

Reykjavik

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Agreement on cross-border work in the Nordic financial sectors

Introduction

The financial sector is dominated by global capital and global strategies. At the same time, many financial institutions operate across the Nordic borders. As a consequence, many Nordic finance employees choose to work outside of their home country – through either posted or permanent positions in another country.

UNI Global Union has created the UNI Passport system which aims at providing employees with legal advice and support when working posted globally or in Europe. The following agreement seeks to add to the UNI Passport by simplifying the process of cross-border support to trade union members within the labour market and organizational sphere of the Nordic financial sectors. The agreement is expanded to also include legal advice and support for permanent employment in another Nordic country.

The overarching goal of the agreement is the following:

- To support employee mobility across the Nordic countries for finance employees who are members of trade union with a collective agreement in the financial sector.
- To secure that members of trade unions assigned to the agreement are given proper legal advice and support when taking up a temporary position in another Nordic country.
- To strengthen the Nordic model by promoting continued membership of a trade union with a collective agreement in the financial sector upon permanent relocation to another Nordic country.

In the agreement, a distinction is made between temporary and permanent employment. Permanent employment means employment contracts without any time limitations.

Against this background, the assigning unions agree to:

Chapter 1 – Temporary employment in another Nordic country

§ 1

Any employee who is a member of a union party to the agreement and who takes up temporary work (i.e. on an employment contract with a limited time period) outside the home union's country but inside the country of another assigning union and in the financial sector, can make use of the services of the host country's union to the same extent as if the employee concerned had been member of the host country's union. These services shall consist of secretariat support including advice in relation to the employee's employment and working conditions, any relevant support from shop steward(s) and local union branch, information, membership paper, journals, insurance (excluding unemployment and/or income insurance) and discount arrangements, recreation offerings, participation in meetings and courses, etc.

§ 2

Services including judicial aid in court proceedings and/or the purchase of external support etc. can only be included upon separate agreement between the assigning unions involved.

§ 3

In order to use the services offered by this agreement, the employee concerned shall pay full membership fee to the assigning union in the home country. At the same time, no membership fee shall be paid to the host country's union and there shall be no economic compensation paid between the unions concerned, unless separately agreed upon.

§ 4

Employees who are entitled to the services that the agreement provides for cannot be elected as shop steward or to any cooperation bodies, local trade union branches, or similar. In the same manner they shall not be given voting rights at congresses and meetings of the host country's union.

§ 5

Employees who wish to make use of the services that the agreement provides for must deliver the necessary information on personal data, employment conditions, etc. that the host country's union requires.

Chapter 2 – Permanent employment in another Nordic country

§ 6

When taking up permanent employment outside the assigning union's home country and if the employee chooses to become a member of the host country's union, the employee transfers her/his membership to the host country's union. In this process, the membership time from the home country's union shall be transferred accordingly in relation to any potential waiting times for the services of the host country's union. The host country's union is entitled to administrative support from the home country's union in order to verify membership.

§ 7

An employee who is member of an assigning union and that takes up permanent employment (i.e. on an employment contract without any time limits) outside of that union's home country but within the organizational sphere of another assigning union is entitled to the services of the host country's union from the first day of announcing her/his employment. The services include support from secretariat, shop steward(s) and local union branch in relation to the working and employment conditions of the employee concerned.

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