



New 29-month food sector agreement

Livsmedelsföretagen, the Swedish Food Federation, has signed a new collective agreement with the Swedish Food Workers' Union covering the period 1 November 2020-31 March 2023, i.e. for the next 29 months. The total salary value in the agreement is 5.4 per cent.

The agreement is divided into two agreement periods. Period 1 runs from 1 November 2020 until 31 March 2022 and period 2 from 1 April 2022 until 31 March 2023. The salary adjustment dates are 1 November 2020 and 1 April 2022. The local parties may, however, agree to postpone the first salary adjustment, but not beyond 1 April 2021. No retroactive salary increases for the period 1 April-31 October 2020 are included in the agreement.

The following is a summary of the changes to the content of the new agreement as well as information about salary adjustments.

Salaries

Local negotiations are to be conducted regarding distribution of a salary pot equivalent to:

- 448 öre per hour and employee and/or SEK 779 per month for full-time employees as of 1 November 2020 or a later salary adjustment date agreed by the local parties, but no later than 1 April 2021.
- 378 öre per hour and employee and/or SEK 658 per month for full-time employees as of 1 April 2022.
- The salary pot is to be distributed in accordance with the salary principles contained in Section 4 of the food sector agreement and, where applicable, according to locally agreed salary systems and salary forms. The salary is to be differentiated, meaning that there is no support in the agreement for all employees to be given the same salary increase.
- The new agreement introduces a rule that guarantees all employees in the agreement area a salary increase in connection with the salary review. The minimum increase corresponds to 30 per cent of the salary pot and means that every food worker who is covered by the salary review at the time of the review must receive a minimum increase of:
- 134 öre per hour and employee and/or SEK 233 per month for full-time employees as of 1 November 2020 or a later salary adjustment date agreed by the local parties, but no later than 1 April 2021.

- 113 öre per hour and employee and/or SEK 197 per month for full-time employee monthly salary as of 1 April 2022

The remaining 70 per cent of the salary pot is to be distributed through negotiations between the local parties in accordance with the salary principles in Section 4.1 and Appendix J of the food sector agreement. In case of disagreement regarding the distribution of the remainder of the pot, 40 per cent of the distribution pot is generally to be paid allocated as follows:

- 125 öre per hour and employee and/or SEK 218 per month for full-time employees as of 1 November 2020 or a later salary adjustment date agreed by the local parties, but no later than 1 April 2021.
- 106 öre per hour and employee and/or SEK 184 per month for full-time employees as of 1 April 2022.

In the case of part-time work, the amount is to be adjusted in proportion to the working hours. The distribution of the minimum salary increase of 30 per cent of the salary pot and the distribution of the remainder of the pot is to be conducted within the framework of one and the same salary review negotiation. Compensation for unsocial working hours and other supplements are to be adjusted by:

- 2.7 per cent as of 1 November 2020.
- 2.2 per cent as of 1 April 2022.

Minimum salaries ("agreement level salaries") and remuneration based on the sub-sectors' special agreements will be specified in separate circulars for each supplementary agreement. These will be sent out shortly.

Part-time pension provisions

The new agreement increases the provision for premium earnings for part-time pension insurance by 0.2 per cent from 1 November 2020.

SAF-LO Occupational pension (ASL)

On 7 April 2020, the Confederation of Swedish Enterprise (Svenskt Näringsliv), LO (the Swedish Trade Union Confederation) and PTK (the Council for Negotiation and Cooperation) signed agreements to lower the age for pension qualification in the SAF-LO Occupational Pension and other schemes. The age for commencement of pensionable income has been changed according to the conditions specified in the agreement in the manner specified in Chapter A, Section 1 of the agreement:

- from 1 January 2021 to 24 years,
- from 1 January 2022 to 23 years, and
- from 1 January 2023 to 22 years.

In connection with the introduction of new age groups in the occupational pension system and the introduction of monthly reporting to FORA, the parties agree to work together to ensure that provisions for occupational pensions, including any supplementary premiums, are reported on salary specifications.

The parties agree to work together to ensure that the changes in insurance terms such as those for TFA work injury insurance that are covered by the aforementioned agreement between the Confederation of Swedish Enterprise, LO and PTK are introduced during the agreement period.

Section 2 of the agreement between the Confederation of Swedish Enterprise, LO and PTK states that deduction from the cost of the salary pot is to be made according to the percentages stated in the list in Appendix 1 of the agreement. For the food industry, the parties agree that the deduction will be 0.1 and 0.2 per cent on 1 November 2020 and/or 1 April 2022.

Section 11 of the agreement between the Confederation of Swedish Enterprise, LO and PTK states that it only applies provided that the norm stipulated by the Industrial Agreement is followed by all unions within LO and PTK respectively. If this condition is not met and the changes included in the agreement between the Confederation of Swedish Enterprise, LO and PTK are not implemented, the value stated in the previous paragraph is to be distributed no later than at the next negotiation of salary pot distribution and to be paid retroactively from 1 November 2020 and 1 April 2022.

Working groups

The Swedish Food Federation has agreed with the Swedish Food Workers' Union to participate in two industry-wide working groups. These groups will develop guidelines for parental leave and to examine work adaptation and rehabilitation issues, as well as safety culture and job orientation. The work of these groups is to be completed during 2022.

Printed versions of the new collective agreement will be sent to Swedish Food Federation member companies as soon as they are available. The agreement will also be available on our website. For further advice on all employer issues, you are welcome to call the Swedish Food Federation on 08-762 54 50 or e-mail us at radgivning@li.se.

Henrik van Rijswijk
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All circulars from the Swedish Food Federation are available on our website, livsmedelsforetagen.se



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