



IFMETALL

Welcome
to IF Metall

ENGELSKA

It's great that you have become a member of IF Metall!

You are not alone. There are over 300,000 members in approximately 13,000 workplaces across Sweden. We can be found working in the engineering and plastics industries, the pharmaceutical industry, the textile industry, steel works, laundries, the building materials industry, in mines, car workshops and within Samhall. You drive Sweden's success. We make sure your working life is successful!

In our trade union, we work to ensure that you and all other members are treated fairly, receive a good salary, have a safe working environment as well as having greater influence and security in your workplace. We are a feminist and inclusive trade union that strives for a democratic and egalitarian society. We build our operations on the principle of equal value for all people – regardless of age, gender, origin or sexual orientation.

This brochure provides information about our joint work and how you can get involved and make a difference. There are lots of advantages to being a member. The more of us there are, the more we can make a difference. In addition, great insurance, training and other benefits are included. Make sure that you use them!

Congratulations on making a really good choice and welcome!

The union near you

As a member, you get access to IF Metall 24 hours a day via ifmetall.se. There you will find, among other things, your collective agreement, ● information about the union's and your local branch's activities, news and a link to the unemployment insurance fund.

Log in to the member pages to register for courses or to take advantage of all the offers loaded on your membership card, IF Metallkortet.

Follow us on Facebook, Instagram, Youtube, Twitter and LinkedIn to keep up to date!

Your area has several elected officials – people who have been entrusted to represent and present your voice as a member. For example, it might be your safety representative, branch representative, your club and branch board or insurance manager.

Clubs

In companies with a lot of employees, a club is formed. The members elect a board that represents them and looks after the interests of the members vis-à-vis the employer. Decisions on which issues the club should pursue are usually taken at member meetings. Frequently asked questions addressed by the club include, for example, pay, working time, work environment or studies. If your workplace has a club, you have the opportunity to participate and influence through it.

● Read more on page 12

Branch representative

In workplaces without a club there is often a trade union representative – the branch representative. In workplaces without union representation, IF Metall's local branch is responsible for the trade union contact with its members.

Your local branch

All members belong to one of the IF Metall's local branches located around the country. The branch's mission is to support trade union activities in the workplaces in the region. Which branch you belong to depends on which municipality you live or work in. At the branch office there are ombudsmen and other employees who work with negotiation assistance, unemployment insurance, membership fees etc.

You can find contact information for your branch at ifmetall.se. You can also customise the website so that you can access content from your branch, such as news, training and various activities.

Tip!

Get involved and make a difference

- Be active, contribute to member meetings for example.
- Submit written motions to, for example, the club or the branch.
- Become more involved by standing as an elected official.
Contact your club or branch if you are interested.
- Engage in our social media: Facebook, Instagram and Twitter.

Free training

Knowledge gives strength and the opportunity to influence. That is why we invest heavily in free training for our members and elected representatives. You are entitled to time off from work to attend union training and generally you receive compensation for the loss of income during the time of the course.

Tip!

- Check out the latest offers and register for the courses by logging in to the member pages on ifmetall.se.

You are insured

As a member of IF Metall you get great comprehensive insurance cover. You get some of the insurances through membership while others are based on the existence of collective agreements[•] in your workplace.

Contract insurance

Anyone who works in a workplace with collective agreements is covered by contract insurance. This can provide financial support if, for example, you become ill or injure yourself at work. When you are on parental leave, you can receive an additional allowance and the agreement also provides money for your pension.

- Read more on page 12

Member insurances

Your membership includes a range of insurances, such as leisure accident insurance, supplementary life insurance and income insurance that complements the unemployment insurance fund if you become unemployed. As a new member of the union, you also have the opportunity to take out several voluntary and beneficial insurances, including home insurance with favourable conditions, sickness and surviving dependents insurance as well as legal insurance.

Tip!

- On ifmetall.se you can read more about the insurance policies that are included in the membership and those that can be taken out voluntarily.
- Do you want to increase your insurance coverage? Contact Folksam on +46 (0)771-950 950.



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Member offers and discounts

As a member of IF Metall there is always a range of great discounts and offers available on products, travel, services and more. Our joint offers are developed in cooperation with LO Mervärde and are linked to your membership card, IF Metallkortet.

- Benefits can be found at lomervarde.se/ifmetall.
- To take advantage of the offers preloaded on your membership card, you need to log in via the member pages on ifmetall.se.

Tip!

- There are usually local offers to take advantage of as well. Please check with your local branch what applies to you or visit their website, which can be accessed via ifmetall.se.

This is what we work towards

A strong union

The more members we have in the union, the more we can make a difference. Therefore, it is important that we have a lot of members, so that we are strong together.

Strong agreements

The collective agreement is an important agreement between trade unions and employers. The agreement is negotiated by the union in order for you to get fair terms, inconvenient working hours compensation, insurances, good working hours, a fair salary and much more. The more members we have, the better the collective agreements that we can negotiate together.

A good society

Our union mission includes working for a fair, democratic and equal society, where you and everyone else have the right to a good and safe life. That is why we make demands not only for better wages and working conditions, but also for various political decisions that benefit members.

Developing jobs

Our goal is for those who work in industry to have the chance to develop at work, to get the training and competence development they need and to have a greater influence in their workplace. We are constantly striving for a sustainable working life.

Better work environment

The union's safety representatives always work to ensure that employers improve your working environment. Their work is vital to the prevention of serious accidents. Anyone who suffers an occupational injury despite that or who suffers other problems in the workplace shall have the full support of the union and get good rehabilitation to be able to get back to work.

Support in change

The world around you is constantly changing and through your membership you get security both at the workplace and in case of changes. If you work at a company with collective agreements and lose your job due to a lack of work, as a member you have the right to professional help in finding a new job.

Reduction of working hours

Thanks to the fact that we have signed collective agreements with the employers regarding part-time pensions and that the employer therefore pays you an additional pension premium, you have the right to reduce working hours when you have reached the age of 60. We also work to ensure that all employees are entitled to at least 100 hours of reduced working time per year.

Our agreements

An agreement between an employer's organisation and IF Metall is called a collective agreement. It ensures, among other things, minimum wages and increases in wages, overtime pay, allowances for inconvenient working hours, insurance and sick pay, holiday pay and weekend pay. If you want to know what your particular agreement contains, please visit ifmetall.se.

Legislation and agreements work together

In Sweden there are a number of labour laws that cover your employment. The laws are complemented by our collective agreements and together they determine your rights and obligations in the workplace.

The most important legislation:

- The Employment Protection Act (LAS) was introduced to prevent employers from firing people without a factual basis.
- The Co-determination Act (MBL) increases the ability of employees to influence the employer's decisions.
- The Trade Union Representatives Act (FML) gives trade union elected representatives the right to work during paid working hours on issues related to the conditions in their own workplace.
- The Work Environment Act (AML) is responsible for preventing ill health and accidents at work.

Other important legislation includes the Holiday Act, the Discrimination Act, the Parental Leave Act and the Student Leave Act.



Our democratic process

IF Metall's executive committee is tasked with leading the activities of the union. Every three years, a congress is held where the union's objective is determined and the executive committee is elected by the delegates to the congress. They, in turn, have been chosen by the members of each branch. Union meetings and contract councils provide advice to the executive committee and are held regularly.

Membership fee

The IF Metall membership fee depends on your income. On average, the fee is 1.5 percent of your salary, but there is also a maximum and a minimum limit to the fee that can be charged. You can find out more about what your membership fee is at ifmetall.se.

Welcome to IF Metall. IF Metall is aimed at new members who want to know more about the union.

Feel free to influence and make changes by attending union meetings, being active in our social media or by taking a union assignment. We offer a lot of different free courses where you can learn more about your rights and obligations. As a member you also get many other benefits. Read more about them here in the brochure.

Also remember that you can, of course, always get advice from our elected officials or employees. They are there to help you as a member!

A warm welcome!

Follow us on our social media:



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