

Dear NNF East Jutland Member

AT 11:00 A.M. ON THURSDAY 23 SEPTEMBER, the trade Union NNF opened the doors to its conference and four exciting days of debates, presentations and resolutions. NNF's 11th ordinary conference, held in Aalborg, set the direction for the union over the next four years.

In this newsletter, we have brought together some information to give you, as members of NNF East Jutland, an overview of how the conference's resolutions affect you and your union.

Best wishes,



Flemming Hansen
Branch Chairman



Finn Grosen Madsen
Branch Deputy Chairman

Number of branches to remain unchanged

NNF will continue to be comprised of **six branches** in the upcoming conference period. This was resolved at the extraordinary conference held on 21 September 2021.

This resolution reversed the resolution of NNF's 10th ordinary conference of October 2016 that the number of NNF branches should be reduced from six to four during the conference period 2016 to 2020.

In recent years, the strategic role of the branches has changed, while NNF's finances have been strengthened by the sale of the union's Alka shares. Consequently, the basis for reducing the number of branches has changed.

Further to the resolution to retain six branches, the extraordinary conference also resolved that future conferences should be attended by 300 delegates.

This is especially important for NNF East Jutland, which otherwise would only have been able to send 36 delegates to conferences but can now send 56 delegates.

➔ [Read more about the extraordinary conference here.](#)

Union subscription frozen

On Saturday 25 September, the conference resolved that in the upcoming conference period the union subscription should not increase each year, as has previously generally been the case.

The proposal was part of the so-called **Idea Catalogue**, which comprises proposals and ideas for how the union could spend some of the millions of kroner acquired from selling its shares in Alka.

In total, the Executive Committee had set aside DKK 30 million, and the conference had to decide on various proposals for how this could benefit the members.

However, the proposals concerning income protection, dental insurance, an activity fund or a reduction in the subscription of DKK 150 per month did not achieve the required majority of 60%.

The only proposal to receive the backing of more than 60% of the delegates was the proposal to freeze the subscription.

The freeze applies to the union subscription. The unemployment insurance fund subscription is regulated by the government, which means there may well be increases in this particular subscription. The union subscription, however, will not increase before the next NNF conference at the earliest.



Four-year conference period

NNF will hold its 12th ordinary conference in autumn 2025. This is because the conference rejected a proposal that the next conference should be held in 2024. According to NNF's rules, a conference period lasts four years. And had it not been for coronavirus, we would have met for our conference in October 2020. But given the corona situation, in June 2020 NNF's Executive Committee resolved to postpone the conference for a year, which means the last conference period lasted five years.

NNF Zealand and Islands had put forward a proposal for a three-year conference period to see whether it might change the dynamic in the organisation. But the proposal did not receive the backing of the required majority of 60% and the next conference will therefore be in four years.

Demand for health reporting to reduce burnout

The union's fight to ensure that those with the longest and toughest working lives have the right to the retirement they deserve was a major theme of the conference. In their speeches to the conference, → [the Prime Minister](#), → [the Minister for Employment](#) and → [the Minister for Food](#) all praised the huge commitment that the union made when we resolved not to accept an inflexible and unfair increase in the pension age for all.

But even now that Arne and his colleagues in the food sector have been given the right to early retirement, there is still reason to fight on. Because why should we accept that there are workplaces where the employees get sick and burnt out from going to work? A major theme of the conference was therefore how to design a labour market where the risk of getting sick, burnt out or injured is significantly less than it is today.

In this regard, health reporting can play an important role.

NNF is proposing that all companies in Denmark should be obliged to provide health reporting as an integral part of their annual financial statements, in line with climate reporting and CSR reporting.

On Thursday 23 September, NNF President **Ole Wehlast** told the conference:

“Health reporting is a direct extension of our fight for early retirement. In order to be able to prevent burnout, it's vital to get an overview of how the various job functions at the company affect the body. Employers have a duty to know how much strain specific job functions are putting on employees. At the same time, employers have a duty to annually document their companies' efforts to ensure healthier workplaces. It's only by knowing the companies' health impact that we can set targets for changing things for the better and taking action in the right areas.”

The proposal immediately met resistance in the media from the employers' association Danish Master Butchers, while Danish Crown, though it acknowledges the innovative thinking, is not enthusiastic about the prospects of health reporting.





Thomas Birkenfeldt Hansen

Thomas from Atria honoured by the conference

At NNF's conference, the union always hands out its TR award to one or more union representatives who, in the preceding conference period, have done something special for the benefit of an individual colleague or fellow workers generally, or as an organising union representative.

On Thursday 23 September, four union representatives were honoured with this award, including **Thomas Birkenfeldt Hansen**, a union representative at **Atria** in Horsens.

"In collaboration with the management, you have systematised training of colleagues so that there are goals for the programme and what is agreed is done. You work purposefully to promote teamwork and create well-being among colleagues. You listen and are good at coming up with constructive solutions to challenges and finding new initiatives. And you are focused on ensuring that Atria is a workplace that lives up to future expectations."

These were the words of NNF President Ole Wehlast to Thomas Hansen upon handing over the award.

The award is accompanied by a certificate, and the four union representatives are invited to take part in an international study trip to meet some of NNF's international partners.

The three other recipients of the union representative award were:

Tina Brunsgaard, DC Foods i Svenstrup

Henning Broen Sørensen, Danish Crown i Herning

Bjarne Pedersen, Bisca i Stege

➔ [Read more about the awards here.](#)



Representatives from NNF East Jutland on numerous committees

The conference not only sets the course for NNF's union-related and political work. It also elects representatives to a number of committees.

In this regard, NNF East Jutland had several representatives elected to the Executive Committee, the Collective Agreement Monitoring Groups and the Negotiating Committee.

Executive Committee

Flemming Hansen, Branch Chairman
Morten Sinnnet Grau, DC Horsens
Thomas Hasen, Atria

Collective Agreement Monitoring Group Butchers

Morten Sinnnet Grau, DC Horsens
Niels Erik Gundersen, Daka
Lars Falck Christensen, Nordic Beef

Collective Agreement Monitoring Group Food Sector

Berit Neigaard, Kelsen Group
Dorthe Petrea Magnussen, Dancake
Linda Mikkelsen, Fertin Pharma
Thomas B Hansen, Atria
Henrik Redmond, DC Foods Vejle
Pernille Blaabjerg Lassen, OK Snacks
Søren Alois Larsen, Defco

Collective Agreement Monitoring Group Shops

Henri Lysen Jensen, Aarhus Sygehus
Karsten Jensen, Kvickly Tranbjerg

Negotiating Committee Food Sector

Berit Neigaard, Kelsen Group
Thomas B Hansen, Atria
Søren Alois Larsen, Defco



Smagsprøver

På kongressen deltog **300 delegerede**, og af dem var **56 valgt af Fødevarerforbundet NNF Østjylland**.

En af dem var 52-årige **Paw Rademacher**, der er talsmand hos Danish Crown i Horsens. I år var første gang, at han skulle deltage i forbundets kongres. Du kan læse om hans forventninger til kongressen på forbundets hjemmeside: → [Paw er kollegaernes øjne og ører på kongressen](#)

Følgende delegerede fra Fødevarerforbundet NNF Østjylland var på talerstolen i løbet af kongressen:

Den mundtlige og skriftlige beretning

- [Flemming Hansen](#)
- [Frank Bech Vestergaard](#)
- [Morten Rasmussen](#)
- [Berit Neigaard](#)

Overenskomstfølgegruppernes beretning

- [Henri Lysen](#)
- [Frank Bech Vestergaard](#)
- [Flemming Hansen](#)

Vision 2025

- [Henrik Redmond](#)
- [Flemming Hansen](#)

Idekatalog

- [Flemming Hansen](#)

Ændringer til Faglig Procedurer

- [Flemming Hansen](#)

Ændringsforslag til forbundslovene

- [Berit Neigaard](#)