IFMETALL

Different kinds of industrial action

Overtime blockade – the employees only work regular working hours.

Hiring blockade – the employer may not hire or bring in temporary staff.

Blockade – prevents the employer from financial connections, such as stopping deliveries of materials.
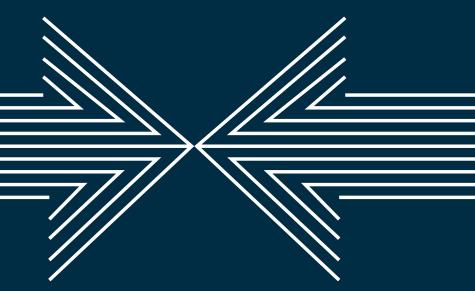
Strike – the employees refuse to do work for the employer.

Sympathy action – industrial action taken to support another trade union that has entered a conflict.

Lockout – the employer locks the employees out from work.

Conflict - Tesla
– This is what applies!

Stand up for your rights, stand up for each other

During a labour conflict, it is important that everyone does their part and more important than ever for us to stand united!

Unions and employers can use industrial action to get the other party to sign a collective bargaining agreement. The industrial action can only be taken when the agreement has expired, in a situation without an agreement. There is then no longer an obligation to maintain industrial peace.

Here, you can read about what applies to you as a member if you are selected in a labour conflict.

During a labour conflict, things can happen quickly. So read the information you get from the union carefully. Attend the meetings and other activities that are arranged. Many members may be needed for various tasks, such as being a blockade or strike picket.

If there are employees at the company who are not members, you can take the opportunity to talk with them about the union and ask if they want to join.

Strike pay

Strike pay is paid from day one when the strike begin. Days off may not be counted as qualifying or compensation days.

During the strike the conflict compensation corresponds to the salary that would have been received at work, with additions for non-payment of vacation pay and non-payment of contractual pension with a total of 25 percent. From May 1, 2024, the conflict compensation will be increased by SEK 7 per hour, which corresponds to a salary revision according to the Motor Industry Agreement.

Registration card and strike payment

Strike pay is paid every two weeks. In order to receive strike pay, the digital registration has to be made at "medlemssidor". The only exception is for persons with protected identity or/and lacking of Bank-ID.

Membership

Our members at Tesla have an exemption from the requirement of at least two months of membership in order to receive conflict compensation. This means that Tesla employees become full member from day one when registered by the local branch of IF Metall.

Leave and illness

Strike pay is only paid out for time that you would have worked. In other words, you do not get strike pay when you receive leave pay, holiday pay or when you cannot work because of illness or accident and therefore receive compensation for this.

If you get better after being ill or return from leave for training or other leave, the qualifying period begins to be counted as of the day you make your digital registration.

If you began a sick pay period before the conflict begins, you are entitled to compensation from your employer during the sick pay period as usual. If you fall ill after the conflict begins, no sick pay period begins. Members who do not have a right to sick pay during a conflict have a right to strike pay.

Conflict at a different workplace

Show solidarity with your comrades who are on strike, even if the strike is not at your workplace. Feel free to go by and talk with the picket members and show your support. During a labour conflict, we need each other more than ever.

Your check list in a labour conflict

– Who is your trade union contact person?
– What kind of industrial action is being taken at your workplace?
– Are you registered for conflict at medlemssidor?
– Do you have the right to strike pay?
– How do you get information from the trade union?

For more information about the conflict, please contact your local trade union branch office. At ifmetall.se you find contact information to the branch office.