

## Join us on Facebook

Join the union rep Facebook group,  
you can find it by searching for its title,  
“Trúnaðarmenn Eflingar”

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To keep an eye on news from Efling,  
follow the Efling page on Facebook, too.

### Further information regarding workers' rights

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## Your first steps

## as a union representative

Your new role offers the possibility to improve yours and your colleagues' rights at work, build workplace solidarity and get involved in the labour movement.



## How can a union representative have a meaningful impact?

**Alma** worked at an elderly care home, where she was elected union representative. During her term as a union representative she identified an issue with wages, with which she asked the union to help. The Efling rights and employment terms department took the case and forwarded it to the union lawyers, who won the case in court. The workers in Alma's workplace received their missing wages. Alma also performed many functions in the union, she sat on negotiating committees, election committees and on the board of ASÍ UNG. Alma was recruited to work at the Efling Office in 2017 and is now a full-time employee.

**Jakub** works at a cleaning company and was elected union representative in February 2019. Immediately after elections and in cooperation with another union representative at his workplace, he organized meetings to mobilize and inform his co-workers about the then upcoming strikes. He made sure that his colleagues were well informed about the demands, strikes and progress in negotiations. On a regular day as union representative Jakub helps his co-workers solving smaller work-related problems, such as issues with the organization of the summer holidays, identifying mistakes in wages calculations, and other related issues.

**Innocentia** works in the kitchen at the hospital. She became union representative in 2017 and became involved in the labour movement straight after. She attended the ASÍ congress in 2018, as well as the SGS congress in 2019. She sits on various committees within the union. In 2020 she was nominated to the board of Efling, which she accepted and started her term in May 2020.

### A critical role in the union and the labour movement

You are entrusted to make sure that the collective agreements are followed in your workplace and that the rights of your colleagues are not violated. You are the contact person between the union and the employees.

As a union representative you will be invited to take courses provided by Efling, for which you are going to keep your full wages. It is very important to take the four courses within your term to educate yourself and be of help to your co-workers.

### What to do if there is a problem in your workplace?

If a colleague comes to you with a complaint, you should investigate the matter immediately. Take notes and keep a record of the events. If you find that the complaint is well-founded, you should approach the employer with the complaint and demand a correction.

- Be proactive – if you suspect that an employee's rights are being violated, you should begin investigating the matter.
- Remember that all information given to you as union representative is confidential!

If you struggle to find a solution, or are not sure if the complaint is a violation of workers' rights – just ask us!

**Efling: tel. 510 7500, email: felagssvid@efling.is**

### Your rights as a Efling union representative

- You are entitled to undertake your duties as union representative in consultation with your managers, and your wages may not be reduced because of this work.
- You may and should call workplace meetings twice a year (or more, but the employer is not obliged to pay for more than 2 meetings) in consultation with the union and the employer. The meeting is to be called with at least three days' notice and is to be held during working hours. In serious cases, the meeting can be called with one-day notice.
- You must have access to a lockable storage space at your place of work – the employer should provide it.
- When problems arise you can consult the union and should then try to work it out with your manager, in confidentiality. If you feel the solution offered by the management is not right, consult the union to receive further assistance.
- As a union representative, you should give information to new employees as regards to the main rules and practices in the workplace as well as information about the union. It's good to greet new employees and let them know you are their union representative and ask if they have any questions.
- Your employer may not terminate your contract as a result of your work as union representative, nor should you be made to suffer any adverse consequences due to the fact that you fulfil the role of union representative. If your employer needs to reduce the number of workers, you shall generally have priority to keeping your employment. In case of a termination or threat of termination, contact the union immediately.
- Your employer is obliged to consult any group firings with you and the union, before they are announced in order to negotiate the best solutions.