

Agreement on guest membership between Nordic associations of professional engineers

The undersigned engineer's associations in the Nordic region have come to an agreement on the following conditions for guest membership of another association on the occasion of employment in a Nordic country other than the member's home country. The association in the home country where the person is registered is referred to hereinafter as the 'home association' and the association in the country in which the guest membership is registered is referred to as the 'host association'.

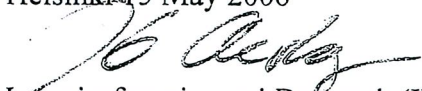
1. A member can be accepted as a guest member in a host association if s/he works in the host association's country of operations and remains a permanent member of her/his home association. Guest membership means that the host association can, with the member's approval, function as her/his legal representative in labour law-related matters. The agreement does not cover student members and retired members or members who for any other reason are not full union members in the home association. Service to these groups may be given parallel to this agreement.
2. Guest membership can be granted for one calendar year at a time, up to a period of three calendar years. Membership is automatically extended unless changes to the conditions for guest membership have been communicated. 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 s/he wishes to join. The associations in the host country can come to a mutual agreement on recommendations for this. The guest member must meet the requirements regarding inter alia academic qualifications that apply for membership of the host association.
4. All participating associations are to publish information about guest membership of their own association. This information shall also be available on www.nording.org and furthermore be available in English.
5. A precondition is that a guest member has the same benefits and rights as the permanent members 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 the 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 guest membership.

8. As regards 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 paid by the home association according to a special agreement between the home and host association.

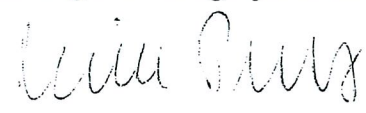
9. This agreement replaces all previous agreements between the participating associations and comes into force on 1 January 2006 and after appropriate approval within each association respectively. Guest memberships granted under the terms of previous agreements continue uninterrupted under the new agreement.

10. The agreement is valid until further notice for one calendar year at a time. Notice of termination of the agreement shall be given in writing to the other parties at least four months before the end of the calendar year. Even if one of the associations terminates the agreement, the agreement will continue to be valid between the other parties. Ongoing individual guest memberships affected by termination of the agreement by either the home or host association cease at the same time as the agreement is terminated.

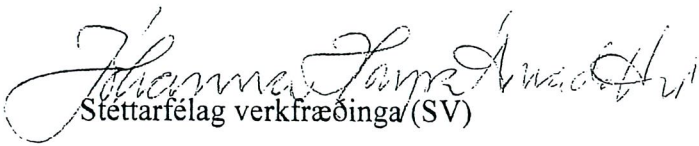
Helsinki 15 May 2006

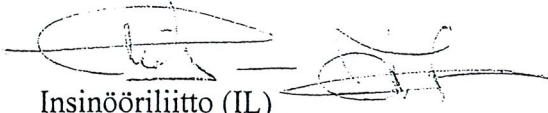

Ingenjörforeningen i Danmark (IDA)


Sveriges Civilingenjörskförbund (CF)

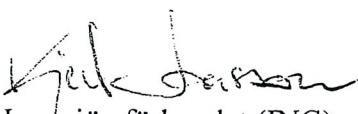

Norges Ingeniørorganisation (NITO)


Verkfræðingafélag Islands (VFI)


Stettarfélag verkfræðinga (SV)

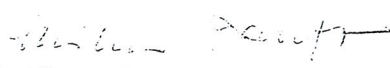

Insinööriliitto (IL)

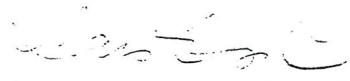

Driftenjörskförbundet i Finland (DIFF)


Ingenjörskförbundet (ING)


Teknisk-Naturvitenskapelig förening (Tekna)


Tæknifræðingafélag Islands (TFI)


Tekniikan Akateemisten Liitto (TEK)


Tekniska Föreningen i Finland (TFiF)