company
- Unions Company level – HR Company
  
- Level below Company – Div. dir & HR

# WHAT CAN THE TRADE UNION DO FOR EMPLOYEES TO PROTECT THEIR RIGHTS

Negotiate good agreements on the Company level

In this agreements we have working conditions as;

- Working time regulations

- Payment for overtime

- Various types of compassionate leave

- Travel and subsistence remuneration

- Pay during illness

- Seniority calculation

- Competence development

- and much more

# WHAT CAN THE TRADE UNION DO FOR EMPLOYEES TO PROTECT THEIR RIGHTS

- Ad union representatives we can be elected as employees representatives in boards at Companies and Groupelevel
  - 30 employees in the company gives one representative
  - 50 employees gives two representatives
  - 200 employees gives three representatives

Election evry second year

# HOW ARE THE NEGOTIATION PROCESSES CONDUCTED BETWEEN THE TRADE UNION AND EMPLOYER

The basic is to establish a good relation between the employer and unions which was shown before through the established meeting places

## Our main questions / Challenges

- cost reductions vs downsizing
- offshoring
- wages (once a year in every Company)

# COST REDUCTIONS AND DOWNSIZING

- seniority
- competence
- social conditions

Process

# FACTS ABOUT NITO

NITO - The Norwegian Society of Engineers and Technologists - was founded in 1936.

NITO are the largest union for engineers and technologists in Norway with 83.000 members and still growing.

NITO is an independent organization with no political affiliation



# FACTS ABOUT NITO II

- secure the best wage- and working conditions for our members
- provide legal advice and assistance in employment related matters
- offer a wide range of courses and professional networks for our members - *10 Advisory boards* – among them one for ICT
- demonstrate the key role engineers and technologists play in society  
among the most important issues now is digitalization and consequences

Learn more about us at [www.nito.no](http://www.nito.no)

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