

IF Metall Sweden - national collective agreement

The IF Metall in Sweden has concluded new National Collective Agreements covering the Engineering, Steel, Chemical and Mining sectors. This is a brief report on the results.

Duration

The Agreements duration period covers the next 22 months from 1st of April 2010 to 31st January 2012.

Wage increase

The wage increase is divided into two occasions:

- 0,9 per cent from the 1st of June 2010
- 2,3 per cent from 1st of June 2011

With a total value of 3,2 percent and 1,7 percent on an annual basis.

Measures according to the crisis

The temporary agreements from March 2009 are prolonged until the 31st of October 2010, in those sectors where companies still are having problems due to the crisis. This means that the local parties can negotiate on temporary agreements on reduced working hours with 20 per cent and a reduced salary instead of people losing their jobs and the company losing skilled workers. IF Metall estimates that the temporary agreement signed in 2009 saved more than 13 000 jobs in the industrial sector.

In order to be better prepared for a next eventual economy decrease on the labor market, the parties have agreed to take further steps during this agreement period and create a training system in order to avoid future lay offs. The outcome of this will be informed later on to Eucoban.

One of the big disputes during this national collective bargaining round has been about employers using temporary agency workers instead of reemploying former employees. Our internal research of this misuse of former employees' legal right showed that it was present at nearly 10 per cent of the companies in the industrial sector. Our agreement reached includes a solution meaning that the use of temporary agency workers is blocked for 6 months when former workers have the right to reemployment. If the employer still decides to use temporary agency workers instead of reemploying, the employer is obliged to pay a three months salary of damages to the former workers.

Gender issues

The parties have agreed to take further steps by common information, training to handle the gender gap of salaries at the workplaces, by common recommendation for wage analysis and to find common measurement instrument for finding better value aspects of different work at the workplaces to minimize the difference of salaries between men and women.

The parties have also agreed to expand the extra benefit of 10 percent for one more month for workers on parental leave. Currently the maximum period of this benefit is 5 months.

April 2010
IF Metall