



IFMETALL

12

**Good
Points
about**

Collective Agreements



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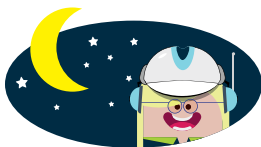
While Swedish law provides all employees with certain basic protections, legislation needs to be supplemented to further improve employment terms and rights. In Sweden, we do this through collective agreements that regulate working hours, insurance, pensions, overtime, pay and other benefits. This is fundamentally a matter of ensuring that you have decent conditions and can feel secure in your workplace. This is the point of collective agreements.

1. Guaranteed minimum pay and regular pay rises

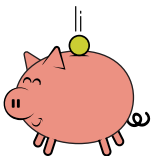


Collective agreements guarantee that you receive a minimum pay check, as well as the right to regular pay rises. In Sweden, there is no statutory minimum wage. Conversely, there is no upper limit in collective bargaining.

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.



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.

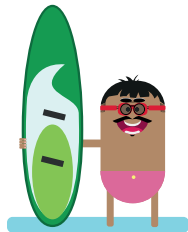


4. Parental benefit supplement

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

5. Improved annual leave conditions

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



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.

7. Reduction of working hours

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



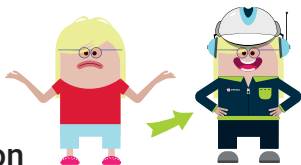
8. Work Injury Insurance – TFA

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



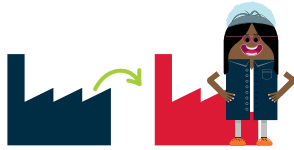
9. Supplementary health insurance

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



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.



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.

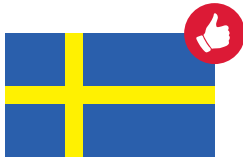


12. Collective strength

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

The Swedish labour market model

The Swedish model is unique. Our labour laws presuppose that terms of employment are regulated in collective agreements. There are not separate models, one for legislation and one for agreements. There is a single model in which laws and collective agreements interact.



What is a collective agreement?

The simplest way to describe a collective agreement is as an agreement about your terms of employment. The model is based on there being two strong, independent partners – the trade union and the employer – who are responsible for negotiating an agreement without political interference.

Collective agreements regulate many aspects of the workplace. Such as wages, overtime, working hours and many other things. They also ensure that you are insured if, for example, you are injured in the workplace.

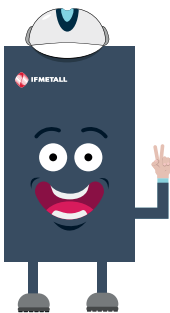


Collective agreements are typically Swedish

Collective agreements have been part of Swedish life since 1905. This is not so strange, given that over 90 per cent of all workers are covered by one. Today, Sweden is one of the world's most innovative and gender-equal countries.

So, what is the point? Well, when the rules are clear, everyone knows where they stand. Both employees and employers benefit.

This is why, here in Sweden, we use collective agreements. And intend to continue doing so.



How to join IF Metall

Becoming a member of IF Metall is easy.

If you have BankID you can apply for membership at **ifmetall.se**.

Feel free to speak to a trade union representative at your workplace or contact your local IF Metall branch if you need help with the application.

How much does it cost?

The membership fee depends on your income. The average fee for IF Metall is 1.5 per cent of income, which is SEK 435 a month if you earn SEK 29,000. For the membership fee, you get unemployment benefit and income insurance if you lose your job, plus all the other important things stated in this brochure.

Collective strength – collective power

Collective agreements and union membership are intertwined. The more members we have, the stronger our voice during negotiations.

Many combined create collective power!



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