




HANDEL OG KONTOR I NORGE

A faint, grey silhouette of a commercial airplane is visible in the background, flying from left to right.

Safety pays off
– in your own job too

Fagforeningen for Luftfart og Reiseliv
www.flr.no

We are here for you.....

Handel og Kontor i Norge (HK) have collective agreements and organise employees in both the civil aviation and tourist industries. We have members who work in air traffic, ticket offices, customer services centres, cabin, air cargo, haulage, administration, IT, finance, travel agencies and sales/service sectors. As a member you will benefit widely from a range of advantages; not least of all our help and support should you get into difficulties at work.

Just watching or taking part?

The fifth holiday week, shorter working time, annual pay regulations, an occupational pension and AFP (contractual early pension) are rights which we take for granted, but they have all been fought for collectively by people who have stood together for a better and fairer working life. Rights embedded in laws and agreements are of little value if they are not used and followed up. Handel og Kontor work for fair pay, job security and job satisfaction; as well as good working conditions for our members.

Your rights

Membership in HK is the best insurance you can have at work; both in good and not so good times. If you are unfairly treated or cheated of rights that are laid down in law or in the agreements, your union representative and HK will be there to help you.

If you find yourself in a dispute with your employer HK can, after considering the matter, take the case to court.

Your supporters

HK has local representatives at most workplaces, and branches in most companies within your sector. In addition to this, the central level of HK gives advice, guidance and help in the event of disputes. Our collective strength increases our possibility for success in negotiations with employers by providing a unified voice in support of our demands and collective agreements.

Sectoral Committee and FLR

Representatives from the industry sit on the Sectoral Committee for Civil Aviation and Tourism (Bransjeråd HK Luftfart og Reiseliv), and give the national union advice on issues of wage bargaining and industrial policy relating to the industry.

As a member inside this industry you are part of the Civil Aviation and Tourism Union (FLR), which is a branch of HK. The branch provides services and activities for its own members.


International work

Through the International Transport Workers' Federation (ITF) and affiliation at Nordic and European level, HK works with common challenges concerning the industry. We also have close contact with corresponding trade union branches in other countries.

www.itfglobal.org

Membership Benefits

- Advice and legal aid in the event of problems at work
- Online sources of information on working life related issues
- Courses in law and agreements
- Offers of vocational training and access to financial support
- Support for waiting days
- LO-favør membership including insurance schemes
- Union dues are tax deductible

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- Union magazine and information updates during wage bargaining rounds
 - Opportunity to rent a holiday apartment in Vodice, Croatia, as a member of FLR

For more information on membership benefits visit websites:
www.flr.no, www.handellogkontor.no or www.lofavor.no

What does membership cost?

The subscription for ordinary membership is calculated on the basis of gross monthly pay. You pay 1.3% plus an insurance contribution of approx. kr. 100 a month. If you are a student and earn less than the Norwegian State Educational Loan Fund's (Lånekasse) minimum, you pay kr. 250 twice a year.

Taking into account estimated insurance costs and the tax deduction, you will find that the actual subscription cost is really not very high.

Want to know more?

Visit our homepage if you want to join or for more information:

Handel og Kontor i Norge www.handelogkontor.no

Fagforening for Luftfart og reiseliv www.flr.no

Join today!

Go directly to the application form by using this QR code:



Handel og Kontor i Norge's aim is for you and your colleagues to have:

- Decent pay
- Job security and job satisfaction
- Good terms and conditions

Membership in Handel og Kontor
your best insurance at work!

Contact information:

HK: tel: 23061180 post@handelogkontor.no

FLR: flr@flr.no

