Placement in the Basic Collective Agreement for the Civil Service.

With effect from 1st of May 2016, there are two Basic Collective Agreements. One applies to employees who are members of the “The Federation of Norwegian Professional Associations” (Akademikerne) and the other one is for all other employees. To correctly calculate the wages, the employer requires information necessary to determine which of the Basic Collective Agreements should be followed for each employee.

Information regarding Union affiliation is regarded as sensitive personal data under the Personal Data Act. Employers however have a lawful reason to obtain this information based on the Personal Data Act § 9 subsection f), the information regarding Union affiliation is necessary to establish and pay wages correctly.

We therefore need information from you if you are a member of a member association affiliated Akademikerne or not. “The Federation of Norwegian Professional Associations” have the following member associations:

* Arkitektenes Fagforbund (afag)
* Den norske legeforening
* Den norske tannlegeforening
* Den norske veterinærforening
* Econa
* Juristforbundet
* Krigsskoleutdannedes offiserers landsforening
* Naturviterne
* Norsk lektorlag
* Norsk Psykologforening
* Samfunnsviterne
* Samfunnsøkonomene
* Tekna

NITO and Norwegian Pharmaceutical Association (Norges Farmaceutiske Forening) has a cooperation agreement with Academics and employees who are members of these associations should follow the Basic Collective Agreement entered into with Akademikerne.

Employees are bound by the Basic Collective Agreement applicable to the union they were members of at 1st of May 2016 and for the whole agreement period (until 30th of April 2018). Unorganized who join a union shall follow the Basic Collective Agreement that applies to the union from enrollment date.

I am a member of a union that has membership or a collaboration with Akademikerne.

If you joined after 1st of May 2016, please state the enrollment date here:

I am not a member of a union that has membership or a collaboration with Akademikerne.

NAME\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_