

NTL Research Institutes will secure your interests as an employee. The main tasks of our elected representatives are to work for the members' wages and working conditions

AS A MEMBER YOU'LL HAVE A RANGE OF BENEFITS:

- Skilled and well trained local and central employee representatives.
- Co-determination in your own job situation.
- Wages and working conditions regulated by contract.
- A secure work place.
- Free legal assistance in cases concerning employment relations.
- The best and cheapest home insurance in Norway, and a favourable travel insurance.
- Additional insurances and member benefits -see www.lofavor.no

NTL RESEARCH INSTITUTES PARTICULARLY WORK WITH:

- Best possible financing and regulations for research institutes.
- Research politics and other professional issues.
- Wage statistics that we use in negotiations of your wages.
- Improving contract conditions for research institutes.
- Pension, specifically challenges that arise when the employers wish to change the pension systems.
- Courses and conferences.

As unorganised labour you have little influence on your work situation. You yourself must attend to your rights, possibilities, wishes and interests at your work place.

JOIN US – AND MAKE YOUR CONTRIBUTION TO SECURE, NEGOTIATED WAGES AND WORKING CONDITIONS!

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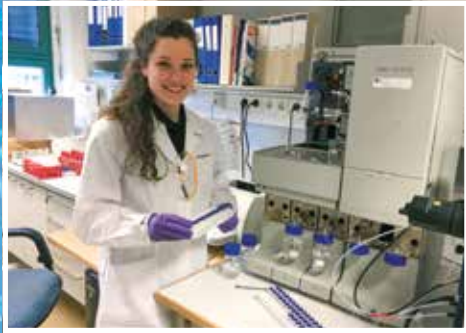
NORWEGIAN
CIVIL SERVICE UNION (NTL)

BECOME A
MEMBER OF NTL

OUR JOINT STRENGTH
– YOUR SECURITY

**DON'T STAND ALONE
– JOIN US**





NTL Research Institutes is a union within the Norwegian Civil Service Union (NTL) and is attached to The Norwegian Confederation of Trade Unions (LO). We organise employees in research institutes and research and teaching enterprises. We are socially engaged, yet politically independent.

All employees of the institute or enterprise can become members of NTL Research Institutes. We unionise independently of educational background, job position, and conditions of employment (including temporary employees, students and apprentices). This gives us a unique basis for strength, diversity, cooperation and solidarity.

IMPROVING CONTRACT CONDITIONS FOR RESEARCH INSTITUTES



TOGETHER FOR A BETTER WORKING LIFE

The trade union movement LO has negotiated many of the cases most employees take for granted, such as:

- Wage increase (every year)
- Good sick pay scheme (full wages during illness)
- Pension plans regulated by contract (AFP)
- Holidays regulated by contract (25 days off with full pay)

In modern work life there is a constant pressure on worker's rights. We work to secure already negotiated rights and towards even better employee benefits.

Among other things we work for:

- Equal pay for equal work
- Just distribution of benefits
- Wages that can support you
- Improved contract regulations
- Pension

HOW MUCH IS THE MEMBERSHIP FEE IN NTL RESEARCH INSTITUTES?

The cost is 1.1 % of your gross salary, plus a premium for collective insurance. Join today!
www.ntl.no/medlemskap

BEST POSSIBLE FINANCING AND REGULATIONS FOR RESEARCH INSTITUTES

Kindly contact the elected employee representatives of NTL Research Institutes where you work to get more information or to sign up as a member. You may also contact us directly on our website, www.ntl.no/forskning.

WAGES STATISTICS THAT WE USE TO NEGOTIATE YOUR WAGES

