

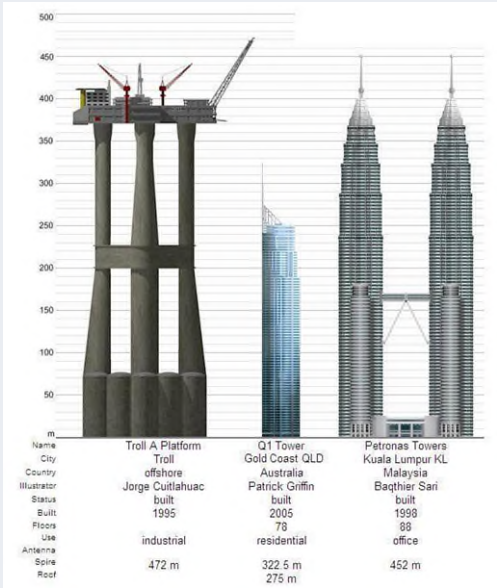
<https://www.akersolutions.com/who-we-are/power-the-change/>

<https://akerbp.com/power-the-change/>

Welcome to Jåttå !

You are on historical ground

Between 1970 and 1995,
no less than 18 huge concrete platforms were built
here at our previous yard at Jåttå



Troll A has total height of 472 metres, and is the world’s largest construction moved by man.

Welcome to Jåttå !

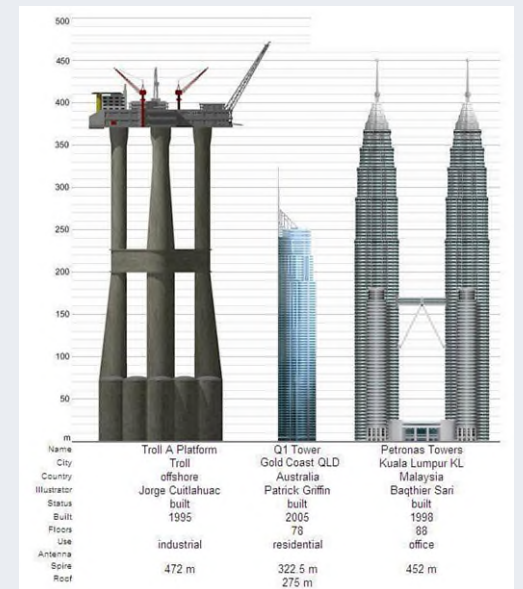
You are on historical ground

Between 1970 and 1995,
no less than 18 huge concrete platforms
were built here at our previous yard at Jåttå



Offshore

Troll A has total height of



ion moved by man.

What is Aker? (simplified)

contains links

Engineering, construction, installation, oil&gas, hydropower
35 locations Norway, India, Malaysia, Brunei, UK etc.

Oil & Gas Exploration
(Norway)



Hydropower



SalMarAkerOcean

Sea farming / Salmon, Krill



Industrial
software

Oslo

Tokyo, Houston



FORNEBUPORTEN

Property

Hotels:

Fornebu

Kløfta

Gjøvik

Kongsberg



OCEAN YIELD



AKOFS
Offshore

Akastor is a holding company
HMH: (MHWirth+Hydrill) = 50%
Norway, Germany, Brazil

Aker founded in 1841, Kvæerner founded in 1853,
(LO founded in 1899)
Aker ASA = globally 35 000 employed and hired-ins
Approx 22 500 working in Norway

AKER HORIZONS



AKER CARBON
CAPTURE



AKER
OFFSHORE
WIND

Renewable: Wind, Carbon Capture, Hydrogen

Internal



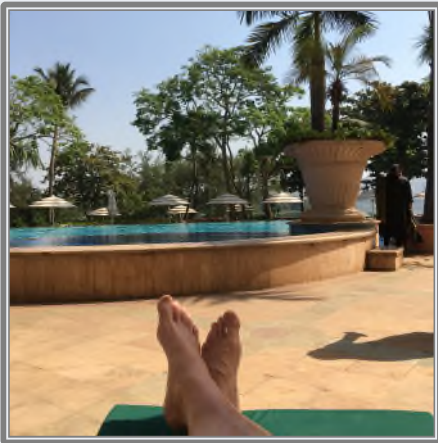
Slide 4

October 29, 2024

About me: Torstein Engevik, Telecom Engineer Deputy union convener LO in Aker Solutions



Started in Aker (Kværner) in 1991
-Supposed to stay for a couple of years, but still here...

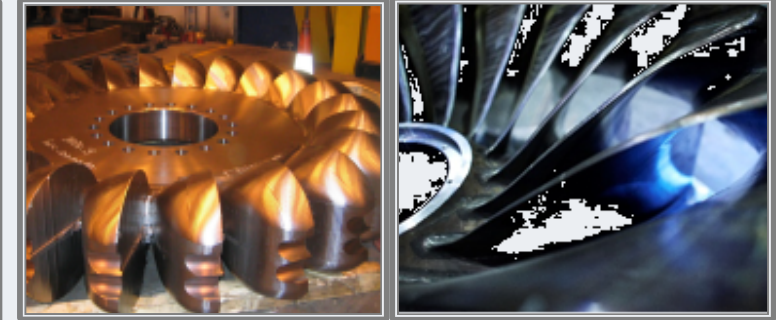


What made me stay for 33 years?

Exciting technology

- Aker Solutions delivers products and services to the global energy industry to meet future energy needs.
- Engineering, design, fabrication, installation, project management.
- Oil&Gas, Ocean wind, Hydropower, Subsea Power and even Arms Industry (defence).

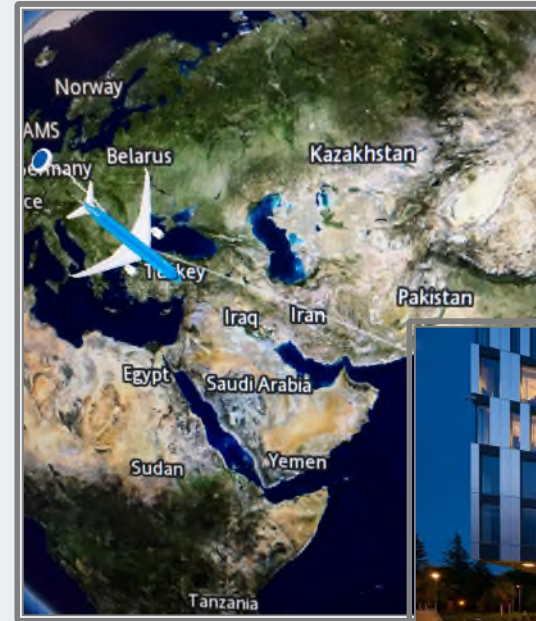
<https://www.akersolutions.com/what-we-do/>



Locations and people

- 11 773 employees in 14 countries. Norway, India, UK, Canada, Brunei, Malaysia, USA, Finland, Angola, Poland, China, Sweden, Brazil, Saudi Arabia, Dubai. 55 locations world wide.
- 9100 in Norway: Offices in Stavanger, Oslo, Bergen, Trondheim, Kristiansand, Kristiansund, Sandnessjøen
- Shipyards/workshops in, Verdal, Stord, Egersund, Tranby, Sandnessjøen

<https://www.akersolutions.com/what-we-do/>



Working in Aker could not only take you to Oslo. It could take you to all corners of the world



What made me stay 33 years in the same company?

NITO og Teknisk ukeblad har undersøkt hvilke arbeidsplasser som er mest attraktive for ingeniører og teknologer i 2023. Dette er topplisten:

	Alle	Studenter
1	Equinor	Equinor
2	Kongsberg Gruppen	Aker Solutions
3	Aker Solutions	Norsk Hydro
4	Norsk Hydro	Kongsberg Gruppen
5	Microsoft	Statkraft
6	Statkraft	Microsoft
7	Aker BP	Multiconsult
8	Siemens	Aker BP
9	Norconsult	Siemens
10	DNV	Norconsult

What about human factors ??

October 29, 2024

Internal



Den norske modellen



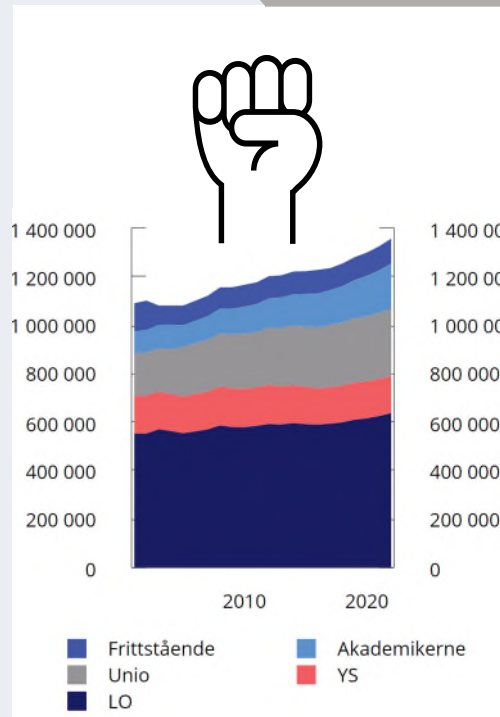
<https://www.akerasa.com/about/board-and-management>

<https://www.akersolutions.com/who-we-are/board-of-directors/>

<https://akerbp.com/styret/>



Employees in Norway, union membership



STYRKE



ELog IT
Forbundet



Fellesforbundet

Bedriftsutvalg:
Alle viktige saker skal dit
før de beslutes i styret



Aker Solutions

Fun facts:

Norway = 5,5 million residents

70% are employed = a workforce of
3,84 million people (only beaten by Iceland and
Netherlands)

1,87 million are union members = 49%
of the workforce. 24% = LO members

In Aker Solutions, 60-70% of the
workforce are union members

Arbeidsmiljøloven – the working environment act

Internal

Trade unions and main organizations in Norway (and in Aker):

Main organizations in Norway



LO (main organization)
1 007 451 members
25 unions



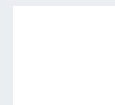
Unio (main organization)
389 000 members
14 unions



Akademikerne (main organization)
245 000 members
13 unions



YS (main organization)
229 000 members
12 unions



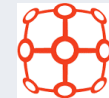
Without main organization:

Unions in Aker :



Fellesforbundet

STYRKE



ELog IT
Forbundet



Handel og Kontor
i Norge



Approx 4500

None



Tekna

negotia



SAFE

NITO

lederne

Approx 3500



NKIF 2006:
26.000 medl.

**NORSK KJEMISK
INDUSTRIARBEIDERFORBUND**



2006: fusjon
NKIF + NOPEF

NOPEF 2006:
20.000 medl.

**NORSK OLJE- OG
PETROKJEMISK FORBUND**

NORSK TREINDUSTRIARBEIDERFORBUND

NTAF 2009:
4700 medl.



ALT 2008:
1500 medl.



**INDUSTRI
ENERGI**

IE 2023:
56.000 medl.



FLT 2023:
24.000 medl.

**FORBUNDET FOR
LEDELSE OG TEKNIKK**

2023:
merger
IE&FLT

STYRKE

FORBUNDET STYRKE

2024: 80.000+ medl.

STYRKE

Et result av flere sammenslåinger



Styrke in Aker Solutions:
950+ members

Styrke in Aker BP and Akastor:
900+ members



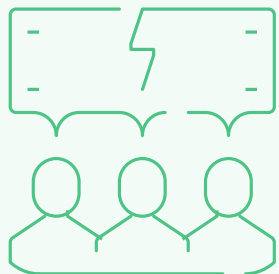
= Styrke Aker ASA:
1850+ members



AKERMODELLEN

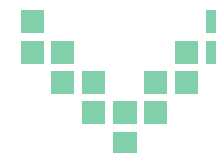
Atle Kigen og Atle Tranøy
14. mars 2024





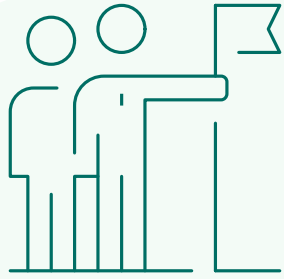
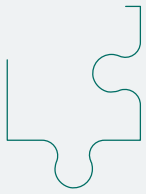
HVEM ER PARTENE?

Tillitsvalgte og ledelse
Åpen dialog med sentrale organisasjoner
og myndigheter



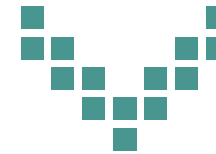
MÅL: Anerkjenne at partsinteresser er
ulike og arbeide for felles interesser i å
skape fremtidsrettede bedrifter og
arbeidsplasser

Vi skal dele kaken, og har da en felles interesse av at den er så stor som mulig



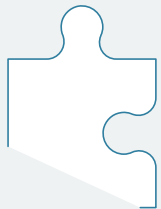
HVA ER FORMÅLET?

Styrke og videreutvikle samarbeidskulturen og
Akers DNA: Kunnskap, Samarbeid og
Endringsdyktighet



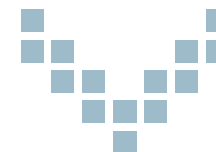
MÅL: Bedre konkurranseevne og tilrettelegging
for fremtidsrettete virksomheter. Tett dialog
mellom tillitsvalgte og selskapets ledelse – med
forankring hos hovedeier.

Å drøfte viktige saker med de tillitsvalgte gir eierskap til beslutningene ut i organisasjonen og øker produktiviteten



HVORDAN FUNGERER AKERMODELLEN?

Fundamentet er regulert gjennom lov- og avtalebaserte organ. I tillegg er modellen basert på en uformell og tillitsbasert dialog.

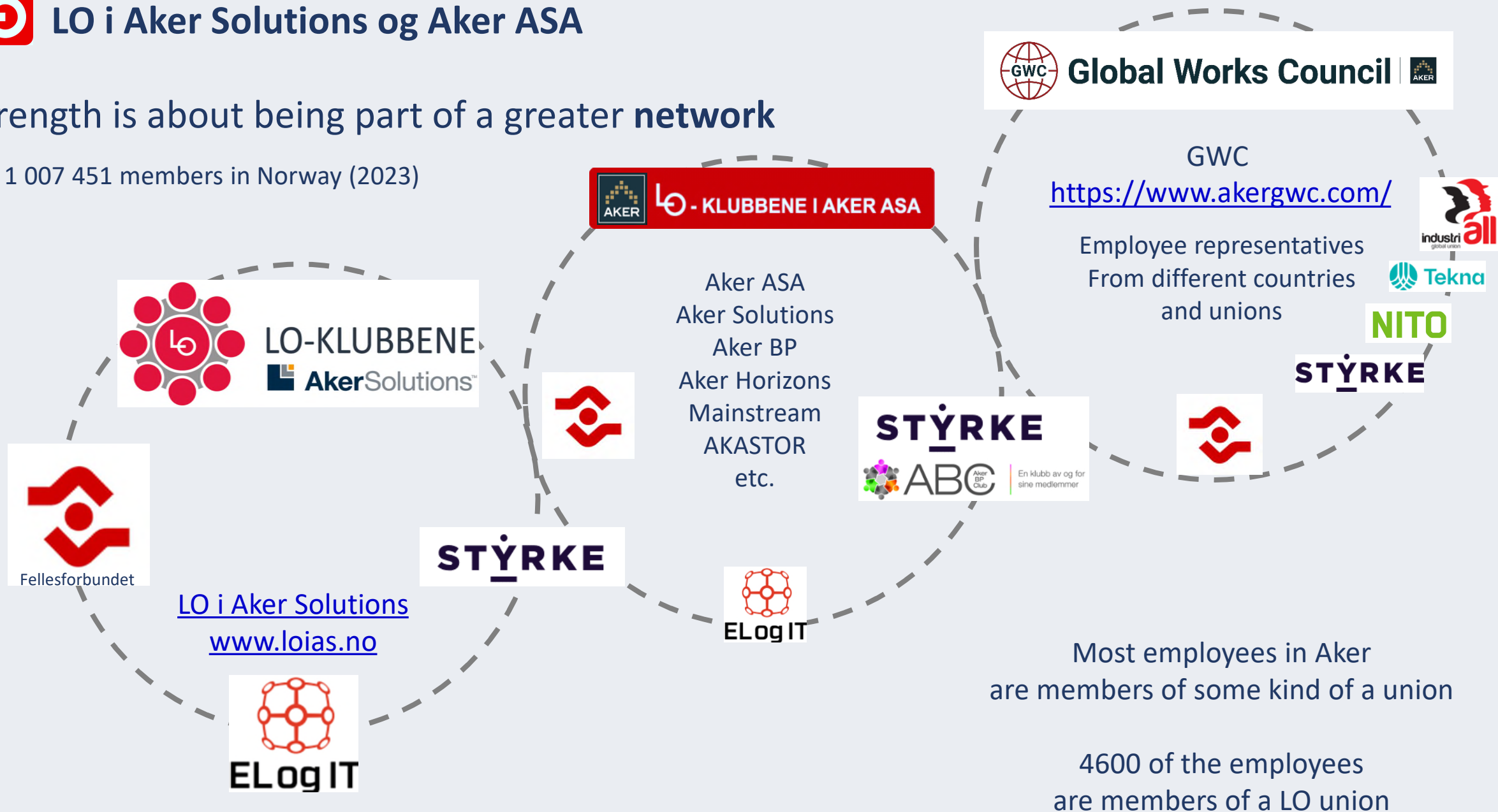


MÅL: Formell samhandling omfatter forpliktelser etter tariffavtaler. Uformell samhandling mellom ledelse og tillitsvalgte tilfører en tilleggsdimensjon utover forpliktelsene.

I tillegg til bedriftsutvalg der alle viktige saker skal opp før de besluttet i styret, så har vi f.eks. strategiutvalg, globalt samarbeidsutvalg, «fot i bakken» møter, et større antall frikjøpte tillitsvalgte, og en stor årlig 3 dagers konferanse med 250 tillitsvalgte, betalt av bedriftene.



LO: 1 007 451 members in Norway (2023)





Collective bargaining agreement (CBA)

STYRKE

Assistance and legal aid at work.

The union can provide free assistance in cases of withheld salary payments, unjust termination of employment, work related injuries, or bullying or harassment at work.

We can also help with questions concerning employment contracts or collective agreements. We seek to ensure fair pay and working conditions by negotiating the best possible [collective bargaining agreements](#).

We considers a flexible, criteria-based wage policy to be the best incentive for increased effort. If you need assistance and/or legal aid, please contact your local union representative or our head office.

[Download FLT's Guidelines for Legal Assistance](#)



<https://lovdata.no/dokument/TARO/tariff/taro-198>

<https://lovdata.no/dokument/TARO/tariff/taro-199>



Free part time education (university level)

We don't ask for a specific type of education to become a member

Instead, we offer education to our members*

*with FLT collective bargaining agreement

ADDISCO
Norwegian Engineers' and Managers' Association

Kurs Stipend Aktuelt Kontakt oss FAQ

Gjør deg selv ansettbar!

Utdanningsselskapet Addisco AS har siden 1999 levert kurs og utdanninger tilrettelagt for arbeidstakere.

Addisco eies av Forbundet for Ledelse og Teknikk (FLT), som er et fagforbund innen LO familien. FLT organiserer tekniske funksjonærer og arbeidsledere innen privat industri.

FLT

STYRKE

Continuing education

Our subsidiary Addisco offers and facilitates educational programs to members. These programs are free to members who have a FLT collective bargaining agreement.

Educational programs offered by Addisco lead to formal accreditation, and it is possible to earn a bachelor's or master's degree.

Members are eligible to apply for up to 50 000 NOK in financial aid each academic year. For more information about continuing education, please contact us at addisco@flt.no or visit the website addisco.no.



Your membership benefits

STYRKE



Personal benefits such as discounts on your electricity bill, hotel bookings, rental cars and more.



[Forbundsbrosjyre FLT](#) [Engelsk LOfavør Brosjyre](#)

Your union fee includes 5 different insurances.
You shouldn't buy these separately, make sure you don't.

-Home insurance *LOfavør*. This insurance that covers **all your belongings** (no limit on total value, but each item/collection is limited to NOK 300 000). LO and its federations have ownership of this insurance and set the terms. Our vision is to provide you with the best possible home insurance coverage.

-Basic life insurance *LOfavør*. This is a **small** life insurance policy. Benefits are paid out in the event of the death of a member or their spouse.

-Personal accident insurance *LOfavør*. Accident insurance that covers death or invalidity caused by accidents that take place in your free time. Accidents that occur while at work are covered by your employer's insurance.

-Travel insurance *LOfavør*. Our travel insurance covers members, their spouses and their children (under 20 years old and living at home). Grandchildren of members are also covered by our travel insurance when traveling with the member. Travel insurance applies all trips of up to 70 days in duration.

-Legal insurance *LOfavør*. Includes up to 15 hours of legal advice annually from lawyers associated with HELP. The lawyers can provide legal advice in most areas of the law, not including criminal law, work-related law (your union membership covers this)-



ON YOUR OWN?

Forbundet Styrke holds collective bargaining agreements (CBA`s) in all major Aker companies.

Aker Solutions? <https://styrke.no/medlemskap/> and get a CBA in Aker Solutions.

Aker BP? <https://styrke.no/medlemskap/> and get a CBA in Aker BP.

Student? <https://styrke.no/medlemskap/student/> Becoming a student member is the smartest thing you can do. For only 299,- NOK for the whole study period, you get a whole lot of benefits (insurances, free books etc).

- <https://www.lo.no/hva-vi-gjor/lo-student/dette-kan-du-spare-pa-a-bli-studentmedlem-i-et-lo-forbund>
- <https://www.lo.no/hva-vi-gjor/lo-student/nyheter-om-lo-student/lo-fortsetter-a-oke-blant-studentene/>

STYRKE

OR UNITED?



