



Sveriges Ingenjörer

Sign an associated collective agreement

with the Swedish Association
of Graduate Engineers

What is an associated collective agreement?

An associated collective agreement is a collective agreement between an employer who is not a member of an employers' organisation and a union. By associating the agreement, the employer offers employees the standard terms and conditions applicable on the relevant labour market, terms that are otherwise reserved for employees of companies that are members of an employers' organisation.

Signatory parties are the employer and the local branch of the union, in other words, the collective agreement is not signed by the central parties (employers' organisation and national union).



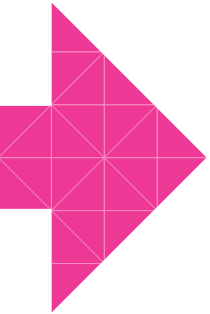
What is a collective agreement?

A collective agreement is defined in Section 23 of the Swedish Co-determination Act as a "written agreement between an employers' organisation or an employer and a union or professional association concerning working conditions or relations between employers and employees".

Examples of collective agreement matters include:

- General terms and conditions that regulate forms of employment, sick pay, vacation, other leave and overtime.
- Salary agreements which regulate salary review dates.

Associated agreements have the same legal status as central collective agreements, with the exception of the negotiation procedure. Consequently, the negotiation procedure is reduced by one step, namely the central negotiations. If there is no agreement after local negotiations, the case can only be settled in court.



Employee advantages of an associated collective agreement

Employees gain rights to, for example,

- Employment conditions established by the central parties.
- Job Security Council activities that give employees extra security if they are made redundant.
- Agreements concerning salary reviews, development agreements, agreements on gender equality, suggestion systems, inventions and more.
- ITP (additional pension), TGL (group life insurance), TFA (occupational injury).
- The employees will also have the opportunity to develop union influence in the workplace.

Employer advantages of an associated collective agreement

- Competition neutral, uniform conditions of employment for company white collar employees.
- Employment conditions that are standard in the labour market.
- Help from the Job Security Council if cutbacks are necessary.
- The agreement facilitates communication between employers and employees.
- Obligation not to take industrial action.
- Easier to recruit qualified personnel.



How to sign an associated collective agreement

- Contact the Swedish Association of Graduate Engineers to select the industry agreement that works best for you.
- The contract documents are then sent to you for signature along with further details.

Negotiations

Collective bargaining forms at the workplace are governed by the Co-determination Act. When the associated collective agreement has been signed, employees have the statutory right to form a local trade union branch or designate a contact person. This local representation is then the employer's counterpart in local negotiations.

The employer then knows who is authorised to represent the employees and thereby gains a mediator who can convey employees' opinions, become a carrier of information, is able to gain acceptance for decisions among employees and more.

Examples of situations when the employer must/should negotiate include when setting salary levels, during organisational change, human resources issues, redeployment, redundancy and more. If there is no local union branch/contact person, the Swedish Association of Graduate Engineers will be the negotiating party.

SWEDISH ASSOCIATION OF GRADUATE ENGINEERS

Box 1419, 11184 Stockholm
Malmskillnadsgatan 48
tel 08-613 80 00
info@sverigesingenjorer.se
sverigesingenjorer.se