



Welcome to our Offices in Akureyri, Dalvík and Fjallabyggð

WHY HAVE TRADE UNIONS?

The role of trade unions is first and foremost to conduct negotiations on wages and other work related conditions in the agreements on behalf of their members and to look after their interests on the labour market.

MAKE SURE THAT YOUR RIGHTS ARE IN ORDER

PLEASE NOTE THAT ALL CASES SUBMITTED TO THE UNION ARE CONFIDENTIAL.

THE MEMBERSHIP FEE TO EINING-ÍÐJA GIVES YOU AMONGST OTHER THINGS:

Labour Union Service Offices and access to the staff of the labour union.
 Information about rights and duties.
 Information about wages and work conditions
 Assistance in checking on salary slips.
 Company role in agreements on work place agreements and in the drawing of employment contracts.
 Assistance in instances e.g. of collecting wages, when the wage payer goes bankrupt.
 Advice and assistance of Union lawyers, when the need arises, because of rights to work cases, accidents and even in other instances.
 Assistance for union members from abroad/fellow workers, interpreting and advice.
 Substantial assistance from the Sickness Fund in cases of illness and accidents.
 Financial aid from the Sickness Fund.
 Subsidies and use of vacation houses and flats.
 Financial aid to attend courses of study and study.
 Access to Union courses - subsidised or free of charge.

SHOP STEWARDS

The shop stewards of Eining-Íðja are important links in the union operations. According to the contracts, there is to be a shop steward at every location employing 5 or more union members. At locations employing more than 50 members there are to be 2 shop stewards. On election, the shop steward simultaneously receives special legal protection in his work, he receives company authorisation to handle the cases of others and becomes their representative at the work place. The main role of shop stewards is to ensure that the law and contracts are applied at the work site and that they constitute the link between the employees and the labour union.

IS THERE A SHOP STEWARD AT YOUR WORK PLACE?

460 3600 WWW.EIN.IS

UNION LABOUR CONTRACTS

A union wage contract is a written contract, concluded between a labour union on the one hand and an employer on the other, on wages and conditions, which applies to all the wage earners working in the labour union area. A union wage contract secures minimum rights and stipulates e.g. the salary, work hours, overtime, meal and coffee breaks, vacation, sick leave and rights in cases of accidents, notice of termination and other items concerning the conditions of people.

THE MAIN UNION AGREEMENTS:

The SA Confederation of Icelandic Enterprise (the general market)
 The Municipalities The State, i.a. various institutional contracts
 Special Term Contracts

IF YOU ARE IN DOUBT ABOUT YOUR RIGHTS DO NOT HESITATE TO SEEK INFORMATION



DO YOU KNOW WHAT WE CAN DO FOR YOU?

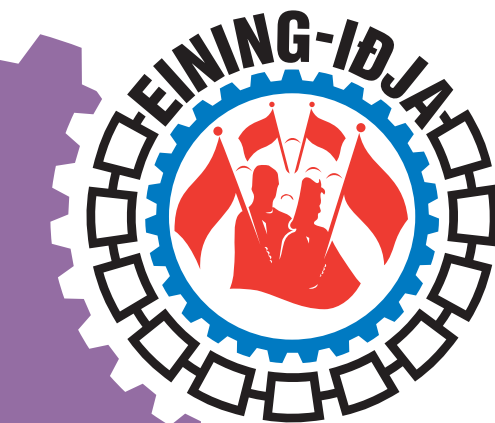
MEDICAL INSURANCE FUND

The role of the fund is to provide members with financial assistance in cases of sickness, accidents and deaths. Furthermore, its aim is to work on preventive measures concerning safety and health. Board Meetings of the Medical Insurance Fund are convened once a month. Documents to be presented at these meetings must have been received by the Fund Office no later than the 27th day of each month.

MEMBERS CAN E.G. RECEIVE FINANCIAL ASSISTANCE BECAUSE OF:

- Cancer Prevention Clinical Check ups
- Therapeutic Massage
- Therapeutic Training
- In Vitro Fertilisation
- Sickness of Children or Spouse
- Physical Fitness Training
- Purchase of Hearing Aids
- Purchases of Lenses for Eyeglasses and Contact Lenses
- Interviews with Psychologists and Psychiatrists
- Burial Costs

460 3600 WWW.EIN.IS



Eining-iðja is the owner of hospital facilities in Reykjavík for rent by Union members. These units are intended for use by Union members, who need to stay in the capital area while seeking medical assistance. The flats are rented out to suit the requirements of Union members.

VACATION FUND

Union members are offered the choice of renting summer vacation houses or accommodations in all parts of the country and there are six good options available in winter rentals, i.e. houses at Illugastaðir, Tjarnargerði, Einarstaðir and Svignaskarð and accommodations in the capital area as well as in Egilsstaðir. The winter rental period begins on the 15th of September and lasts till June 1st every year.

During the past few years three trips have been offered to fund members. One trip abroad. "A Mountain Trip" within this country and a full day recreational tour for senior members.

During the past few years the Fund has offered financial contributions, entitled "A Week of Your Own Choice", which have been used a great deal by Union members. The financial contributions are allotted in the same manner as those of the vacation housing offer.

EDUCATIONAL FUND

The Union is a member of powerful educational funds i.e. Landsmennt, Ríkismennt and Sveitamennt. Financial aid can be applied for in order to attend a course of study or if work is carried out by means of study that qualifies for financial aid. Furthermore, financial support can be applied for in connection with study for upgrading driving licences.

There is also financial support awarded for hobby courses, courses for studying Icelandic, for purchases of study aids for reading and writing, costs of travel and residence.

Contact the Union Office and obtain further information about the conditions that must be complied with in order to obtain entitlement for financial aid.

Further Information at Tel. No. 460 3600
At www.ein.is and ein@ein.is

FREEDOM OF MEMBERSHIP

Wage earners are free to refrain from membership in trade unions, i.e. not to become full-fledged union members. They then constitute associate members, since the employers are duty bound to pay costs per capita for all employees, who work on the basis of the applicable company agreements relating to wages and working conditions. Associate members pay, but they have no rights! Does that really pay?

