

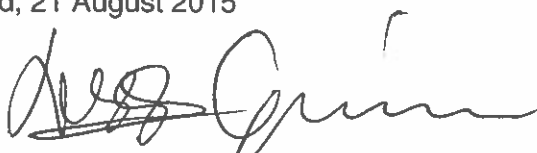
Agreement on guest membership between Nordic
Associations of engineers

The undersigned engineers' associations in the Nordic region have come to an agreement on the following conditions for guest membership on the occasion of employment

1. A member can be accepted as a guest member in a host association if he/she work in the host association`s country of operations and remains a member of his/her home association. Guest membership means that the host association can, with the members' approval, function as her/his legal representative in labour law-related matters. The agreement does not cover student members, retired members or members who for any other reason are not full union members in the home association. Services to these groups may be offered parallel to this agreement.
2. Guest membership can be granted for one year at a time, up to a period of three years. The membership is automatically extended unless changes to the conditions for guest membership have been communicated. A new three year period can, at the earliest, be signed one year after termination of previous guest membership. The guest membership terminates when the member's work situation no longer provides cause for membership, or when the membership in the home association ceases.
3. The application for guest membership is made to the host association via the home association. In cases where several signatory associations are active in the host country, the member should choose which host association she/he wishes to join. The associations in the host country can come to a mutual agreement on recommendations for this procedure. The guest member must meet the requirements regarding inter alia academic qualifications that apply for membership of the host association.
4. All participating associations shall publish information about guest membership of their own association. The information shall also be made available on www.nording.org
5. A precondition is that a guest member has the same benefits and rights as the permanent member of the host association. The guest member, however, has no voting rights and cannot be elected to a position of trust.
6. Guest membership is free of charge for the member provided her/his membership in a home association is valid and the appropriate membership fees have been paid.

7. The regulations of the respective countries apply as regards membership of unemployment insurance funds. Unemployment insurance is not included in the guest membership.
8. With regards to labour legislation disputes, that are dealt with in a court of law, lawyer's fees shall – regardless of whether these are internal or external – plus other costs connected to the case, be covered by the home association according to a special agreement between the host association and the home association.
9. This agreement replaces all previous agreements between the participating associations and comes into force from 1 January 2015 and after appropriate approval within each association respectively. Guest memberships granted under the terms of previous agreements continue uninterrupted under the new agreement.
10. The agreement is valid until further notice for one year at a time. Notice of termination of the agreement shall be given in writing to the relevant parties at least four months before the end of the year. If one of the associations terminates the agreement, the agreement will continue to be valid between the other parties. Ongoing individual guest membership affected by termination of the agreement, either by the home or the host association, ceases upon the termination of the agreement.

Svalbard, 21 August 2015



Ingeniørforeningen i Danmark (IDA)
The Danish Society of Engineers



Insinööriliitto IL ry
Union of Professional Engineers in Finland



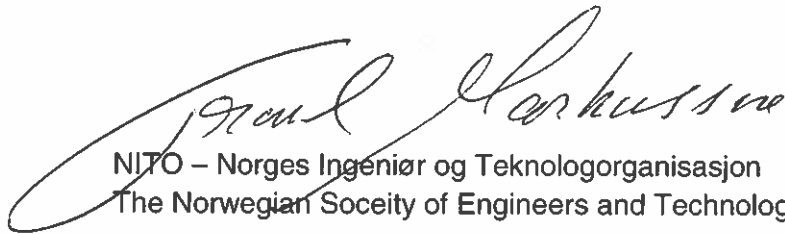
Teknikan Akateemisten Liitto TEK
Finnish Association of Graduate Engineers



Svenska Ingenjörer
The Swedish Association of Graduate Engineers



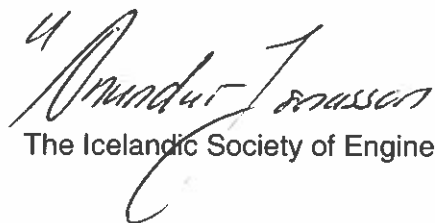
Tekna - Teknisk-naturvitenskapelig forening
The Norwegian Society of Graduate Technical and Scientific Professionals


NITO – Norges Ingeniør og Teknologorganisasjon
The Norwegian Society of Engineers and Technologists


Driftenjörstörbundet i Finland
DIFF The Association of Swedishspeaking Engineers in Finland


Tekniska Föreningen i Finland, TFIF
The Engineering Society in Finland TFIF


The Association of Chartered Engineers in Iceland (VFI)


The Icelandic Society of Engineers (TFI)