



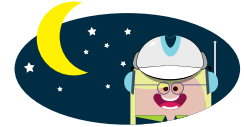
# 12 Good Points about Collective Agreements

## 1. Guaranteed minimum pay and regular pay rises



Collective agreements guarantee that you receive a minimum pay check, as well as the right to regular pay rises. In Sweden, there is no statutory minimum wage. Conversely, there is no upper limit in collective bargaining.

## 2. Extra pay for unsocial working hours



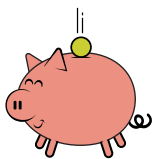
You receive additional pay for working unsocial hours, such as evenings, nights, weekends and public holidays. This is called OB supplement.

## 4. Parental benefit supplement



This is a supplement to state parental benefit that gives you higher compensation when you are on parental leave.

## 3. Additional pension



You receive an occupational pension from your employer that is agreed through collective bargaining, as well as the possibility of a partial pension with reduced working hours.

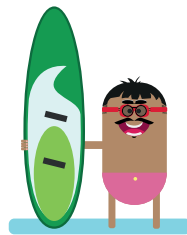
## 6. Pay on public holidays



If you are an hourly-paid employee, you are entitled to be paid for public holidays that fall on a weekday. And if you are a salaried employee, you will not face any reductions for public holidays that fall on a weekday.

## 5. Improved annual leave conditions

Most collective agreements provide better annual leave conditions than statutory requirements.



## 7. Reduction of working hours

Many collective agreements entitle you to shorter working hours without lowering your pay.



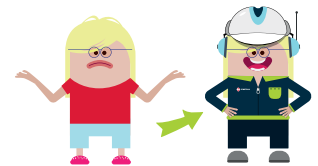
## 8. Work Injury Insurance – TFA

You may be entitled to financial compensation if you injure yourself or fall ill at work, or on your way to or from work.



## 10. Support for transition

If you are made redundant or your fixed-term employment ends, you can get help to find a new job, start a business or begin studying. You can get a personal job coach and career and study counselling. If you receive student finance for transition and retraining from the Swedish Board of Student Finance (CSN), your collective agreement entitles you to additional compensation.



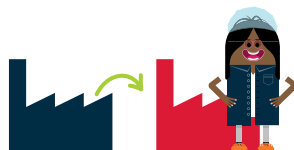
## 9. Supplementary health insurance

If you are on sick leave for more than 14 days you can receive money in addition to your regular sickness benefit.



## 11. Severance pay if you are made redundant

If you are made redundant, you can get financial support to help tide you over until you find a new job.



## 12. Collective strength

Your union negotiates collective agreements with employers, which means negotiating from a position of greater strength and better terms for you.

