



New collective agreements for white-collar staff

Livsmedelsföretagen, the Swedish Food Federation, has signed a new collective agreement with the trade unions Unionen, Sveriges Ingenjörer and Ledarna. The agreements cover the period 1 November 2020-31 March 2023, i.e. for the next 29 months.

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 unless the local parties agree other salary adjustment dates. 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 the salary reviews.

Salaries

For employees covered by the agreements with Unionen and Sveriges Ingenjörer, the salary increases are to be determined through negotiations between the local parties at each company in accordance with the applicable salary agreement. If the parties are unable to reach agreement, the increase ("salary pot") is to be 2.8 per cent on 1 November 2020 and 2.2 per cent on 1 April 2022.

The agreement with Unionen contains an individual guarantee which stipulates that every full-time employed member of Unionen covered by the salary review is to receive an increase of at least SEK 485 per month on 1 November 2020 and at least SEK 314 per month on 1 April 2022. After the salary adjustment, the monthly salary for a member of Unionen is to be no less than SEK 20,134 per month on 1 November 2020 and no less than SEK 20,577 per month on 1 April 2022. For part-time employees, the amounts are to be set proportionally based on the employment level.

For a member of Unionen with no work experience, a lower minimum salary than that stipulated above can be paid for twelve months. A lower minimum salary may also be applicable reasons other than lack of work experience if a local agreement is reached.

The agreement with Sveriges Ingenjörer does not include an individual guarantee and minimum salary level. For members of Sveriges Ingenjörer or other academic associations, the salary is to be negotiated and agreed directly with the individual employee or with the workplace academic association if one exists.

The agreement with Ledarna is a rolling agreement with no agreed salary pots. The salary formation process for members of Ledarna is to be determined at company level.

The Ledarna agreement emphasises that salary setting is to be individual. It is important that there is a direct dialogue between the salary-setting manager and the employee.

Part-time pension provisions

The new agreement increases the provision for premium earnings for part-time pension insurance by 0.4 per cent from 1 November 2020. As previously, the member company will be invoiced by Collectum.

For members of Ledarna, the part-time pension provision is to be discussed in the dialogue regarding new salary for the individual and is to take into consideration the local application of the Ledarna agreement.

Employees may choose to use the money to finance part-time retirement. If employees do not use the money for part-time retirement, their money will, as previously, supplement the collectively agreed retirement pension.

Changes to the general terms and conditions

The following changes are common to the agreements with Unionen, Sveriges Ingenjörer and Ledarna

Amendments to Appendix 5 of the white-collar employees' agreement: Reduction of working hours and part-time pension

The rules on working time accounts have been amended so that leave that the employee does not take during the agreement year is paid instead as a pension premium. This also applies to employees who do not make any of the three choices regarding withdrawals from the working time account.

Amendments to Appendix 2 to the white-collar employees' agreement: Working time provisions (overtime rules)

Item 7:4, paragraph 3 of the appendix has been amended to make it possible to return 175 hours to the overtime account after taking compensatory leave.

Changes concerning pension and retirement age

Changes have been introduced in the general terms and conditions section of the agreement due to new legislation regarding retirement ages. The changes in this part are as follows:

White-collar employee's agreement section 1.3: Employees who have reached retirement age

For employees who have reached the age specified in section 32a of the Employment Protection Act (LAS), employees who were employed by the company after having reached the normal retirement age for white-collar employees according to the ITP plan or employees who were employed after having reached the normal retirement age applied by the company, the following restrictions apply:

- The right to sick pay is stated in 8.6.2 and
- The period of notice is stated in 11.3.3.

The employer and the employee may agree on terms of employment that deviate from the agreement.

White-collar employee's agreement section 8.6.2: The employee has reached the retirement age for white-collar employee according to the ITP plan

If the employee has reached the normal retirement age applicable to white-collar employees according to the ITP plan at the time of employment, the employer and the employee may agree that the employee is not entitled to sick pay from on the 15th calendar day of any sick pay period. If such an agreement has been reached, the employer must notify the local white-collar employees' association.

Upon reaching retirement age in accordance with section 32a of the Employment Protection Act (LAS), 8.4.5 only applies if a separate agreement is reached between the employer and the employee.

White-collar employee's agreement section 11.3.4: On reaching retirement age

If the employer or employee wishes to terminate a permanent position of employment at the end of the month in which the employee reaches the age specified in section 32a of the Employment Protection Act (LAS) or later, the employer or employee must notify the other party at least one month in advance. The employment then ends one month after notification has been given, though no earlier than at the end of the month in which the employee reaches the age specified in section 32a of the Act.

After the employer's notification in accordance with the first, the rules on notice to the local employees' association, consultation and negotiation in accordance with section 33a of the Act need not be applied.

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 agreements will be sent to Swedish Food Federation member companies as soon as they are available. The agreements 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.

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LIVSMEDELSFÖRETAGEN

The Swedish Food Federation