

This is an unofficial translation of the Swedish collective agreement regarding the Swedish food industry. Livsmedelsföretagen cannot guarantee that the translation is correct in all aspects. If there are any differences between the English translation and the Swedish original agreement, the Swedish agreement will have priority over the English translation in every circumstance.

The Swedish Food and Drink Industry

Food and drink industry agreement with supplementary agreements

1 april 2025 – 31 March 2027

Livsmedelsföretagen
– The Swedish Food Federation
Livsmedelsarbetareförbundet
– The Swedish Food Workers' Union

Agreements not included in this document

Agreement between SAF (the Swedish Employers' Confederation) and LO (the Swedish Trade Union Confederation), dated 23 December 1976, regarding the continued application of certain rules in the previously applicable Main Agreement between SAF and LO

Equal opportunities agreements

Agreement on the obligation to provide occupational group life insurance (TGL)

Severance pay insurance (AGB)

Occupational group health insurance (AGS)

SAF-LO occupational pension

Occupational injury insurance (TFA)

Development agreements

Cooperation agreements on industrial development and salary formation

Collective agreements on transition insurance for blue-collar employees

Parental allowance supplements (FPT)

Food and drink industry agreement between the Swedish Food Federation and the Swedish Food Workers' Union

1 april 2025 – 31 March 2027

| A note in the margin indicates a change in relation to the
2023–2025 version of the agreement.

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Supplementary agreements

The supplementary agreements below regulate the particular conditions that exist in certain industries. In cases where an issue is regulated in both the Food and Drink Industry Agreement and the supplementary agreement, the provisions of the supplementary agreement apply. Local agreements based on the collective agreements listed below remain valid. The AKA Council may issue recommendations on the application and interpretation of local agreements in relation to the new agreement.

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SUPPLEMENTARY AGREEMENTS

1 Scope of the agreement

This collective agreement applies to all companies that are primarily active in the food and drink industry and are members of Livsmedelsföretagen, the Swedish Food Federation. The agreement applies to employees who are employed by these companies.

2 Employment

2.1 Employment contracts

Employment contracts are to be in writing and, where applicable, meet the requirements of Section 6 c of the Employment Protection Act (LAS), Appendix A.

The local trade union organisation is to receive a copy of all employment contracts for people who are employed for a period exceeding one month.

Rules of conduct issued by the employer are to be respected.

New employees are entitled to one hour of paid time to participate in information meetings organised by the local trade union association at the company regarding union activities. An employee may participate in such information sessions only once at the same workplace.

2.2 Unlimited term employment

Employment is for an unlimited period, i.e. permanent, unless otherwise agreed by the employer and employee.

2.3 Fixed term employment

For substitute employment, the provisions of Section 5 of the Employment Protection Act (LAS) apply. For other fixed term employment, the following applies instead of the provisions of Sections 5 and 6 of the Employment Protection Act.

The employer may enter into an agreement with an employee that the employment is for a fixed term. Such an agreement may cover a maximum of 14 months for the same employee during a three-year period.

Fixed term employment as described in the paragraph above is to be converted to unlimited term employment if the duration of employment exceeds 14 months during a three-year period.

Other time limits for fixed term employment may apply under local collective agreements.

Any probationary period of employment may be for no more than 6 months.

Note: Probationary employment is subject to the provisions of the Employment Protection Act (LAS).

Note: Employees who have earned priority rights to re-employment for a new season based on previous seasonal employment may as of 1 May 2004 continue to be employed for such seasonal work in accordance with Section 5, paragraph 1 of the Employment Protection Act. If these priority rights cease to apply, seasonal employment may not be used for such employees thereafter.

Priority rights to re-employment can only be exercised for positions where the period of employment is longer than 10 days.

3 Working time

3.1 A. Main rule

3.1.1 Normal working time

The normal average working time per public holiday-free week during the year is as follows:

- a) for daytime work 40 hours
- b) for two-shift work 38 hours
- c) for discontinuous three-shift work 38 hours
- d) for continuous three-shift work 36 hours
(work that regularly continues without interruption,
including on Sundays and public holidays) and
- e) for permanent nighttime work 38 hours

Note:

1. *Permanent nighttime work is defined as normal working hours including at least three hours between midnight and 05:00*
2. *A company may have different working hours arrangements for different parts of the organisation at the same time, according to both the main rule and the alternative rule.*

3.1.2 Working time arrangements

The length and scheduling of normal working time per day and week are determined in local collective agreements. When determining the work schedule, consideration is to be given to both the company's need to conduct efficient, rational, customer-oriented and competitive operations and the legitimate interests of employees, such as family situation, health matters and the ability to travel to and from the workplace. When scheduling working time, work at weekends and on public holidays is to be distributed evenly among employees to the extent this is possible.

Working time schedules are to be drawn up for each workplace.

If the parties do not reach agreement on working time, the normal working time is to be a maximum of 9 hours and 15 minutes per work shift for a maximum of five work shifts per week.

3.1.3 Displaced working hours

Displaced working hours refers to ordered working time that falls outside the employee's normal working hours but within the working hours per work shift. Working hours may be displaced for a maximum of ten work shifts at a time, unless the local parties have agreed on a different period.

The displacement of working hours may not result in a loss of income in comparison with the employee's normal schedule.

For employees who immediately inform the employer of impediments, such as personal circumstances, family situation, health reasons or inability to travel to and from the workplace, working hours should not be displaced.

Compensation for displaced working hours is to be paid as follows, unless otherwise stated in a currently valid supplementary agreement or agreed by the local parties:

From 1 April 2025: SEK 29.82 per hour

From 1 April 2026: SEK 30.69 per hour.

Note: For public holiday pay, see Section 5.1 and the respective supplementary agreements.

3.2 B. Alternative rule

Under local collective agreements, working hours may be arranged as outlined below. If no local agreement can be reached, either party may refer the matter to the Council for Work Environment, Collective Agreement and Working Time Issues (AKA Council). The use of the alternative rule assumes that salaries are monthly. However, hourly salaries may be paid to employees with a duration of employment of less than one month.

3.2.1 Normal working hours

The planning period for working hours is a maximum of 12 months. The length of the period is determined in negotiations on the scheduling of working time. The length of the period cannot be changed without local agreement until the next period begins. In the case of a shorter planning period, the working time below is proportioned accordingly. After reduction for public holidays, days preceding public holiday and annual holiday leave, the working time for a rolling 12-month period, excluding breaks, is as follows:

a) for daytime work.....	1796 hours
b) for two-shift work.....	1706 hours
c) for discontinuous three-shift work.....	1706 hours
d) for continuous three-shift work	1616 hours
(work that regularly continues without interruption, including Sundays and public holidays) and	
e) permanent nighttime work	1706 hours

Note:

- 1. Permanent nighttime work is defined as working time that normally includes at least three hours between midnight and 05:00.*
- 2. A company may have different working hours arrangements for different parts of the organisation at the same time, according to both the main rule and the alternative rule.*
- 3. The working time figure assumes that all annual holiday leave entitlement is taken. If holiday entitlement is saved, the working time figure is increased accordingly. Saved holiday entitlement that is taken during the period is deducted from the working time figure.*

3.2.2 Working time arrangements

Working hours schedule

The length and scheduling of normal working hours per day and week for the period are determined in local agreements.

Negotiations on the setting of working hours for the coming planning period are to be conducted in good time so that the working hours schedule for the period has been determined four weeks before the period commences.

When determining the working time schedule, consideration is to be given to both the companies' need to conduct efficient, rational, customer-oriented and competitive operations and the legitimate interests of employees, such as family situation, health matters and the ability to travel to and from the workplace. When scheduling working time, work at weekends and on public holidays is to be distributed evenly among employees to the extent this is possible.

For full-time employees, working time may not be less than 30 hours per week unless otherwise agreed at local level. During the 12-month period, the employee is also guaranteed to have ten work shifts off, of which six are public holidays or days preceding a public holiday, unless otherwise agreed.

Unless otherwise agreed by the parties, normal working time is to not exceed nine hours per work shift for five work shifts per week.

Note: The use of working time arrangements in accordance with alternative rule B means that the rules on public holiday pay in 5.1 and the provisions on public holiday pay and working time in the respective supplementary agreements do not apply.

3.2.3 Displaced working hours

Displaced working hours refers to ordered working time that falls outside the employee's normal working hours but within the working hours per work shift. Working hours may be displaced for a maximum of twenty work shifts at a time, unless the local parties have agreed on a different period.

The displacement of working hours may not result in a loss of income in comparison with the employee's normal schedule.

For employees who immediately inform the employer of impediments, such as personal circumstances, family situation, health reasons or inability to get to and from the workplace, working hours should not be displaced.

3.3 Overtime

Full-time and part-time employees are obliged to work overtime and additional hours respectively to the extent permitted by applicable law.

Overtime refers to work in excess of the normal working hours per work shift for full-time work.

Work performed by part-time employees in excess of their normal daily working time constitutes additional hours. Compensation for additional hours work is in the form of overtime pay in accordance with the currently applicable supplementary agreement.

Employees who are to work overtime or additional hours are to be notified of this as far in advance as possible before the end of their normal working hours. Employees who immediately indicate that they are unable to work, due to personal circumstances, family reasons, health issues or inability to travel to and from the workplace, should be exempted from overtime or additional hours work.

Note: For employees who work part-time due to part-time pension, work part-time in accordance with the Parental Leave Act or other leave legislation, or work part-time for medical reasons, consent to work in excess of their part-time hours is required.

3.4 On-call duty

On-call duty refers to time when an employee is not required to work but must be available to report to the workplace if needed. Compensation for on-call duty is determined by the local parties unless compensation is specified in a currently applicable supplementary agreement.

3.5 Deviation from the Working Hours Act

Local agreements may be signed regarding deviations from the provisions of the Working Hours Act on matters such as overtime, additional hours, night rest, daily rest periods, weekly rest periods and total weekly working time.

3.6 Deviation from the Working Hours for Certain Road Transport Work Act

Local agreements may be signed regarding deviations from the Working Hours for Certain Road Transport Work Act (SFS 2005:395), to the extent that Section 2 of the Act permits deviations.

Note: The provisions in the Act from which deviations may be made are Sections 5–9, Section 12, second paragraph, Section 15 and Section 16.

3.7 Working time accounts

Individual working time accounts are to be set up for all employees in accordance with the provisions of **Appendix C**.

WORKING TIME

SALARY

3 – 4

4 Salary

4.1 Principles for salary setting

Salary setting is to be differentiated on individual or other grounds. Salary differences are to be justifiable and objectively based. Salary is to be determined with regard to the level of responsibility, the difficulty of the work tasks and the employee's performance of these tasks. More difficult work that requires more skill, responsibility and competence is to result in a higher salary than work of a simpler nature. Consideration is also to be given to the work environment and the conditions that determine how the work can be done. Market forces also influence salaries.

Every employee should know the basis on which their salary has been set and what they could do to increase it. Systematic evaluation of job content and personal qualifications, as well as appropriate information systems, provide a sound basis for this assessment. Important factors that should be part of such an evaluation include theoretical and practical knowledge, judgement and initiative, responsibility, effort, work environment and collaboration and leadership skills.

An employee should be able to gradually increase their salary as the demands of their job increase, through greater experience, inclusion of more and more demanding tasks, increased authority, greater responsibility, improved knowledge or competence. Salary systems and salary setting in companies should be designed in such a way that they become a driving force for the development of employees' skills and tasks. In this way, the salary setting process stimulates increased pro-

ductivity and greater competitiveness. The same salary principles are to apply to women and men, as well as to younger and older employees.

Objectively unjustifiable differences in pay and other terms of employment between women and men performing work that is considered the same or equivalent are to be remedied and prevented. Prior to the salary negotiations that occur in accordance with the agreements, the local parties are to analyse female employees' salaries in relation to those of male employees. If the analysis shows that there are unjustified salary differences at the company, these are to be adjusted as part of the salary negotiations.

4.2 Salary for redeployed employees

Rules regarding pay in connection with redeployment are set out in Appendix E.

4.3 Compensatory leave

Overtime work is to be compensated with money or, by agreement with the employee, with paid leave (compensatory leave).

Overtime is to be recorded by the employer, regardless of the form of compensation. Overtime work compensated with compensatory leave is not to not be counted as overtime under the Working Hours Act. However, a maximum of 75 hours per calendar year may be transferred back to an employee's overtime account.

4.4 Shift pattern supplement

Employees with hourly and performance-based pay receive a shift pattern supplement per hour worked, calculated on the basis of their average hourly and performance-based pay.

For two-shift work, discontinuous three-shift work and permanent nighttime work	5.3 %
For continuous three-shift work	11.1 %

Shift pattern supplement is not paid to employees with a fixed weekly or monthly salary. The supplement is not paid for working hours for which the employee has received overtime compensation.

4.5 Holiday and summer work

The local parties may agree on salaries for temporary holiday and summer work. This is paid to employees up to the age of 25 for holiday work, i.e. work during breaks in ongoing education or during the transition between completion of one course of education and the start of a planned new course, as well as during the three summer months after completion of upper secondary education.

5 Paid leave

PAID LEAVE

5

5.1 Public holiday pay

5.1.1 Reduced working hours

On public holidays and non-working days stipulated in supplementary agreements, normal working hours are to be reduced for employees who, under the currently applicable schedule, would have worked if the day in question had not been a public holiday or non-working day. The reduction applies to the entire work shift as follows:

- A. Working hours are to be reduced for employees whose work shift falls entirely within the public holiday/non-working day.
- B. When a work shift spans two calendar days, the working hours are to be reduced for employees whose work shift begins before midnight and continues into the public holiday/non-working day.

On *public holidays*, working hours are reduced by one full work shift for the calculation period for working hours in which the public holiday falls. The calculation period is the period agreed upon by the local parties, or four weeks in accordance with the Working Hours Act. Reduction of working hours for *non-working days* is always made on the respective non-working day.

5.1.2 Public holiday pay amount

Public holiday pay is paid for the number of normal working hours that the employee would have worked if the day in question had not been a public holiday or non-working day.

Public holiday pay consists of the employee's average hourly and performance-related pay during the pay period in which the public holiday/non-working day falls. It also includes any salary supplements, (e.g. for unsocial working hours), that would have been paid if the day in question had not been a public holiday or non-working day. Parties may sign a local agreement to use a different method of calculation.

5.1.3 Absence, leave

Public holiday pay is paid for public holidays and non-working days that fall during annual holiday leave and furlough periods, regardless of their length. It is also paid for absences during a sick pay period or during leave of absence lasting no more than two weeks. However, public holiday pay is not paid for days on which the employee has received or could have received compensation from the Swedish Social Insurance Agency (Försäkringskassan).

Public holiday pay is not paid to any employee who has been absent without valid reason, in whole or in part, on the working day immediately before or after the public holiday/non-working day. This also

applies to employees with normal working hours on the public holiday/non-working day who are absent without valid reason on the public holiday or non-working day.

Public holiday pay is not paid to employees who return to work when they are on leave under the provisions of the Total Defence Service Act or to employees who are on leave for studies and who return to work during a break in their studies.

5.1.4 Fixed term employment

Public holiday pay is not paid to employees who are employed for less than four consecutive weeks.

5.1.5 Payment

Public holiday pay is paid on the same payment date that applies to the salary period in which the working day or public holiday/non-working day falls.

5.2 Sick pay

Sick pay is regulated by the Sick Pay Act.

5.3 Infectious disease carriers

When an employee is unable to work due to the risk of transmitting an infectious disease and is entitled to receive infectious disease carrier allowance, a supplement corresponding to 10% of the employee's average hourly earnings during the most recent salary period is paid for the first 14 days.

5.4 Absence due to illness

Absence due to illness or accident is to be reported to the employer as soon as possible and, if feasible, in sufficient time so that a replacement can be found for the absent employee. This also applies if the employee is unable to work due to the risk of transmitting an infectious disease and is entitled to compensation under the Social Insurance Code.

If there are grounds for doing so, the employer may require the employee to present a medical certificate from a doctor designated by the employer. In such cases, the employer is to cover the cost of the medical certificate.

5.5 Personal leave of absence

Short leave with full pay

Personal leave of absence is leave with full pay for a maximum of one day. In the event of the funeral of a close relative, the leave may also include a maximum of two necessary travel days.

Leave with full pay is calculated according to the average hourly earnings for hourly and performance-based pay during the pay period in which the leave falls, unless the local parties have agreed on another period as the basis for the calculation. If the employee has received sick pay from the employer or sickness benefit from the Social Insurance

Agency for the day(s) in question, personal leave pay is not payable.

Situations for which personal leave of absence may be granted

Leave may be granted in the following cases:

- Employee's own wedding
- Employee's own 50th birthday
- Employee's first visit to a doctor or dentist in the event of acute illness or accident
- Employee's visit to a healthcare facility after referral by a company doctor
- Death of a close relative of the employee
- Funeral and burial of a close relative of the employee
- Sudden serious illness of a close relative of the employee.

Close relatives are defined as spouses, registered partners, cohabiting partners, children, siblings, parents, parents-in-law and grandparents.

Requesting personal leave of absence

Requests for leave should be made as early as possible.

If the employer so requests, the employee is to provide proof of the reason for the leave before it begins. If this is not possible, the reason must be proven after the leave.

5.6 Furlough

Salary in accordance with Section 21 of the Employment Protection Act (LAS) is to be paid to employees with hourly and performance-based pay rates based on the employee's average earnings for the quarter prior to the furlough period, unless otherwise agreed by the local parties.

5.7 Annual holiday leave

Annual holiday leave is regulated by the Annual Leave Act, with the following additions.

Calculation of holiday pay for normal holiday leave

Holiday pay for normal annual holiday leave is calculated according to the following rules, unless the local parties have agreed otherwise.

Holiday pay is to constitute 13.2% of the holiday pay base. The holiday pay base consists of the employee's salary accrued during the qualifying year of employment. For employees with at least six months of employment during the qualifying year, the minimum holiday pay per day is shown in the table below.

Holiday pay	From 1/4 2025	From 1/4 2026
for adults	SEK 1663	SEK 1711
for minors	SEK 1226	SEK 1262

Note: For bakeries, the amounts specified in the supplementary agreement for bakeries apply.

For part-time work, the amounts are adjusted in proportion to the working time during the qualifying year.

When an employee is absent due to annual holiday leave, a deduction of 1/21.75 of the monthly salary per holiday day is made from the monthly salary.

Calculation of holiday pay for saved annual holiday leave

Holiday pay for each saved annual holiday leave day is to amount to 0.53% of the holiday pay base.

Scheduling of main holiday leave

The local parties should discuss the timing of the main annual holiday leave and its impact on the company's operational planning in good time each year. The company's operating conditions, (e.g. seasonal variations, shift work and similar), should be taken into account.

Fixed term employment

Fixed term employment that is not intended to be or does not last longer than three months does not entitle the employee to holiday leave, but instead to holiday compensation.

Sick leave

Employees who are absent due to illness have the right to paid holiday leave only if the absence has been reported and documented in the manner specified in Section 5.4.

Special agreements

Collective or individual agreements may be signed locally in cases where the Annual Leave Act assumes that such agreements can be made. The annual holiday leave provisions in this agreement do not preclude such agreements.

5.8 Compensatory leave for overtime work

See Section 4.3.

6 Compensation for business travel

Business travel refers to any travel at the employer's request for work in a location other than where the employee's normal workplace is located.

Compensation rules apply unless the local parties have agreed otherwise

6.1 Daily allowance and travel expense reimbursement

Daily allowances and travel expense reimbursements are paid in accordance with the rules that apply to white-collar employees at the company.

In the case of travel or work outside Sweden, a local agreement is to be reached

6.2 Travel time compensation

Business travel ordered by the employer during normal working hours is to not result in loss of income. For business travel ordered by the employer at other times, hourly salary is to be paid for the duration of the trip in accordance with the relevant salary table, with the exception of any period between the hours of 22:00 and 08:00 when accommodation is included in the trip. When calculating travel time, only full half-hours are to be included.

The travel is to be deemed to have commenced and ended in accordance with the provisions applicable to the calculation of daily allowances or equivalent at the company.

Travel time also includes the normal time spent when the employee drives a car or other vehicle during the journey, regardless of whether the vehicle belongs to the employer or not.

The above does not apply to employees whose duties include regular travel on behalf of the employer.

7 Salary payment etc.

7.1 Method of payment etc.

Salaries are paid at least once per calendar month on agreed dates. If the agreed payment date falls on a public holiday, the salary is paid on the previous working day. The employee is to receive a written payslip.

7.2 Riktlinjer för månadslön

Guidelines for monthly salary are described in **Appendix F**.

COMPENSATION FOR
BUSINESS TRAVEL

SALARY
PAYMENT ETC.

6 – 7

7.3 Collection of trade union membership fees

The employer is to assist in the collection of normal trade union fees in accordance with the rules established by the parties in a separate agreement. See Appendix D.

8 Work clothes

When hygiene conditions so require, the employer is to provide protective clothing and laundry services for these, as well as work shoes.

9 Termination of employment

9.1 Order of priority etc.

In the event of termination of employment due to lack of work and in the event of new recruitment after termination of employment due to lack of work from the company, the employer and the local trade union may agree on the order of priority to be followed. The company's competence needs are to be given particular consideration in the negotiations. The central parties may request negotiations regarding such an agreement if exceptional reasons exist. Such exceptional reasons do not apply if the matter concerns a request for negotiations on an agreement on the order of priority in situations involving agency staff.

Employees with hourly and performance-based pay are to be paid based on the individual employee's average earnings for the quarter prior to the date of termination, in accordance with Section 12 of the Employment Protection Act (LAS), unless otherwise agreed by the local parties.

9.2 Failure to observe notice periods

Employees who leave their employment before the end of the notice period forfeit all outstanding salaries and holiday pay corresponding to the part of the notice period that has not been observed, up to a maximum of two weeks.

9.3 Notice periods

Enligt 11 § LAS gäller följande:

Section 11 of the Employment Protection Act regulates notice periods. The following applies to employment contracts signed **before 1 January 1997**.

”Both employers and employees are subject to a minimum notice period of one month.

If, at the time of termination, an employee has been employed by the employer for the previous six consecutive months or for a total of at least twelve months during the previous two years, the employee is entitled to a notice period of

- *two months if they are aged 25 or more,*
- *three months if they are aged 30 or more,*
- *four months if they are aged 35 or more,*
- *five months if they are aged 40 or more,*
- *six months if they are aged 45 or more.”*

The following applies to employment contracts signed **after 1 January 1997**.

”Both employers and employees are subject to a minimum notice period of one month. An employee is entitled to a notice period of

- *two months if the total duration of employment with the employer is at least two years but less than four years,*
- *three months if the total duration of employment is at least four years but less than six years,*
- *four months if the total duration of employment is at least six years but less than eight years,*
- *five months if the total duration of employment is at least eight years but less than ten years,*
- *six months if the total duration of employment is at least ten years.”*

If an employee who is on parental leave in accordance with Section 4 or 5 of the Parental Leave Act is given notice of termination of employment due to a shortage of work, the period of notice is to begin either when the employee resumes work in whole or in part or when the employee would have resumed work according to the notification rules for parental leave applicable at the time of the notice of termination of employment .

9.4 Fixed term employment

In the case of fixed term employment that is terminated prematurely, a mutual notice period of 14 days is to apply, unless otherwise agreed. Until the employee has a total duration of employment of 3 months, fixed term employment may be terminated by the employer by giving notice without providing objective grounds for termination. When the employee has a total duration of employment of more than 3 months, the employer must provide objective grounds for termination of employment.

**TERMINATION
OF EMPLOYMENT**

**PERIOD
OF VALIDITY**

9 – 10

10 Period of validity of the agreement

This agreement is valid from 1 April 2025 until 31 March 2027.

Stockholm, 31 March 2025

THE SWEDISH FOOD FEDERATION

THE SWEDISH FOOD WORKERS' UNION

1
Förstag

.....
Adress Arbetsplats

Tel nr
Organisationsnummer



ANSTÄLLNINGSAVTAL

PERSONUPPGIFTER

Namn	Anställningsnr
Adress	Personnr
	Telefonnr

ANSTÄLLNING

2	Arbetstid	☐ Heltid ☐ Deltid	Yrkesbenämning	Timmar/dag eller vecka
3	Anställningsform	☐ Tillsvdareanställning fr o m tillträdesdag		
		☐ Provanställning fr o m t o m (högst 6 mån)		
		☐ Tidsbegränsad anställning		
		☐ För viss tid *) fr o m t o m		
		☐ Vikariat för fr o m (ordinarie arbetstagares namn) och upphör vid dennes återinträde i tjänst dock längst t o m		

ANSTÄLLNINGSVILLKOR

Avtalsbestämmelser	För arbetstagaren gäller avtal mellan LIVSMEDELSFÖRETAGEN och LIVSMEDELSARBETAREFÖRBUNDET
4 Lön m m	Begynnelselön Löneuppsättning ☐ Den överenskomna lönen gäller oberoende av de löneförändringar som följer av års avtal
5 Överenskomst om semester, andra löneförändringar m m	Under innevarande semesterår önskar den anställda ta ut obetalda semesterdagar. Under det därpå följande semesteråret önskar den anställda ta ut obetalda semesterdagar.

.....
(Ort och datum)

.....
(Ort och datum)

.....
(Företagets underskrift)

.....
(Den anställdes underskrift)

*) 6 Överenskommelse om tidsbegränsad anställning överstigande sammanlagt 14 månader.

.....
(Ort och datum)

.....
(Den fackliga organisationens underskrift)

A. VISNINGAR - UPPLYSNINGAR - ANSTÄLLNINGSAVTAL

- Här anges företagets namn, adress, arbetsplats och telefonnummer samt organisationsnummer.
- Här anges arbetstagarens arbetsuppgifter eller yrkesbenämning som t ex livsmedelsarbetare samt antalet timmar per dag eller vecka oavsett anställningsform.
- Det finns tre olika huvudtyper av anställningar:
Tillsvidareanställning
Tidsbegränsad anställning

(Säsonganställning kan förekomma enligt övergångsregel i Livsmedelsavtalet 2.3 *Anmärkning*.)

Vid **tillsvidareanställning** gäller följande uppsägningstider:

Arbetsgivarens uppsägningSammanlagt anställningstid

kortare än två år
minst två år men kortare än fyra år
minst fyra år men kortare än sex år
minst sex år men kortare än åtta år
minst åtta år men kortare än tio år
minst tio år

Uppsägningstid

en månad
två månader
tre månader
fyra månader
fem månader
sex månader

Arbetstagarens uppsägningUppsägningstid

en månad oavsett anställningstid

De **tidsbegränsade** anställningsformerna är:

Viss tid
Vikariat

Den lokala fackliga organisationen ska erhålla en kopia av ett anställningsbevis om anställningstiden överstiger en månad. En kopia av denna blankett kan användas.

Viss tid - Arbetsgivaren får träffa avtal med en arbetstagar förening om att anställningen ska vara tidsbegränsad. Ett sådant avtal får under en treårsperiod omfatta sammanlagt högst 14 månader för en och samma arbetstagar. Arbetsgivaren behöver inte ange något skäl till varför anställningen ska vara tidsbegränsad.

Vikariat måste knytas till viss ledig arbetstagar anställning eller till bestämd ledig befattning. Vid längre vikariat då osäkerhet råder om när ordinarie arbetstagar återkommer, kan det vara lämpligt att ange en längsta tid för vikariatet "dock längst t o m". Under en semesterperiod gäller också som huvudregel att vikariatet knytas till viss semesterledig arbetstagar anställning eller bestämd ledig befattning. Emellertid kan förhållandena ibland vara sådana, att det inte går att knyta vikariatet till vissa personer eller befattningar, utan enbart till viss avdelning eller dylikt.

Vid **tidsbegränsad anställning** gäller följande uppsägningstid:

Vid tidsbegränsade anställningar som avbryts i förtid gäller en ömsesidig uppsägningstid om 14 dagar, om någon annan överenskommelse inte finns. För ett sådant avbrott ska det finnas sakliga skäl.

För provanställning gäller reglerna i lagen om anställningsskydd (LAS).

- Här anges begynnelselönen samt hur ofta lönen ska betalas ut.
Om en person anställs inom tre månader före lönevisionsdatum kan parterna komma överens om att den anställde inte ska omfattas av kommande lönerevision och inte bidra till lönepoteten. Sådan överenskommelse har tillfatts om aktuell ruta kryssats i.
- Här anges hur många obetalda semesterdagar arbetstagar önskar ta ut under innevarande och kommande semesterår. Observera att arbetstagar fritt ska få välja om han önskar ta ut obetald semester eller inte. Semester utgår för vid fullt intjänande med 25 betalda dagar.
Även andra överenskommelser mellan arbetsgivaren och arbetstagar kan regleras här, såsom uppsägningstider etc.
- Viss tidsanställning överstigande sammanlagt 14 månader kräver lokal överenskommelse. Anteckning kan ske här eller dokumenteras på annat sätt.

The employment contract template is available on the respective trade union's website.

Work environment – local work

The local parties are to collaborate to ensure a good working environment. The employer is responsible for ensuring that concrete measures are taken to achieve the established work environment goals.

Impact assessments

The employer is to regularly assess working conditions and analyse the risk of any employee suffering ill health or accidents at work. Any risks that may occur are to be identified and recorded regularly. In codetermination negotiations regarding working hours, staffing and work organisation, the consequences of changes are to be analysed and included as a natural part of the negotiation process. It is in the common interest of the parties to seek to resolve any issues that arise by mutual agreement.

Systematic work environment management

The employer is to conduct systematic work environment management work. The employer is to follow up and evaluate this work at least once a year together with the local employee representatives.

The procedures for how work environment management is to be carried out are to be designed according to local conditions and in consultation with the local trade union organisation.

The parties to the agreement agree to recommend the following process:

1. Regular joint review, in which work environment goals are set and work environment issues are recorded.
2. Prioritisation of work environment issues.
3. Implementation of any measures.
4. Follow-up and evaluation at least once a year.
5. New joint review with updated list of priorities.

In order to ensure continuous systematic work environment management, the parties are to update the list of prioritised measures when necessary. In order to ensure constructive work to implement concrete measures, it is advisable to focus on a small number of issues that are analysed thoroughly and addressed effectively.

Rehabilitation

It is important that measures for work adaptation and rehabilitation are implemented as early as possible.

The employee's workplace or operational unit is to be assessed to determine any measures that need to be taken to enable the employee to return to work. If it is not possible for the employee to return to their previous duties, the employer is to focus the assessment on duties in another part of the company or in other operational units.

Rehabilitation work is conducted in collaboration between the local parties, the Social Insurance Agency (*Försäkringskassan*), the occupational health service and the employee. In order to achieve satisfactory results in work adaptation and rehabilitation, the employee is obliged to participate actively.

Occupational health service

In order to conduct long-term, successful and preventive work environment management work, the company needs access to competence in the following areas:

- Ergonomics
- Industry-specific technical expertise
- Psychosocial expertise
- Medical expertise regarding work-related illnesses and accidents
- Physical factors in the workplace
- Psychological factors in the workplace
- Rehabilitation
- Systematic work environment management

The employer is responsible for ensuring that the occupational health services that the working conditions require are available. Occupational health services refers to specialist resources in the areas of occupational health and rehabilitation. The occupational health service is to have particular focus on prevention and elimination of health risks in the workplace and is to have the competence to identify and describe the links between the work environment, organisation, productivity and health.

If the company lacks its own expertise in the aforementioned areas, this is to be procured in the form of an occupational health services company or equivalent in the local area.

It is important that the local employee representative organisation is permitted to participate in the procurement of occupational health services and in the design of the assignment.

Training of managers and health and safety representatives

Good training in work environment matters for managers, health and safety representatives and staff with tasks and functions that impact working conditions is a necessary prerequisite for all companies and operations. These employees, as well as members of health and safety committees, are to be given the opportunity to undergo basic courses in better work environment (BAM) and systematic work environment management (SAM), as well as further training. In order to achieve good conditions for collaboration on work environment issues, efforts should be made to ensure that health and safety representatives and managers undergo the training courses together. The training is to be held during normal working hours and paid for by the employer. If, at the employer's request, the training has been scheduled outside normal working hours, overtime pay is to be paid in addition to the normal salary.

The basic training courses for health and safety representatives are to use the jointly produced study material published by Prevent, "Better Working Environment" and "Systematic Work Environment Management", (40 hours each), or equivalent material approved by the parties. The training should be completed within three months of the employer being notified of the trade union assignment. However, health and safety representatives are to have received the training no later than twelve months after the employer has been notified of their trade union assignment

Introduction

It is the employer's responsibility to ensure, through induction/training, that all employees are aware of the risks involved in their work. The employer is to ensure through its systematic work environment management work that employees are informed about the measures that have been taken to prevent risks in their work. Employees are to be given the opportunity to receive induction/training in occupational health and safety and other work environment issues during working hours.

The local parties are to collaborate in the design of the induction programme, based on the conditions at the individual workplace. When inducing new employees, the risks in their specific work are to be highlighted in particular. The induction is to be provided as soon as possible after the start of employment. During the induction, the local trade union organisation is to be given the opportunity to provide information. Unless otherwise agreed locally, it is recommended that Aril, a tool developed by Prevent, be used.

When work tasks, equipment and methods change, and in the event of prolonged absence from work, the employees concerned are to be given the opportunity to supplement and update their knowledge.

The Council for Work Environment, Collective Agreements and Working Time (AKA-rådet)

In order to improve cooperation between local parties regarding work environment issues, a special council has been established to deal with work environment and other issues in the Swedish food and drink industry: the Council for Work Environment, Collective Agreements and Working Time, (AKA-rådet).

In cases where the local parties disagree on an issue, either party may refer the matter to the Council. Referral of an issue to the Council does not prevent other processes/negotiations from continuing.

A. Working time accounts

The following rules apply unless otherwise agreed by the local parties.

1. Individual working time accounts

Individual working time accounts are to be set up for all employees.

2. Allocation, basis etc.

An amount calculated per calendar year is allocated to each working time account. The basis for the allocation is the salary paid during the calendar year.

The allocation as a percentage is specified in Section 5.1 below.

The salary basis includes

- salary, salary supplements and compensation for work during normal hours
- salary for paid leave other than annual holiday leave.

The salary basis does not include

- salary and compensation for overtime work
- pay for attendance for active duty while on call
- on-call supplements
- travel allowance and daily subsistence allowance
- holiday pay and holiday compensation
- allocations for the working time account.

3. Information to the employee

The employer is to provide the employee with information on the size of the allocation made no later than 15 February each year.

4. Choice of options

Accrued hours in the working time account may be taken out as

- paid time off
- pension contribution/part-time pension contribution or
- cash payment.

Note: Since 2015, the option to choose pension contributions has been replaced by the option to choose part-time pension contributions.

The employee is to notify the employer in writing how the allocation is to be used no later than 28 February each year. If the employer does not receive such a notification from the employee, the amount is paid out as a pension contribution/part-time pension contribution.

The employee has the right to choose one of the three options each year.

5. Betald ledig tid

5.1 The following applies to employees who have chosen to take out the allocation in the form of paid time off

Salary basis	Allocation %	Paid leave, hours per year			
		Period of leave	Working hours/week		
			40	38	36
1/1-31/12 2025	2.78	1/4 2026-31/3 2027	50	47.5	45
1/1-31/12 2026	2.92	1/4 2027-31/3 2028	52.5	50	47

The number of hours in the table applies to full-time employees who receive paid time off.

For part-time employees and employees who commenced their employment during the previous year, the number of hours in the table is reduced in proportion to full-time employment. This also applies to employees who have taken unpaid leave or absence.

Reductions are made in full half-hour increments only.

5.2 When paid time off may be taken

Paid time off may be taken by agreement between the employer and the employee. This assumes that the employee will be granted time off if this does not cause significant disruption to the employer's operations.

5.3 Pay during paid time off

During paid time off, salary is paid per hour, calculated as follows.

The amount in the working time account according to point 2 above is divided by the number of hours for the employee according to point 5.1 above.

The balance of the working time account is reduced by the amount paid as salary in accordance with this section.

5.4 Time off not taken

Time off not taken during the period 1 April – 31 March is forfeit and the remaining balance of the working time account is paid as a pension contribution/part-time pension no later than 30 April.

Note: Provisions for pension premiums in accordance with the new wording were made for the first time in 2017. Under the previous wording, the balance of the account was to be paid out to the employee in cash.

6. The following applies to employees who have chosen to take out the allocation in the form of a pension contribution

The employer is to draw up a list containing the name, personal identity number and amount allocated for each employee who has chosen the pension contribution/part-time pension contribution option.

The employer sends the list and a statement of the allocated amounts to the collective pension insurance administrator FORA AB no later than 30 April each year.

Employees who have not notified their employer how their allocation is to be taken out will also receive the relevant amount as a pension contribution/part-time pension contribution no later than 30 April..

7. The following applies to employees who have chosen to take out the allocation in the form of a cash payment

Employees who have opted for cash compensation will receive the relevant amount from their employer no later than 30 April.

8. The following applies to employees who leave the company

The balance of the working time account is paid out to the employee in cash.

The amount allocated in accordance with point 2 for the year in which the employment ends is to be paid out in cash.

The amount may be paid as a pension contribution/part-time pension contribution if the employee notifies the employer of this no later than the final day of employment.

9. Other provisions

Amounts set aside in the working time account contribute to earned annual holiday pay and holiday compensation entitlements except in cases where the amount is to be paid in as a pension contribution/part-time pension contribution.

B. Part-time employment for retirement purposes (part-time pension)

1. Employees may apply for part-time pension entitlement from the month in which they reach the age of 60.

If part-time pension is granted, the employee's position is to be part-time employment from the date on which the part-time pension comes into effect, with the level of employment determined by the level of the part-time pension.

The right of priority to employment with a higher level of employment under Section 25a of the Employment Protection Act does not apply to employees who have part-time employment for retirement purposes under this agreement.

Note: The parties agree that the agreement is to be adapted continuously to the legislation on pensions in force at the time, e.g. tax rules regarding the withdrawal of pension insurance.

2. Application and notification

The employee is to submit a written application for part-time pension to the employer six calendar months before the part-time pension is to take effect. The application is to state clearly the intended level of employment.

At the same time as the application is submitted to the employer, the employee is to notify the local trade union organisation.

No later than two months after receiving the application, the employer is to notify the employee and the local trade union organisation in writing whether the application has been approved or not, unless a deferral has been agreed with the employee. Failure to respond in a timely manner constitutes a breach of the rules of procedure and does not mean that the application is to be considered approved. If the application is not subsequently approved, the employer is to pay SEK 2,000¹ to the employee concerned for the breach of the rules of procedure.

The employer may reject the application for part-time pension if an objective assessment finds that granting it would cause a significant disruption to the company's operations.

¹ This amount is to be adjusted annually from 2014 onwards in line with the Consumer Price Index.

3. Negotiation and dispute resolution

If the application for part-time pension has been denied and the employee wishes to have their application reviewed through the collective agreement negotiation procedure, the employee is to notify the local trade union organisation, which is then to request local negotiations. The dispute is to then be regarded as concerning part-time pension with an employment level of 50 per cent and is to be resolved in accordance with the applicable negotiation procedure as follows.

The matter of whether part-time pension is to be granted may be addressed in local negotiations and then, if the matter has not been resolved at local level, escalated to a central negotiation.

If the parties are unable to reach agreement on whether part-time pension can be granted under the agreement without significant disruption to the company's operations in either local or central negotiations, the local trade union organisation is to request local negotiations on the employer's obligation to pay damages for incorrect application of the agreement if the employee wishes to pursue the matter further.

Note: For premium accrual for part-time pension insurance, the following additions have been made: 0.2 per cent from 1 April 2014; 0.3 per cent from 1 April 2015; 0.2 per cent from 1 April 2016; 0.2 per cent from 1 April 2017; 0.3 per cent from 1 April 2019; and 0.2 per cent from 1 November 2020. On 1 April 2024, a further 0.2 per cent was added. The total provision for premium accrual to the part-time pension insurance scheme from 1 April 2024 is therefore 1.6 per cent. The premium is administered and invoiced by Fora.

Employer's involvement in collection of trade union fees – agreement

1. Collection of trade union membership fees

The company is to participate in the collection of normal trade union fees for members of the Swedish Food Workers' Union in the manner specified below.

2. Authorisation

The company is to deduct union membership fees for employees who have submitted written authorisation to the Food Workers' Union. Reported details such as a membership fee list or data file submitted by the union to the company are to be regarded as confirmation that the employee has authorised the deduction. Matters regarding incorrectly deducted amounts are to be resolved between the Food Workers' Union and the member.

3. Deductions and payments

In connection with salary payments, (not partial salaries or salary advances), the company is to make deductions for the normal trade union membership fees determined by the Food Workers' Union.

A deduction is only made if the remaining salary, (net salary), is at least equal to the full deduction after the deduction has been made.

The total amount deducted from salary payments over two months is to be paid to the Food Workers' Union no later than on the 18th of the following month in accordance with specific instructions.

Companies that so wish may pay in the fees to the Food Workers' Union on each salary payment date or each calendar month.

Anmärkning:

- a) Gross salary refers to the income on which preliminary A-tax (un-adjusted) is calculated according to the relevant tax table, with the exception of benefits in kind.*
- b) Deductions for trade union membership fees are made after any deductions regulated by law and ordinances and which the employer is required to make, or which are a result of the employment relationship have been made.*
- c) The amount of the deduction is to be stated on the employee's pay-slip.*
- d) The employer's financial responsibility is limited to reporting the deductions made in accordance with this agreement.*

APPENDIX D

4. The company's duty to provide information

The company is to provide the local branch of the Food Workers' Union with the following information about each employee who has given authorisation for the deduction of trade union fees:

- name and personal identity number
- the amount deducted or
- any amount not deducted.

If no deduction has been made, the reason is to be stated if the company is aware of it. The reason can be stated using the following abbreviations:

Illness = Sj

Military service = M

Leave of absence = T

Employees who have left the company = S

Employees who have withdrawn
their authorisation = Å

Other reason = Ö

Employees who have not received salary during the reporting period.

Note: In the event of absence lasting several consecutive reporting periods, information that the employee has not received salary need only be provided in connection with the first reporting period when no fee deduction has been made.

The information is also to include the following details:

- the reporting period
- the name of the company
- the company number (company registration number and, where applicable, workplace number)
- the number of the local branch of the Food Workers' Union

The company is to apply a reporting period of no more than two calendar months, (covering January-February, March-April etc.), for the information referred to in the above. The information is to be submitted to the local branch of the Food Workers' Union no later than the 18th of the month following the end of the reporting period.

Note:

- a) *The Food Workers' Union is to provide the company with pre-printed reporting lists containing information on the reporting period, the name of the company and workplace, the names and personal identity numbers of the members and other information.*
- b) *Companies that use a bank or other payment intermediary in their payroll process may transfer their obligations to the intermediary in accordance with this agreement.*
- c) *Companies that intend to change their reporting method – for example, to switch to electronic reporting – or reporting period must notify the local branch of the Food Workers' Union in writing no later than one month before the change is implemented. No changes should be made during an ongoing reporting period.*
- d) *If fees are reported via magnetic tape, data lists or similar, this is to be done using the layout specified by the Food Workers' Union*

In cases where the Food Workers' Union switches to collecting membership fees via direct debit, the company's obligation to provide information changes as follows.

- The company is to provide a list of all employees within the union's agreement area on 31 March, 30 June, 30 September and 31 December each year.
- The information is to include the company's name and organisation number, as well as the employees' personal identity numbers and names.
- The information is to be submitted using the reporting material provided by the union in the form of a list or data file. The documentation is to include any employees included in the previous report, and the company is to make any necessary additions.
- Reporting material produced by the Food Workers' Union is to be submitted to the company no later than 1 March, 1 June, 1 September and 1 December each year.

5. The Food Workers' Union's obligation to provide information No later than 15 days before the end of the pay period, the Food Workers' Union is to submit to the company authorisations from employees who are to pay their union membership fees through the employer and from whom the employer is to begin making deductions.

If the membership fee changes, the union is to notify each individual company in writing of the new fee for each member. This is to be done no later than one month before the change comes into effect.

Note:

The union fee may be changed during an ongoing calendar year if the Food Workers' Union's finances are impacted significantly by a decision made by a state authority that the union could not have anticipated and over which the union had no influence.

The Food Workers' Union is to notify the companies concerned of the new union fee no later than one month before it comes into effect.

6. New member companies

Companies that become members of the Swedish Food Federation and that have not previously participated in the collection of union membership fees under this agreement are to begin to do so from the pay period that begins immediately after the members' authorisations have been submitted to the company. The Food Workers' Union is to inform the company of reporting procedures etc.

The company is to notify the local branch of the Swedish Food Workers' Union in writing of the reporting period it will apply no later than in connection with the first deduction of union membership fees

7. Period of validity

This agreement is to apply from 23 April 2004 until further notice, with a mutual notice period of one month.

Salary for redeployed employees

1. Local agreement

The local parties may agree on the payment rules that are to apply when an employee is transferred from their normal position and in so doing suffers a reduction in earnings. If the local parties have not signed an agreement regarding this matter, the following provisions apply.

2. Right to salary supplement

A salary supplement is to be paid to employees who have been continuously employed for more than one year. Employment is to be regarded as continuous also for employees who have been made redundant due to lack of work and subsequently reemployed in accordance with the provisions on priority right to reemployment.

Supplements are only paid if the redeployment is for longer than one working day.

Supplements are not paid

- a) if the employee receives equivalent compensation through occupational injury annuity,
- b) when the employee moves at their own request and there are no health or age grounds for the redeployment,
- c) when the employee themselves is the chief reason for the transfer,
- d) when the employee's duties normally include working in different parts of the company.

3. Calculation of salary supplement

The supplement corresponds to the reduction in average hourly and performance-related pay (T+P) that the transfer entails for the employee. Average earnings are calculated on the basis of the last known quarter before the redeployment.

If the salary in the employee's new position is increased after the redeployment, the supplement is to be reduced accordingly. General salary increases determined by the central parties are not cause to reduce the supplement.

4. Supplement period

Employees who meet the conditions set out in point 2 are entitled to a supplement upon relocation as follows.

Uninterrupted duration of employment	Supplement period
More than 1 year	4 weeks
More than 4 years	15 weeks
More than 10 years	24 weeks

Each period of redeployment is counted separately.

An employee who is redeployed due to occupational injury receives the supplement without time limit if the employee is not simultaneously entitled to a life annuity.

Employees who have at least 10 years of uninterrupted employment and who have reached the age of 50 at the time of redeployment are to be paid the supplement as long as it has not already been fully settled in accordance with the rules in point 3 above.

APPENDIX E

Guidelines for monthly salaries within the Swedish food and drink industry

The local parties may agree to apply other rules than those listed in these guidelines.

The principles for setting salaries specified in Section 4.1 of the Food and Drink Industry Agreement also apply to employees with monthly salaries.

Definitions

Monthly salary refers to the current fixed cash monthly salary and any fixed monthly salary supplements.

Monthly salary is paid as a fixed amount per calendar month, regardless of whether there are public holidays or collectively agreed non-working days during the month.

The monthly salary may be combined with a variable salary component in the form of a premium, bonus or similar. The variable salary component may be calculated per month, per hour or other period of time.

Normal weekly working time refers to the average number of normal working hours per week containing no public holiday. If an employee has irregular weekly working time, their normal weekly working time is calculated as an average per month or other agreed period.

1. Daily and hourly salary

Daily salary is calculated as

$$\frac{\text{monthly salary} \times 12}{365}$$

Hourly salary is calculated as

$$\frac{\text{monthly salary} \times 12}{52 \times \text{normal weekly working time}}$$

2. Salary for part of the salary period

Employees who commence or end their employment during an ongoing calendar month are paid as follows:

- Employment for a maximum of five working days during the month = hourly salary.
- Employment for six or more calendar days during the month = daily salary for each calendar day of employment.

3. Overtime work

For overtime work, salary is to be paid per hour in accordance with point 1 of these guidelines, and overtime supplements are to be paid in accordance with the relevant supplementary agreement.

When calculating hourly salary, the normal weekly working time is regarded as 40 hours, including for shift work for full-time employees.

If overtime work is remunerated with compensatory leave in accordance with the relevant agreement, no salary deduction is to be made during the leave.

4. Shift work

A separate shift pattern supplement is not paid to employees who are paid a monthly salary. These employees retain their monthly salary even if the normal working time is shorter for shift work than for daytime work.

5. Sick pay

5.1 Illness up to and including the 14th calendar day

In the event of absence due to illness, a salary deduction is to be made for each hour as follows:

$$\frac{\text{monthly salary} \times 12}{52 \times \text{normal weekly working time}}$$

No sick pay is paid for sick leave of up to 20 per cent of the average normal weekly working time during this period.

If sick leave lasts longer than 20 per cent of the average normal weekly working time, sick pay is paid per hour as follows:

$$80\% \times \frac{\text{monthly salary} \times 12}{52 \times \text{normal weekly working time}}$$

Note:

1. *If a new sick leave period begins within five calendar days of the end of a previous sick leave period, this is regarded as a continuation of the previous sick leave period.*
2. *If the employee has had a total of ten sick leave qualifying days during the past twelve months, calculated from the start of the current sick pay period, a salary deduction is made for the first day of absence in accordance with the rules applicable from the second day of absence.*
3. *For employees who are entitled to 80% sick pay throughout the sick pay period following a decision by the Social Insurance Agency, a salary deduction is to be made in accordance with the rules applicable from the second day of absence in the sick pay period*

5.2 Illness from the 15th calendar day

For each day of illness, including non-working weekdays, Sundays and public holidays, deductions are made at the daily salary rate.

In the event of absence for a full calendar month, the entire monthly salary is deducted.

6. Public holiday pay

If the conditions for reduction of working time and public holiday pay stipulated in Section 5.1 of the Food and Drink Industry Agreement are met, the monthly salary is paid without deduction for the leave. When leave for public holidays has been taken into account in the scheduling of working hours, no further reduction is to be made.

The method for calculating public holiday pay for employees who receive performance-related pay is set out in the respective supplementary agreement.

7. Personal leave of absence

Personal leave of absence is short-term leave without reduced pay in accordance with Section 5.5 of the Food and Drink Industry Agreement. When personal leave has been granted, no salary deduction is to be made.

8. Annual holiday leave

Holiday pay constitutes 13.2% of the holiday pay base, as for hourly paid employees.

When an employee is absent due to annual holiday leave, a deduction of 1/21.75 of the monthly salary per holiday day is made.

The local parties may sign a local agreement stating that holiday pay is to consist of the current monthly salary and a holiday leave supplement.

9. Infectious disease carriers

9.1 Up to and including the 14th calendar day

For each hour an employee is absent due to the risk of transmitting infection and is entitled to infectious disease carrier pay, a salary deduction per hour is made as follows.

$$90\% \times \frac{\text{monthly salary} \times 12}{52 \times \text{normal weekly working time}}$$

9.2 From the 15th calendar day

For each day of absence, including non-working weekdays, Sundays and public holidays, a salary deduction per day is made.

If the employee is absent for a full calendar month, the entire monthly salary is deducted.

10. Leave with temporary parental allowance

When the employee is on leave with temporary parental allowance, a salary deduction per hour is made for each hour of absence in accordance with point 1 of these guidelines.

If the employee is absent for a full calendar month, the entire monthly salary is deducted.

11. Other absence

11.1 When the employee is absent for a maximum of five working days

For each hour of absence, a deduction per hour is made in accordance with point 1 of these guidelines.

11.2 When the employee is absent for more than five working days

For each day of absence, including non-working weekdays, Sundays and public holidays, a deduction per day is made in accordance with point 1 of these guidelines.

11.3 When the employee is absent for a full calendar month

If the employee is absent for a full calendar month, the entire monthly salary is deducted.

12. Changing from hourly salary to monthly salary

Before monthly salary is introduced, negotiations are to take place in accordance with Section 11 of the Swedish Co-determination in the Workplace Act (MBL).

In the event of a change from hourly pay to monthly pay, the average hourly salary, excluding shift pattern supplements, is multiplied by 174.

If possible, the period between the end of an accrual period and the date of the salary payment should not be longer than the period that applied before the change to monthly salary.

When switching to salary payment once per calendar month, the following is to apply, unless the local parties agree otherwise.

An advance payment is made to employees who are employed on the date that the pay period is extended. The amount of the advance payment is determined in local negotiations.

The advance is to be repaid by deductions from the salary corresponding to 1/6 of the advance payment per month. An employee whose employment ends before the entire advance has been repaid is to pay the outstanding part of the advance no later than the date the final salary payment is made.

Training and development

Shared values

The parties agree that training and skills development are an important part of the company's long-term planning for its future operations.

The aim is to provide employees with knowledge and experience that benefits the company and to increase employees' scope to take on varied and stimulating work tasks.

Well-educated and skilled staff are an important prerequisite for a company's productivity, profitability and competitiveness, and thus also for employees' job security, career development and salary growth.

A company's business and operations are subject to constant change. This underlines the importance of continuous training and skills development.

It is recommended that the local parties adapt these efforts to the circumstances of the individual company.

The results of training initiatives are greater if the measures are implemented in a goal-oriented manner as part of the company's long-term development and the employees' development at work.

Companies are advised to make space available for training on company premises and to give students opportunities to carry out project and degree work.

In cases where a matter is regulated in both this appendix and a supplementary agreement, the provisions in the supplementary agreement apply.

Local cooperation

An important shared task is for the local parties to ensure that active competence development work takes place and that good conditions for the employees' skills to be utilised and developed exist.

At the request of either party, consultations are to be held with a view to reaching agreement on the forms of cooperation with regard to training and other matters related to skills development.

In companies where the local parties deem it appropriate, a joint committee may be established to serve as a forum for such cooperation.

Negotiations take place between the local parties regarding guidelines for the scope and implementation of training and skills development measures.

At companies where training and skills development measures are in place, the local trade union organisation may appoint representatives from among the employees of the company to actively support and promote such activities. The representatives are covered by the Trade Union Representatives Act.

Personal development for existing employees

All employees are to be given opportunities for personal development at work in order to be able to take on tasks that require a higher degree of competence and greater responsibility. Particular attention should be paid to employees with insufficient or inadequate training for the work tasks performed at the company.

Personal development may include internal or external training, opportunities to participate in project work, assessments or job rotation. It may also include employees being given opportunities to try other work within the company.

A prerequisite for the overall skills development of employees and companies is competence development planning. This can take the form of individual personal development plans, for example.

The terms skills development and competence development refer to all measures aimed at improving the skills and competence of employees. They can be carried out within or outside the company.

Education in collaboration between schools and working life

In order to recruit tomorrow's employees, the education system offers education programmes at various levels. The link between school and working life is important in these programmes and is achieved through various forms of work experience within the framework of upper secondary school and tertiary education.

Various forms of education programme may be available, e.g.

- apprenticeship programmes (upper-secondary and traditional apprenticeship programmes)
- workplace-based training
- vocational training
- higher vocational education
- work placement and traineeships

1. Apprenticeship programmes

a. Upper-secondary apprenticeship programmes

The primary responsibility for an upper-secondary apprenticeship programme lies with a school. A significant part of the programme is conducted at one or more companies.

The student is not employed by the company.

b. Traditional apprenticeship programmes

The term traditional apprenticeship programme refers to a vocational programme run by a company in accordance with curricula established jointly by the social partners at national level.

The participants are employed by the company.

During the first year of training, students on traditional apprenticeship programmes receive 85% of the salary for new employees aged 18 or over, in accordance with the salary scale for the relevant area.

During the second and third years of training, the salary is 90% and 95% respectively of the salary for new employees aged 18 or over, in accordance with the salary scale for the relevant area

2. Workplace-based training

Workplace-based training refers to parts of an education programme that are carried out at a company and where a school has the primary responsibility for the training

The training is conducted in accordance with an agreement between the company and the school.

The participants are not employed by the company.

3. Vocational training

Vocational training refers to a six-month induction into future work tasks after completion of a foundation vocational programme at an upper-secondary school.

The participants are employed by the company.

During vocational training, the salary is 95% of the salary for new employees aged 18 or over, in accordance with the salary scale for the relevant area

4. Higher Vocational Education programmes

Higher Vocational Education programmes (HVE programme) are tertiary programmes with some parts of the education conducted at companies. The primary responsibility for the programme lies with the school.

The participants are not employed by the company.

5. Work placement and traineeships

The terms work placement and traineeship refer to activities aimed at providing students with practical knowledge and experience to complement and support theoretical studies to the extent specified in the relevant curriculum.

The participants are employed by the company.

The salary for employed trainees and participants employed for work placement is 65% of the salary for new employees aged 18 or over, in accordance with the salary scale for the relevant area.

Work placements and traineeships without employment are equivalent to workplace-based training (APU/APL).

The Council for Work Environment, Collective Agreement and Working Time Issues (AKA Council)

APPENDIX H

The Council's tasks are:

- to monitor and promote the application and further development of the Food and Drink Industry Agreement and the local collective agreements that exist within the agreement area;
- to discuss issues related to these agreements;
- to examine matters regarding work environment covered by Appendix B to the Food and Drink Industry Agreement on which the local parties cannot agree;
- to examine matters regarding the choice of working time arrangements in accordance with the main rule or the alternative rule within the Food and Drink Industry Agreement and related issues on which the local parties cannot agree; and
- to provide written recommendations and opinions to the parties on issues referred to the Council.

The local parties agree to take into consideration the Council's opinions and recommendations regarding work environment and working time matters.

The Council is to consist of five members, two of whom are to be appointed by Livsmedelsföretagen, Swedish Food Federation, and two by Livsmedelsarbetareförbundet, the Swedish Food Workers' Union. These four Council members appoint the fifth member, who is to also be the Chair of the Council.

The members of the Council are appointed for a period determined by the parties to the agreement.

The Council is to process the matters referred to it in the manner it deems most appropriate. Both written and oral proceedings may be conducted. The Council is to examine matters regarding work environment and working time expeditiously.

To aid the processing of individual matters, the Council may call in external expertise or otherwise acquire information of significance for the assessment.

The parties undertake to follow the instructions issued by the Council regarding the processing of matters by the Council.

The parties are to provide the Council with the information and resources it requires.

Dispute resolution

In the event that no agreement can be reached in central negotiations on matters not relating to working time or work environment within the agreement area regarding the interpretation and application of the Food and Drink Industry Agreement or local collective agreements within the agreement area, the central negotiations are to be adjourned until the Council has finished examining the matter. When the Council has issued an opinion or recommendation to the parties, the negotiations are to be resumed.

It is the firm intention of the parties to seek to resolve all disputes arising from interpretation of the agreement in a spirit of goodwill, and only in extremely exceptional cases to refer the matter to the Labour Court.

§ 1 Negotiation and dispute resolution regarding temporary agency work

In the event that the employee organisation states in connection with negotiations on temporary staffing in accordance with the Co-determination Act that the employer's planned measure may be in contravention of Section 25 of the Employment Protection Act and the employer's agency staffing needs exceed five weeks, the employer is to negotiate separately the matters referred to in the second paragraph prior to making a decision.

In the negotiations, the employer is to state the reasons for meeting staffing needs through the hiring of temporary agency workers. The negotiations are also to involve the matter of whether the employer's staffing needs can instead be met by reemploying former employees with priority rights to reemployment, in which case the matter of whether the employees are sufficiently qualified for the work is to be addressed.

If after negotiations have been conducted in accordance with the second paragraph the employer nevertheless maintains that the employer's staffing needs cannot be met by reemploying former employees with priority rights to reemployment, the parties to the negotiations are to then assess instead the scope for an agreement in accordance with Section 3 on hiring temporary agency staff, taking into account not only the employer's needs, but also the legitimate interests of the employees.

If there is disagreement during the negotiations regarding whether hiring agency staff for longer than five weeks is contrary to Section 25 of the Employment Protection Act, central negotiations are to be requested by the employer as soon as possible after the conclusion of local negotiations.

Central negotiations are to take place within ten days of the employer's request. The central parties are to strive for a solution to the matter under negotiation that takes into account both the needs of the company and the legitimate interests of the employees.

In the event of disagreement in the central negotiations, the employer is to refer the matter to an arbitration board in accordance with Section 2 on arbitration boards for temporary employment within three working days of the conclusion of the negotiations.

If the employer fails to request central negotiations or to refer the matter to an arbitration board, use of temporary agency staff is not permitted or must be terminated within fourteen days.

If the employer calls for central negotiations within the stipulated time period and refers the matter to an arbitration board within the stipulated time period, use of temporary agency staff may continue until one week after the arbitration board has announced its decision.

Negotiations are to be conducted expeditiously

§ 2 Arbitration board for temporary agency work matters

The parties agree to establish an arbitration board as follows.

The proceedings of the arbitration board are to be conducted simply and expeditiously.

The board is to consist of one member from each employee organisation affected by the dispute and an equal number of members from the employers' organisation. It is also to have of an independent chairperson. In the event of disagreement as to who should be appointed as independent chairperson, the employer has the right to appoint a judge from the Labour Court, the Supreme Court or the Svea Court of Appeal.

The arbitration board is to announce its decisions expeditiously, and normally no later than three weeks after the matter was submitted. If any organisation has not appointed a member within this three-week period, the arbitration board is quorate with only the independent chairperson. A decision may be issued even if the employee organisation has not complied with a request to submit a written response. The arbitration board may hold oral negotiations before making a decision, but this is not a requirement. As a rule, oral evidence is not heard by the arbitration board at oral negotiations, but this may occur if the negotiations can be conducted expeditiously despite the presentation of evidence.

The arbitration board is to state in its decision whether the employer's planned or implemented measure can be regarded as being in contravention of or is in fact in contravention of Section 25 of the Employment Protection Act.

The arbitration board does not report the grounds for its decisions in writing, but may present them orally to the parties concerned.

The arbitration board's decisions are not to be regarded as recommendations. They are legally binding in the sense that it is considered a breach of the collective agreement if, where applicable, the procedure in Section 1 is not followed.

If the employer complies with the arbitration board's decision or if the arbitration board finds that the measure does not contravene Section 25 of the Employment Protection Act, the parties are to strive to settle any legal disputes based on the aforementioned section of the Act.

§ 3 Agreement on order of priority rules

For the agreement on order of priority, see the Food and Drink Industry Agreement, Section 9.1.

Salary review – negotiation of new salaries

APPENDIX J

1. Salary pool

Local negotiations are to be conducted regarding the distribution of a salary pool of

- SEK 6.13 per hour and employee and SEK 1067 per month for full-time employees with monthly salary from 1 April 2025.
- SEK 5.58 per hour and employee and SEK 971 per month for full-time employees with monthly salary from 1 April 2026.

For part-time work, the amount is adjusted in proportion to the employee's working time, (using a factor of 174 hours per month for full-time work).

2. Lägsta löneökning

Each food worker will receive a minimum pay increase of

- SEK 2.76 per hour and employee and SEK 480 per month for full-time employees with monthly salary from 1 April 2025.
- SEK 2.51 per hour and employee, or SEK 437 kronor per month for full-time employees with monthly salary from 1 April 2026.

Note: The minimum increase corresponds to 45 per cent of the salary pool

Unless otherwise agreed by the local parties, each food worker included in the salary review is to receive a salary increase totalling no less than 24 per cent of the remaining 55 per cent of the salary pool, meaning

- SEK 0.81 per hour or, in the case of monthly salary, SEK 141 per month from 1 April 2025.
- SEK 0.74 per hour or, in the case of monthly salary, SEK 129 per month from 1 April 2026.

For part-time work, the amount is adjusted in proportion to the employee's working time.

Employees who have an employment contract and thus, within the three-month period prior to the salary adjustment date, have also agreed on a salary for the position at the salary level applicable for the coming year are not covered by the salary review and do not contribute to the salary pool.

3. Salary negotiation

During the salary review, the local parties are to negotiate regarding the distribution of the salary pool. During the negotiations, the parties are to consider and discuss the pool distribution solutions that have been proposed. Pool distribution is to be based on the salary principles

contained in the collective agreement, see Section 4.1 of the Food and Drink Industry Agreement, and in accordance with locally agreed salary systems and salary types. The purpose of the negotiations is for the local parties to agree on the distribution of the salary pool. If required, the central parties may assist the local parties in the salary review process by providing information on the meaning and application of the provisions regarding pay.

Prior to the salary negotiations, the local parties review the salary principles and existing salary systems.

A benchmark for the local salary negotiations is that they should be concluded no later than 30 September each year

4. Collaboration

The local parties should work together to develop criteria for salary setting that are based on the salary principles and are adapted to the conditions at the company in good time before the salary review.

5. What happens if agreement cannot be reached?

If the local parties cannot agree on the distribution of the salary pool, the local parties concerned have the right to escalate the matter to a central negotiation. Before a central negotiation, the local parties are to explain in writing to their respective organisations on which aspects and for what reasons the local parties have been unable to agree.

Central negotiations are to be requested no later than two months after the date on which local negotiations were declared concluded. If a request for central negotiations has been made within the prescribed time, the negotiations are to commence as soon as possible, and no later than three weeks from the date on which the request was submitted. The parties may agree on a longer period.

If the central parties are also unable to reach agreement on the salary pool distribution, they have the right to refer the matter for a final decision to the Livsmedelsföretagen-Livs Salary Council. This is to occur no later than one month after the central negotiations have been concluded.

The Salary Council is to decide on distribution of the salary pool in accordance with the agreed salary principles.

The Salary Council consists of two representatives from the Swedish Food Federation (Livsmedelsföretagen), two representatives of the Swedish Food Workers' Union (Livs) and an independent chairperson appointed jointly by the parties.

Any party that fails to comply with the deadlines stipulated in this section forfeits the right to pursue the matter further. Once the deadline has expired or the Salary Council has made a decision, the employer is to pay the new salary.

Peace obligation and negotiation procedure

APPENDIX K

1. Peace obligation

The parties agree that a peace obligation exists between the parties regarding terms of employment and other conditions for the duration of this agreement.

Note: The parties agree that this provision does not limit the right to take sympathy action in accordance with Chapter III of the SAF-LO Main Agreement.

2. Obligation to negotiate

If a legal dispute or dispute of interest arises regarding terms of employment or other relations between the parties, negotiations are to be conducted in accordance with the procedure set out in this agreement.

3. Negotiations at local and central level

Negotiations are conducted at local level (local negotiation) first. If agreement cannot be reached, negotiations are then conducted at central level (central negotiation).

Local negotiations are conducted between the parties at the workplace, with the participation of the local organisation.

Central negotiations take place between the parties at national level.

4. Payment disputes and disputes concerning obligation to work

The provisions in Sections 5–7 and 10–11 regarding time limits and bringing legal action do not apply to disputes of the type referred to in Sections 34 and 35 of the Co-determination Act (MBL). In such disputes, the provisions in Section 37 of the Act apply.

Note: In disputes under the Right to the Inventions of Employees Act, (SFS 1949:345), the provisions in the negotiation procedure replace Section 35 of the Co-determination Act, which therefore cannot be applied in such disputes.

5. Request for local negotiation

If there is a legal dispute under the Employment Protection Act (LAS), the party wishing to pursue the matter is to request local negotiations. If the dispute concerns the invalidation of a termination of employment or summary dismissal, the request is to reach the other party no later than two weeks after the termination of employment or summary dismissal occurs. If the dispute concerns damages or other claims under the Employment Protection Act, the request is to reach the

other party no later than four months after the date on which the action referred to in the claim occurred, e.g. when notice of termination of employment was given or the due date of payment for the claim. If the employee has not received such a notification of a claim for invalidation or damages as referred to in the second paragraph of Section 8 or the second paragraph of Section 19 of the Employment Protection Act, the time is to be counted from the date on which the employee's employment ended. If the dispute concerns the invalidation of a termination of employment or summary dismissal, the time limit for requesting negotiations regarding such a case is one month.

If a party does not request negotiation within the time specified in the first paragraph of this section, that party forfeits the right to negotiate on the matter.

If a dispute other than the types stipulated in the first paragraph of this section occurs, local negotiations are to be requested as soon as possible. The request is to reach the other party no later than four months after the party requesting negotiations is deemed to have knowledge of the facts and circumstances that form the grounds for the dispute.

If a party does not request negotiation within the time specified in the third paragraph of this section, that party forfeits the right to negotiate on the matter. This also applies in all circumstances in disputes where negotiations are requested more than two years after the circumstances that form the grounds for the dispute occurred, or in disputes concerning unauthorised fixed term employment where negotiations are requested more than one month after the end of the period of employment.

Note: For claims regarding undisputed non-payment of salary or other remuneration due for payment, the statute of limitations specified in the legislation applies. For matters regarding the conditions for imposing a debt collection blockade, the second paragraph of Section 41 of the Co-determination Act applies.

6. Request for central negotiation

If the parties are unable to reach agreement on how to resolve a dispute through local negotiations, the party wishing to pursue the dispute is to request a central negotiation with the other party.

In disputes concerning the invalidation of a termination of employment or summary dismissal, the request for a central negotiation should reach the other party no later than two weeks after the date on which the local negotiations were concluded.

After local negotiations under Section 11 or 12 of the Co-determination Act (MBL), the request must reach the other party no later than one week after the date on which the local negotiations were concluded.

In disputes concerning confidentiality obligations in accordance with Section 21 of the Co-determination Act and negotiations concerning use of temporary agency staff or contractors in accordance with Section 38 of the Act, the request for a central negotiation is to reach the other party no later than two weeks after the date on which the local negotiations were concluded.

In disputes other than those referred to in the third and fourth paragraphs of this section, the request for central negotiations is to be made expeditiously. The request is to reach the other party no later than two months after the date on which the local negotiations were concluded.

If a party does not request negotiation within the time specified in the third, fourth or fifth paragraphs of this section, that party forfeits the right to negotiate on the matter.

7. Time limits for the commencement of local or central negotiations

If a request for negotiation has been submitted within the prescribed time, the negotiation is to commence as soon as possible, and no later than three weeks after the date on which the request was made. The parties may agree on a longer period.

8. Minutes of negotiations

If requested, minutes of the negotiations are to be taken. The minutes are to be signed by the parties.

9. How negotiations are concluded

Local or central negotiations are concluded when the parties agree that they are concluded or when one party has clearly informed the other party that it considers the negotiations to be concluded.

If minutes have been taken, a note is to be made in the minutes to record when the negotiations were concluded.

10. Legal consequence of ongoing negotiations and of loss of the right to negotiate

The parties may not take legal or other action in connection with the dispute before negotiations between the parties in accordance with this negotiation procedure have been concluded. This does not apply if a party has obstructed or prevented negotiations in accordance with the negotiation procedure by refusing to participate.

A party that has lost its right to negotiation in accordance with the provisions of this negotiation procedure may not take any action in connection with the dispute.

11. Bringing legal action

Any party that wishes to pursue a legal dispute after the conclusion of negotiations must bring legal action. In a dispute concerning invalidation of termination of employment or summary dismissal, or a declaration that an employee's fixed term employment is not permitted and should instead be unlimited term employment, legal action is to be brought within two weeks of the date on which the central negotiation was concluded. In disputes concerning damages or other claims based on the Employment Protection Act, legal action is to be brought within four months of the date on which the central negotiation was concluded. In other disputes, legal action is to be brought within three months of the date on which the central negotiation was concluded. If the dispute concerns confidentiality obligations in accordance with Section 21 of the Co-determination Act, legal action is to be brought within two weeks of the date on which the central negotiation was concluded.

If legal action is not brought within the time limits specified in the first paragraph, the party forfeits its right to bring legal action

12. Other provisions

The parties agree that this negotiation procedure is applicable for the same length of time and with the same notice period as the 1938 SAF-LO Main Agreement. This means that the negotiation procedure applies until further notice, with a notice period of six months. If a collective salary agreement is in force between the Swedish Food Federation and the Swedish Food Workers' Union at the time the Main Agreement expires, subject to the notice period, the period of validity of the negotiation procedure is to be extended until the date that the collective salary agreement expires.

With regard to the provision in Section 1 of this negotiation procedure, concerning the peace obligation, the parties agree that this refers to the peace obligation during the period of validity of the Food and Drink Industry Agreement, the Tobacco Agreement, the Agreement for the Wine and Spirits Industry and the Agreement for Coffee Roasters and Spice Factories.

In certain special cases, e.g. in the event of a breach of the peace obligation and in the case of interim regulations, legal action may be brought without prior negotiation, and this negotiation procedure is to not entail any changes to applicable law.

This negotiation procedure replaces Chapter II of the SAF-LO Main Agreement, which otherwise applies between the parties.

Supplementary agreement for bakeries

1 Minimum salary, youth salary and training programme pay

Minimum salary

The minimum salary for adult employees is:

SEK 164.34 per hour from 1 April 2025

SEK 169.92 per hour from 1 April 2026

Minimum salary for adult employees aged 18 or over who have been employed for one year is:

SEK 171.25 per hour from 1 April 2025

SEK 176.83 per hour from 1 April 2026

Youth salary

Vid fyllda

17 years of age 65% of the minimum salary currently applicable.

16 years of age 63% of the minimum salary currently applicable.

Training programme pay

Training year 1 73% of the minimum salary currently applicable.

Training year 2 80% of the minimum salary currently applicable.

Training year 3 87% of the minimum salary currently applicable.

2 Unsocial working hours supplement

From 1 April 2025

	Day					
Time	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
00 - 06	49.46	49.46	49.46	49.46	49.46	96.08
06 - 18	-	-	-	-	-	150.71
18 - 00	49.46	49.46	49.46	49.46	96.08	150.71

	Day	
Time	Sunday ¹	Public holiday ²
00 - 06	150.71	221.71
06 - 18	150.71	221.71
18 - 00	150.71	221.71

From 1 April 2026

	Day					
Time	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
00 - 06	50.89	50.89	50.89	50.89	50.89	98.87
06 - 18	-	-	-	-	-	155.09
18 - 00	50.89	50.89	50.89	50.89	98.87	155.09

	Day	
Time	Sunday ¹	Public holiday ²
00 - 06	155.09	228.14
06 - 18	155.09	228.14
18 - 00	155.09	228.14

Unsocial hours supplements for Monday - Sunday are paid on the same date as overtime pay for overtime work.

Unsocial hours supplements for public holidays are not paid for the same periods as for overtime pay for overtime work.

However, compensation for overtime work on public holidays may not be lower than the level for work during normal hours on public holidays or for overtime work on Sundays.

1) Work on New Year's Eve and Midsummer's Eve is regarded as equivalent to work on Sundays.

2) Swedish public holidays are as follows:

New Year's Day, Epiphany, Good Friday, Easter Sunday, Easter Monday, May Day, Ascension Day, Whitsunday, Sweden's National Day, Midsummer's Day, All Saints' Day, Christmas Eve, Christmas Day, Boxing Day.

Unsocial hours supplement – youth

17 years of age: 65% of the rates above.

16 years of age: 63% of the rates above.

Unsocial hours supplement – education programme

Programme year 1: 73% of the rates above.

Programme year 2: 80% of the rates above.

Programme year 3: 87% of the rates above.

3 Displaced working hours

Displaced working hours refers to ordered working time that falls outside the employee's normal working hours but within the total normal working hours per work shift.

In the event of such a temporary change of normal working hours, a displaced working time supplement is paid for the time outside the employee's normal working hours as specified in the work schedule, in addition to any supplements for unsocial working hours and shift pattern supplements as follows:

Compensation	From 1/4 2025	From 1/4 2026
SEK/hour	36.02	37.07

The displacement of working hours may not result in a loss of income in comparison with the employee's normal schedule.

For employees who immediately inform the employer of impediments, such as personal circumstances, family situation, health reasons or the inability to travel to and from the workplace, working hours should not be displaced.

4 Amount of overtime pay

A separate supplement to the salary is paid for overtime work. For the first two hours of overtime on weekdays, the supplement is 50% of the hourly salary; after two hours on weekdays and on Sundays and public holidays, the supplement is 100% of the hourly salary. Sunday hours are counted from 11:00 on Saturday until the start of normal working hours on Monday. Public holidays are counted from 18:00 on the day before the public holiday until the start of normal working hours on the following weekday.

In this section, hourly salary refers to the actual salary paid per hour.

5 Holiday pay

Holiday pay per day is to amount to be no less than

- 1 739 SEK from 1 april 2025
- 1 789 SEK from 1 april 2026

6 Daily subsistence allowance for drivers

Drivers who are away from the company's premises for six hours per day without interruption are entitled to a subsistence allowance as follows

- SEK 24.17 per day from 1 april 2025
- SEK 24.87 per day from 1 april 2026

7 Work clothes

When hygiene conditions so require, the employer is to provide protective clothing and laundry services for these, as well as work shoes.

Basic vocational training in companies

För den grundläggande yrkesutbildningen inom bageri- och konfektThe following applies to basic vocational training in the bakery and confectionery industry.

A. Basic in-company vocational training

Basic in-company training refers to training organised by the company where the student/participant is employed by the company.

Basic in-company vocational training can be

- traditional apprenticeship training
- vocational training at tertiary level
- labour market training for employed staff.

1. Traditional apprenticeship training

- Traditional apprenticeship training lasts for three years.
- The training is to include practical and theoretical instruction and is to be conducted in accordance with the guidelines and curricula issued by the contracting parties.
- If an apprentice so wishes, they are to be given opportunities to participate in instruction in general and vocational subjects included in the upper-secondary school programme if such education is available locally.
- An agreement on traditional apprenticeship training is to be concluded between the employer and the apprentice.

2. Vocational training

- Students who have completed basic vocational programmes for the bakery and confectionery industry at upper-secondary school level are to receive vocational training at a company within the industry.
- The vocational training is primarily to be an introduction to future work tasks, and the aim is to provide knowledge and skills equivalent to those of a fully qualified employee.
- For students with three years of upper-secondary vocational education, the vocational training is to be six months long.

- The vocational training is to be carried out in accordance with a locally agreed plan. In consultation with the trade union representative responsible for workplace learning, the training may be of a different duration than that specified above. This assessment should be guided by the student's vocational skills, the nature of the company's production and the difficulty of the work tasks

3. Labour market training for employed staff

- In this context, labour market training for employed staff refers to basic in-company vocational training conducted with the support of and under the supervision of a labour market authority.
- The training is to be conducted in accordance with the regulations set by the labour market authority and curricula approved by the parties.

Terms of employment

- Students/participants in basic in-company vocational training are to be employed by the company.
- In accordance with the applicable collective agreement, an agreement on fixed term employment may be signed for the entire training period.
- The employment of trainees in basic in-company vocational training should take place after consultation with the trade union representative responsible for workplace learning.
- Trainees/participants in basic in-company vocational training are to attend the training during the company's normal working hours.
- If training is scheduled outside normal working hours, the student/participant is to be granted corresponding leave at a time determined by the employer after consultation with the student/participant and the trade union representative responsible for workplace learning. For such leave, the student/participant is entitled to pay corresponding to the level paid during normal working hours.
- In all other matters, the collective agreement between the parties is to apply to students/participants in basic in-company vocational training.

Salary conditions

- Students in apprenticeship training receive salary in accordance with the terms for programme year 1 at the beginning of the training. Adjustments to the apprentice's pay occur at the beginning of a new programme year.
- Students in vocational technical training receive salary in accordance with the terms for programme year 3. When the vocational programme training is complete, the relevant minimum salary level applies.

B. Workplace-based training

Workplace-based training, (also known as workplace-based learning (APL) and learning in the workplace (LIA)), refers to vocational training organised by secondary schools, upper-secondary schools and/or vocational colleges during the term that is partly conducted at a workplace outside the school.

Workplace-based training can be

- An upper-secondary apprenticeship programme
- workplace learning (APL) as part of upper-secondary school education for the bakery and confectionery industry
- higher vocational education
- labour market training where participants are not employed by the company
- project work within a curriculum that is conducted at a company.

The following also applies to workplace-based training

- the education provider has the primary responsibility for the training, enrolls students and supervises the workplace-based training.
- students are not employed by the company.
- decisions on participation are to be preceded by consultations between the local parties, where it is assumed that a supervisor/instructor will be made available.

- the training is to comply with central authority guidelines and curricula and/or any guidelines and curricula approved by the parties.
- the training is to follow the dates of the school year and the normal working hours of the workplace, unless otherwise agreed with the education provider.
- students is to be treated as employees with regard to application of the Work Environment Act.
- students are to participate in and perform relevant work tasks as part of their training.
- if the company considers that a student should be transferred, the company is to contact the education provider to request such a transfer.

Supplementary agreement for the baking industry

1 Working time

Easter Eve, Whitsun Eve, Midsummer’s Eve, Christmas Eve and New Year’s Eve are non-working days.

2 Salary

2.1 Hourly salary

Salary per hour	From 1/4 2025	From 1/4 2026
	SEK per hour	
18 years or over	159.88	165.46
18 years or over – 1 year of employment	166.79	172.37
18 years or older – 2 years of employment	169.09	174.67

Performance-related pay

If fixed piecework rates are introduced, these are to apply for the same period as this agreement.

If new machinery, new working methods or other similar factors that impact fixed piecework rates are introduced, the rates in question are to cease to apply after the relevant period of notice. The work is then to be performed according to the hourly salary rate until a new piecework rate is agreed, unless otherwise agreed by the local parties.

For work for which no rate is listed in the fixed piecework rate list, an agreement on piecework is to be reached through negotiation with the participation of a local trade union representative at the workplace and the employees to whom the piecework rate has been offered. Such new piecework rates may be added to the piecework rate list when they have been submitted to the employees concerned for review.

In the case of piecework that is not included in the fixed piecework rate list, the employee’s salary per hour rate is guaranteed.

In the case of group piecework, unless otherwise specified, the employee receives a share of the piecework rate in proportion to their salary per hour and the number of hours the employee has participated in the piecework.

If work is interrupted for more than thirty consecutive minutes due to machine failure or other reasons beyond the worker's control, the employees are to be paid compensation for the waiting time at the relevant normal salary per hour if the employer requires them to remain at the workplace, unless otherwise agreed by the local parties. In such cases, the employees are obliged to perform other work assigned by the employer, but without any reduction in their normal salary per hour.

2.2 Shift and overtime supplements etc

For shift work, a supplement of 15% is to be paid for the second shift (afternoon shift) and a supplement of 30% is to be paid for the third shift (night shift). The supplements are calculated on the basis of the salary per hour as specified in Section 2.1 above.

For shift work lasting less than one week, a supplement of 30% is also paid for the afternoon shift.

For overtime work in shifts, the shift supplements specified above are paid in addition to the overtime compensation specified in the agreement.

Overtime supplement

For overtime work, the normal salary per hour or piecework rate is to be paid together with the following overtime supplements, calculated on the basis of the salary per hour specified in the agreement.

- a) For the first two hours after the end
of normal working hours 50%
- b) For other overtime work on weekdays
and for overtime work between 22:00 and 06:00 75%
- c) For overtime work on Sundays, public holidays
and non-working days specified in the agreement 100%

Sunday hours are counted from 06:00 on Saturday to 06:00 on Monday. Public holiday hours are counted from the end of normal working hours on the day before the public holiday to 06:00 on the day after the public holiday.

2.3 Compensatory leave

For each hour of overtime, 1.0 hour of leave is granted. In addition, overtime supplement and, where applicable, shift supplement is to be paid for each instance of overtime as specified in Section 2.2 above

2.4 Compensation for displaced working hour

Information: Compensation for displaced working hours is regulated in the general terms and conditions section of the collective agreement under Section 3.

Supplementary agreement for Barilla-OLW

1 Employment/Termination of employment

1.1 Health declaration

If requested by the employer, employees are to provide a health declaration showing that they do not suffer from any illness that makes them unsuitable for the work.

The health declaration is to be issued by a company doctor or another doctor designated by the company. It is to be paid for by the employer if compensation is not paid by the Social Insurance Agency.

1.2 Failure to observe the notice period

Employees who leave their employment before the end of their notice period forfeit any outstanding salary and holiday pay corresponding to the part of the notice period that has not been observed, up to a maximum of two weeks. The amount in question is to be paid by the employer, after consultation with the chair of the relevant trade union, to the staff fund established at the company used to promote employee wellbeing.

2 Working time

2.1 Compensation for displaced working hours

Information: Compensation for displaced working hours is regulated in the general terms and conditions section of the collective agreement under Section 3.

3 Salary

3.1 Minimum salaries, shift pattern supplements

The minimum salary per hour for adult employees is as follows:

From 1 april 2025	SEK 154.59
After one year of employment	SEK 161.50
After two years of employment	SEK 163.80
From 1 april 2026	SEK 160.17
After one year of employment	SEK 167.08
After two years of employment	SEK 169.38

3.2 Shift pattern supplement per hour

2 shift, intermittent 3 shift and continuous night shift	5.3 %
Continuous 3 shift	13.2 %

3.3 Minors

Minors are paid the following percentage of an adult employee's earnings for the work in question:

At the age of 17	90 %
At the age of 16	80 %
At the age of 15	70 %

3.4 Lönegruppsbyte

Issues regarding salary category changes and salaries when changing jobs are regulated by a local supplement to the collective agreement.

4 Overtime and unsocial hours supplement

4.1 General information about overtime

Overtime work should be avoided where possible when suitable resources are available or when it would cause significant inconvenience to the individual employee. However, overtime work may not be refused when circumstances require it.

If at the change of shift the number of employees present in the incoming shift makes it impossible to maintain production, relief may not take place until replacements have arrived. However, relief is to take place within four hours.

4.2 Calculation of overtime

Ordered overtime is calculated in periods.

4.3 Compensatory leave

In consultation with their supervisor, an employee may choose compensatory leave, whereby hours are offset against hours. In the case of overtime work, an overtime supplement is to be paid. Accrued compensatory leave may total a maximum of +68 hours and a minimum of -24 hours

4.4 Compensation for overtime and unsocial hours supplement

Compensation for overtime and unsocial working hours is specified in the local agreement at each workplace.

5 Annual holiday leave

5.1 The Annual Leave Act

Annual holiday is regulated by law, with the addition of the provisions specified below.

5.2 Annual holiday leave year and holiday entitlement

The annual holiday leave year and holiday entitlement are specified in local agreements at each workplace.

5.3 Calculation of annual leave holiday days

Unless otherwise agreed by the local parties, holiday days are calculated as calendar days from 22:00 to 22:00.

5.4 Deduction of holiday entitlement in the event of illness

Employees who request that sick days be deducted from their annual holiday leave must submit such a request immediately.

Illness is to be certified by a doctor or, if a medical certificate has been submitted to the Social Insurance Agency, by the Social Insurance Agency.

The proportion of holiday pay that corresponds to the days that employees wish to deduct from their annual holiday leave is to be repaid to the employer in cash or by deduction from the next salary payment or payments. The relevant amount is to be paid when the deducted holiday days are then taken.

5.5 Annual holiday leave for employees with fixed term employment

Fixed term employment that does last for or is not intended to last longer than three months does not entitle the employee to holiday leave, but to holiday pay.

5.6 Holiday pay

Holiday pay is to constitute 13.2% of the holiday pay base.

The holiday pay base consists of the employee's salary accrued during the qualifying year of employment.

The holiday pay base is not to include:

- holiday pay other than that connected to saved annual holiday leave, and
- layoff pay as a result of a temporary suspension of operations for simultaneous holiday leave.

In addition, the following applies:

For each hour during the qualifying year that the employee has been absent from work without pay and which, under Section 17 of the

Annual Leave Act, constitutes holiday pay qualifying time, an amount calculated according to the following formula is to be added to the total salary used as the basis for calculating holiday pay.

$$\frac{\text{Total salary during the qualifying year}}{\text{Number of hours worked during the qualifying year}}$$

This calculation of holiday pay also applies to the calculation of holiday compensation.

5.6.1 Holiday pay guarantee

For adult employees with at least three months of employment during the qualifying year, holiday pay is as follows:

- From 1 April 2025, holiday pay is to be no less than SEK 1714 per day. For minors, the amount for corresponding dates is to be SEK 874. For part-time employees, the amount is to be adjusted in proportion to their working time during the qualifying year.
- From 1 April 2026, holiday pay is to be no less than SEK 1763 per day. For minors, the amount for corresponding dates is to be SEK 899. For part-time employees, the amount is to be adjusted in proportion to their working time during the qualifying year.

5.6.2 Saved holiday

Unless otherwise specified by the provisions in Section 23 of the Annual Leave Act, holiday pay for saved annual holiday leave is to amount to 0.53% of the holiday pay base for each saved holiday day. The holiday pay base consists of the employee's salary accrued during the qualifying year of employment. The qualifying year refers to the year immediately preceding the annual holiday leave year in which the saved holiday is taken.

The holiday pay base is not to include:

- holiday pay other than that connected to saved annual holiday leave, and
- layoff pay as a result of a temporary suspension of operations for simultaneous holiday leave.

In addition, the following applies:

For each hour of absence, excluding absence due to normal annual holiday leave or layoff during a suspension of operations for simultaneous holiday leave, the holiday pay base is to be increased by an amount corresponding to the average income paid for each hour worked as an employee during the qualifying year.

"Proportion of full working hours" under Section 23 of the Annual Leave Act refers to the employee's average level of employment during the qualifying year in question.

The above provisions regarding calculation of holiday pay also apply to the calculation of holiday compensation for saved annual holiday leave.

6 Return to work

6.1 General provisions

Employees are obliged to notify the employer of the date of their return to work after an absence as soon as possible and, in the case of a longer absence, e.g. military service or pregnancy, no later than 14 days before their return.

6.2 Illness

Employees who have recovered from a short period of illness or an injury sustained at work are obliged to notify the employer of their return to work in good time before the start of their shift in order to resume work on the same day. Notification is to be made in accordance with the local instructions.

6.3 Fitness for work certificate

1. Before employees return to work after absence due to illness or accident, a certificate confirming fitness for work is to be presented if requested. The provisions of Section 3.4 apply to such certificates.
2. The employee's right to return to work applies only on condition that the employee would have been at work if the impediments stipulated in Sections 10.1 and 10.2 had not occurred.

7 Protective clothing

7.1 General information about protective clothing

The garments issued are the property of the employer, and they are to be returned when the employee's employment ends or when the clothing is to be replaced. The garments are to be well cared for by the employee and may only be used at work.

Supplementary agreement for the brewing industry

1 Working time

1.1 Non-working days

Easter Eve, Whitsun Eve, Midsummer’s Eve, Christmas Eve and New Year’s Eve are non-working days.

2 Salaries

2.1 Salary forms

Before new forms of remuneration are introduced, negotiations are to take place between the employer and the local trade union organisation. The parties are to strive to reach agreement. New agreed forms of remuneration apply until further notice.

2.2 Hourly salary

Hourly salary is to be paid in the respective salary groups at the following rates in SEK per hour.

From 1 April 2025

Employees	Salary per hour			
	Job evaluation group			
	IE	I	II	III
Aged 18 or over	163.99	162.29	160.81	159.60
Aged 18 or over 1 year of employment	170.90	169.20	167.72	166.51
Aged 18 or over 2 years of employment	173.20	171.50	170.02	168.81
Aged 17	-	149.53	148.82	148.29
Aged 16	-	145.12	144.52	144.10

From 1 April 2026

Employees	Salary per hour			
	Job evaluation group			
	IE	I	II	III
Aged 18 or over	169.57	167.87	166.39	165.18
Aged 18 or over 1 year of employment	176.48	174.78	173.30	172.09
Aged 18 or over 2 years of employment	178.78	177.08	175.60	174.39
Aged 17	-	155.11	154.40	153.87
Aged 16	-	150.70	150.10	149.68

For temporary employees such as school pupils, reasonable pay is determined in each individual case according to local agreement.

Brewery workers are divided into the following four job evaluation groups:

Salary group IE

Highly skilled work that requires a high degree of vocational training and professional experience as well as a high level of judgement, initiative and responsibility.

Examples of work that can be placed in group IE:

Highly skilled specialist positions in the fields of electronics, mechanics and maintenance, as well as in the areas of processing and bottling. At least 4 years of relevant experience is required in addition to the necessary educational qualifications.

Salary group I

Skilled work that requires technical or other theoretical training and professional experience, as well as judgement and initiative.

Examples of work that can be placed in group I:

Skilled workers in the fields of electronics, mechanics, maintenance, process bottling and malting, as well as group and team leaders, supervisors, boiler operators and barrel service technicians.

Salary group II

Work that requires specific training and practical experience and which is usually performed according to verbal and/or written instructions.

Examples of work that can be placed in group II:

Forklift operator, order picker, process worker, malting work and shop service work.

Salary group III

Work tasks that are performed according to verbal and/or written instructions and which requires a short training period.

Examples of work that can be placed in group III:

Rinsing and bottling work, cleaning, sorting, warehouse and storage work.

Local agreements may be signed regarding other group classifications through the application of systematic job evaluation.

2.3 Extra compensation

When employees perform work involving internal cleaning of steam boilers, economisers, flues and chimney bases; transport of soot from boilers or kilns to a designated location on the brewery premises; exposure of steam boilers for external inspection; internal cleaning of steam boilers and hot water tanks; internal acidification or cleaning with acid of storage tanks; internal cleaning of refrigeration plant salt and fresh water generators and closed condensers; internal scraping of iron wort containers, (not refrigerated vessels or wort boilers); tar coating of outer roofs; and cleaning with chlorinated lime, they are to be paid a supplement corresponding to at least 50% of their normal hourly salary.

Otherwise, according to the local agreement.

For other short-term and particularly dirty or acid-corrosive cleaning work, the local parties may agree on separate additional compensation.

The above work does not include daily cleaning of pipes and ducts

2.4 Piecework

1. If new machinery, new working methods or other similar factors that impact fixed piecework rates are introduced, the rates in question are to cease to apply after the relevant period of notice. The work is then to be performed according to the hourly salary rate until a new piecework rate is agreed. The parties may agree to apply the new piecework rate retroactively.
2. If piecework earnings are less than the agreed hourly salary due to factors beyond the employee's control, the employee is guaranteed the agreed hourly salary for the work in question, calculated as an average per calendar week.
3. Termination of piecework agreements is subject to a mutual notice period of four weeks unless otherwise stipulated in a local agreement.

2.5 Specialist training supplement

In addition to hourly salary or piecework pay, brewery workers are entitled to a separate supplement for specialist training. This is paid as a fixed supplement for all hours worked, regardless of the nature of the work, as follows:

Supplement	From 1/4 2025	From 1/4 2026
SEK per hour	12.85	13.22

Extract from minutes

Employees with specialist training who hold positions where their specialist training is required are to receive both a specialist training supplement and increases in the supplement in accordance with previous generally agreed practice.

For employees with specialist training who for any reason have not been employed in positions where their specialist training is required during the past two years, the specialist training supplement is to be replaced by a personal supplement

2.6 Basic training for brewery workers

Basic training for brewery workers comprises two stages, consisting of correspondence studies and a one-week residential course.

After completing and passing the basic training, the student receives SEK 5,000 after stage 1 and SEK 7,000 after stage 2.

2.7 Compensation for unsocial working hours, shifts and overtime

Unsocial working hours supplement

For work performed during the following hours, an unsocial working hours supplement is to be paid at the rates specified below in SEK per hour.

	From 1/4 2025	From 1/4 2026
a) All days between 18:00 and 22:00	30.47	31.36
b) All days between 22:00 and 06:00	45.72	47.05
c) Saturdays between 06:00 and 12:00	45.72	47.05
d) Sundays and public holidays, calculated from 12:00 on Saturdays and 18:00 on a day before a public holiday or non-working day as specified in Section 1.1 of the supplementary agreement until 06:00 on the day after Sundays or public holidays	124.78	128.39

Compensation for displaced working hours

In the event of an ordered change of working hours, compensation for displaced hours is to be paid as follows:

Compensation	From 1/4 2025	From 1/4 2026
SEK per hour	36.68	37.75

In the event of a temporary displacement of working hours, compensation is to be paid for the time outside the employee's normal working hours.

Compensation for overtime work

Overtime supplement is paid at the following percentages of the relevant hourly salary specified in the agreement:

- a) For the first two hours on a weekday after the end of normal working hours50 %
- b) for all other overtime on Saturdays and weekdays 80 %
- c) for overtime on Sundays and public holidays, on Christmas Eve, New Year's Eve, Easter Eve, Whitsun Eve and Midsummer's Eve, as well as for overtime between midnight and 06:00 on the following day, and for all overtime work, including preparatory and concluding work, in excess of 150 hours per calendar year 100 %

For temporary overtime work at times that is separated from normal working hours, with the exception of from breaks for meals, compensation is to be paid for at least two hours per occasion. However, work such as grading in fermentation cellars, removal of brews etc for which separate compensation is payable under local agreements is not classed as temporary overtime work.

2.8 Delivery drivers' pay etc.

Delivery drivers' pay

1. Delivery drivers' remuneration benefits are determined by local supplementary agreements.
2. Remuneration benefits for delivery team leaders and instructors are determined by local agreements.
3. Delivery drivers are paid a meal allowance per driving day as follows:

Allowance	From 1/4 2025	From 1/4 2026
SEK	44.27	45.56

Delivery driver guaranteed salary

The guaranteed salary is calculated based on the pay period per calendar month or four-week period to correspond to an average rate per driving day (Monday-Friday) during the guaranteed salary period, including public holiday pay per driving day as follows:

Guaranteed salary	From 1/4 2025	From 1/4 2026
SEK	1 207	1 242

Compensation for work on Saturdays and Sundays

1. 1. Delivery drivers paid on a commission basis, on a piecework basis or with a distribution salary who are ordered to work on Saturdays, Christmas Eve, New Year's Eve, Midsummer's Eve, Sundays and public holidays receive additional compensation per hour worked corresponding to the agreed hourly salary of a factory driver and overtime supplement for work on Saturdays and Sundays work as follows:

Delivery drivers paid on commission basis, on delivery piecework basis or distribution salary	For work on Saturdays, Sundays, public holidays and equivalent days	
	From 1/4 2025	From 1/4 2026
	SEK per hour	
Whole country	219.58	225.95

For delivery drivers paid on a commission basis, commission is paid in addition to the specified additional compensation in accordance with the local delivery driver agreement.

For delivery drivers paid on a piecework basis or with a distribution salary, the variable parts of the piecework, (= loaded and unloaded items, kilometres driven and customer time), are added to the report for the following normal working day.

2. However, if the time worked is less than two hours, compensation in accordance with point 1 is to be paid for two hours per occasion.

Payment rules for non-piecework

In the event of a change in a delivery driver's duties, (e.g. introduction of new products, packaging and/or a change in working methods), where a new piecework rate or other remuneration solution is to be determined, agreement on the new compensation should be reached as soon as possible and, if feasible, before the change is introduced.

If a piecework rate or other remuneration solution has not been determined in accordance with the above, the following is to apply unless the local parties have agreed otherwise:

As a temporary measure the delivery driver is guaranteed 90% of their individual average daily earnings based on their most recent known annual average.

Once the new remuneration solution has been determined, it is to apply retroactively from the date on which the change in work duties was implemented.

Working time

For delivery drivers who due to the nature of their work and working conditions in general require an extended limitation period, working time may amount to an average of 40 hours per week over a four-week period.

Training supplement for delivery drivers

In addition to their regular salary, the following training supplement is to be paid:

Supplement	From 1/4 2025	From 1/4 2026
	SEK per working day	
Normal delivery drivers paid on commission or piecework basis, as well as delivery drivers who have been permanently transferred to other work, who have completed approved basic courses I and II and have two years of employment at the company, (at least one year as a delivery driver)	25.75	26.50
Delivery drivers, reserve delivery drivers and trainee delivery drivers who perform other work that is not paid on commission or piecework basis receive:		
At the start of training	25.75	26.50
After passing basic course I	51.30	52.79
After passing basic course II and completing two years of employment at the company, (with at least one year as a delivery driver)	77.26	79.50

3 Refreshments at the workplace

For refreshments at the workplace, on-site employees and delivery drivers receive three 33 cl bottles of class II malt beverages in the lowest price category per working day if such beverages are produced. Upon request, malt beverages may be exchanged for low-alcohol beer, mineral water or soft drinks in the lowest price category if such beverages are produced at the workplace.

At companies where delivery drivers do not currently receive a daily beverage benefit, such beverages are to not be provided for the duration of this agreement.

The above provisions do not preclude local agreements on other solutions for the provision of daily beverage allowances.

Supplementary agreement for the distillery and starch industries

Working time

Easter Eve, Whitsun Eve, Midsummer’s Eve, Christmas Eve and New Year’s Eve are non-working days.

1 Salaries etc.

1.1 Hourly salary

Salary per hour	From 1/4 2025	From 1/4 2026
	SEK per hour	
18 years or over	162.37	167.95
18 years or over – 1 year of employment	169.28	174.86
18 years or older – 2 years of employment	171.58	177.16

This salary includes piecework compensation.

1.2 Performance-related pay

Where local piecework agreements exist, these agreements are to apply instead of the hourly salary specified in the agreement. Such agreements are to be in writing.

1.3 Shift work supplement

For shift work, the following amount is to be paid per hour in SEK	From 1/4 2025	From 1/4 2026
second shift (afternoon shift) supplement	9.74	10.02
third shift (night shift) supplement	22.90	23.57

Workers employed in continuous three-shift work receive extra compensation for work on Sundays, public holidays and non-working days as specified in the agreement as follows:

From 1/4 2025	From 1/4 2026
SEK per hour	
30.85	31.74

Sundays, public holidays and non-working days are counted from 14:00 on the day before the Sunday, public holiday or non-working day until 06:00 on the next normal weekday.

During major public holidays in connection with the non-working days specified in the agreement, additional compensation is paid as follows:

From 1/4 2025	From 1/4 2026
SEK per hour	
59.65	61.38

The major public holiday period is counted from 22:00 on the day before the public holiday to 06:00 on the next normal weekday.

1.4 Working time reduction supplement

In addition to the compensation stipulated above, employees who are paid on an hourly basis and employees who are paid on a piecework basis receive the following working time reduction supplement per hour worked:

Supplement	From 1/4 2025	From 1/4 2026
	SEK per hour	
for two-shift work	8.71	8.96
for discontinuous three-shift work	8.71	8.96
for continuous three-shift work	19.53	20.10

These working time reduction supplements are not paid to employees whose salaries are determined on a weekly or monthly basis.

1.5 Overtime supplement

For overtime work performed at the employer's request, the following supplements are paid in addition to the hourly salary:

- a) For the first two hours on a weekday
after the end of normal working hours 50 %
- b) For all other overtime on weekdays 60 %
- c) For overtime on Sundays, public holidays and
non-working days as specified in the agreemen 100 %

Sundays and public holidays are counted from 06:00 on the Saturday or 18:00 on the day before a public holiday or non-working day as specified in the agreement until the start of normal working hours on the following weekday.

For overtime work in shifts, in addition to the overtime pay specified in the agreement, separate shift supplements are paid for afternoon and night shifts.

When shift workers perform work on a non-working day according to the shift schedule, overtime compensation is paid at 100%, calculated on the basis of the applicable hourly salary

When calculating overtime work on shifts, the calculation period is four weeks.

Employees who are ordered to work overtime on Sundays and public holidays receive overtime pay for at least 2 hours per occasion.

Overtime pay is also paid for one hour of driving time.

1.6 Compensation for displaced working hours

Information: Compensation for displaced working hours is regulated in the general terms and conditions section of the collective agreement under Section 3

Supplementary agreement for the chocolate industry

1 Working time

1.1 Non-working days

Easter Eve, Whitsun Eve, Midsummer's Eve, Christmas Eve and New Year's Eve are non-working days.

1.2 Preparatory and concluding work

An agreement may be reached between the employer and individual employees that necessary preparatory and concluding work is to be carried out.

Preparatory and concluding work refers to regularly recurring working hours that exceed the normal working hours per work shift for full-time employees.

2 Salary types

2.1 Forms of remuneration

The form of remuneration is to be chosen with regard to the nature of the work and other local conditions. To the greatest extent possible, the chosen salary type is to meet the company's requirements with regard to productivity and flexibility in order to improve competitiveness and thereby the job security of the employees.

Before new forms of remuneration are introduced, consultation is to take place between the employer and the local trade union organisation. The parties are to strive to reach agreement on such matters.

2.2 Performance-related pay

Performance-related pay may be paid in the form of piecework, bonuses or other remuneration related to performance or productivity.

If the employer introduces a new working method or significantly better production machinery or equipment, the relevant piecework agreement may be terminated with immediate effect.

When piecework cannot be offered, payment is to be made at the hourly rate for the work performed or at another hourly rate in accordance with the relevant local agreement.

2.3 Salary per hour

The minimum hourly salary for employees in SEK is as follows:

	1/4 2025	1/4 2026
18 years of age or older	158.50	164.08
18 years of age or older - 1 year of employment	165.41	170.99
18 years of age or older - 2 years of employment	167.71	173.29
17 years of age	147.01	152.59
16 years of age	144.51	150.09

3 Supplements for unsocial working hours, shift work, overtime etc.

3.1 Supplement for unsocial working hours

When working hours are scheduled during unsocial working hours, supplements are paid as follows:

Scheduling	Supplement per hour, SEK	
	1/4 2025	1/4 2026
a) Monday-Friday 18:00-23:00	15.21	15.65
b) Monday-Friday 23:00-06:00 Friday 23:00-Saturday 12:00	34.66	35.66
c) Saturday 12:00 -Monday 06:00; Public holidays: from 18:00 the day before the public holiday to 06:00 the day after the public holiday, (N.B. from 00:00 on agreed non-working days)	54.06	55.62

Supplements for unsocial working hours are paid in addition to any shift supplements, displaced hours supplements, overtime supplements and supplements for preparatory and concluding work.

3.2 Shift supplement

For shift work, a supplement is paid for each hour worked as follows (in SEK):

1/4 2025	1/4 2026
7.88	8.11

3.3 Displaced hours supplement

In the event of a temporary change in normal working time requested by the employer, a supplement of pence per hour is to be paid for each hour worked as follows (in SEK).

1/4 2025	1/4 2026
31.38	32.29

Displaced hours supplements cannot be paid for the same time as overtime supplements.

3.4 Supplement for overtime work

For overtime work ordered by the employer, supplements are paid as follows:

Scheduling	Supplement per hour, SEK	
	1/4 2025	1/4 2026
a) Monday-Friday 06:00-23:00	60.92	62.68
b) Monday-Friday 23:00-06:00; Friday 23:00-Monday 06:00; Public holidays: from 18:00 the day before the public holiday to 06:00 the day after the public holiday, (N.B. from 00:00 on non-working days specified in the agreement)	91.34	93.99

3.5 Supplement for preparatory and concluding work

If regularly recurring necessary preparatory and concluding work is ordered by the employer, overtime supplement is paid.

3.6 Heat supplement

For work where due to the nature of the work the air temperature is normally 30 degrees Celsius or above, a supplement per hour is paid for both hourly paid work and piecework as follows, (in SEK):

1/4 2025	1/4 2026
1.48	1.52

This supplement is not to be paid for work for which a systematic job evaluation has been used as the basis for determining the salary and this factor has been taken into account.

4 On-call supplement

When the employee is on on-call duty with the obligation to be available so that the employee can be at the workplace within the prescribed time, compensation is to be paid as follows:

Scheduling	Supplement	
	1/4 2025	1/4 2026
Monday-Friday and at least 4 hours per on-call period – SEK per hour	25.03	25.76
Maximum amount per day – SEK	250	257
Saturdays, Sundays and public holidays. In the event of two or more on-call periods, compensation is paid for a total of at least 6 hours – SEK per hour	68.56	70.55
Maximum amount per day – SEK	725	746

On-call supplement is not to be paid for time for which overtime compensation is paid.

For the purpose of establishing appropriate schedules for on-call duty, weekly rest periods in accordance with Section 14 of the Working Hours Act are to be at least 30 hours per 7-day period.

Supplementary agreement for the ice cream industry – manufacturing

1 Working time

Non-working days

Christmas Eve, New Year’s Eve and Midsummer’s Eve are non-working days.

Sundays and public holidays

Working time on Sundays and public holidays is counted from 17:00 on the day before the Sunday or public holiday.

2 Salaries

2.1 Hourly salary

For normal working time specified in this agreement, employees aged 18 and over are to receive the following salary per hour, (including previous piecework remuneration).

Group 1

Work that requires

- a) light or moderate physical exertion,
- b) little professional skill and brief instructions on how to perform the work, e.g. work in a clothing store, cleaning and dishwashing, monitoring packaging machines, outer packaging work, filling and decorating ice cream products.

Salary per hour	1/4 2025	1/4 2026
	SEK per hour	
18 years of age or older	159.27	164.85
18 years of age or older – 1 year of employment	166.18	171.76
18 years of age or older – 2 years of employment	168.48	174.06

Group 2

Work that requires a greater degree of

- a) physical exertion, or
- b) instruction on how the work is to be performed, or
- c) experience and responsibility, e.g. work with packaging and raw materials, washing machine parts, pallet loading and handling, work as a machine operator, replacement staff in production, drivers, forklift and tractor drivers, cold storage workers and yard work.

Salary per hour	1/4 2025	1/4 2026
	SEK per hour	
18 years of age or older	160.01	165.59
18 years of age or older - 1 year of employment	166.92	172.50
18 years of age or older - 2 years of employment	169.22	174.80

Group 3

Qualified work requiring professional experience.

E.g. supervision of mixing and pasteurisation equipment, washing of machines and tank equipment, work as a team leader in a warehouse or cold store unless there is a specific supervisor for the department in question, work as a machine operator, repairer, refrigeration engineer and pipe fitter.

Group 3	1/4 2025	1/4 2026
	SEK per hour	
Supplement in addition to the hourly rate specified for group 2	1.11	1.14

Group 4

Skilled work requiring vocational training

E.g. work as a machine operator with knowledge of existing production units, as a supervisor in the repairs department or for refrigeration machinery

Group 4	1/4 2025	1/4 2026
	SEK per hour	
Supplement in addition to the hourly rate specified for group 2	2.22	2.29

Note: For work that requires specialist training, a higher supplement than that specified above for group 4 may be paid in accordance with a local agreement.

Note:

- 1a) Vocational training means professional experience together with specific training for the task in question.*
- b) Professional experience means at least two years of employment in the ice cream industry or similar.*

2 The classification of jobs into groups 2, 3 and 4 is to be carried out locally in accordance with the following main guidelines

- a) A list of the classification of existing jobs in each group is to be drawn up locally at each company in accordance with the established classification rules. If no agreement is reached, the matters are to be referred to central negotiation.*
- b) On the basis of the information submitted, consultation takes place between the organisations to clarify the application of the grouping rules at each company.*
- c) When the classification has been agreed and has come into effect, if employees belonging to groups 2, 3 and 4 are ordered to participate in piecework for tasks classified in group 1, and where efficient performance of the work requires that the piecework team includes employees with qualifications stipulated for groups 2, 3 or 4, the employee in question is entitled to receive a supplement per hour of piecework performed corresponding to the difference compared with the relevant agreed hourly salary applicable in each specific case, in addition to the normal piecework rate.*
If employees belonging to group 3 or 4 are instructed to participate in piecework agreed for work classified in group 2, an hourly salary supplement is to be paid in accordance with the supplement table for group 3 or group 4 per piecework hour worked.
- d) It is incumbent upon the local parties to agree on payment rules in cases where employees are transferred from the work area applicable to their position. If no such agreement is reached, the provisions of Appendix E to the Food and Drink Industry Agreement apply.*

2.2 Drivers who do not receive commission and who are required to regularly collect cash from their customers receive the following supplement in

Supplement	1/4 2025	1/4 2026
SEK per day	12.71	13.07

addition to their normal salary for the additional work and responsibility:

2.3 For work in cold stores and freezer rooms, the following supplement applies:

Supplement	1/4 2025	1/4 2026
SEK per hour	14.23	14.65

The number of hours for which the supplement is to be paid is determined by local agreement. This provision does not apply where systematic job evaluation has been implemented and this factor has been taken into account during the evaluation process.

3 Overtime supplements, unsocial working hours supplements etc

3.1 Supplements for overtime work

When requested by the employer, overtime work is to be performed to the extent permitted by applicable laws. Notice of overtime work is to be given in good time and, where possible, no later than before the final meal break during normal working hours. Overtime is defined as all working time completed in excess of the normal working hours per calendar day.

For overtime work performed at the employer's request, the following supplements apply:

- A Between 06:00 and 23:00 on Monday to Friday and on the day before a public holiday between 06:00 and 17:00
 - a) during the first two hours after the end of the normal daily working hours (excluding meal breaks)..... 50 %
 - b) for other overtime work on Monday to Friday 70 %
- B On Saturdays, Sundays and public holidays 100 %
- C On Monday to Friday between 23:00 and 06:00, and on the day before a public holiday between 17:00 and 06:00 100 %

The percentage supplements are calculated on the basis of the hourly pay rate specified in Section 2.1.

Time on Sundays and public holidays is counted from 17:00. on the day before the Sunday or public holiday until 06:00 on the next weekday.

If an employee is required to work on a day that has become a non-working day through the rescheduling of their normal annual working time, a supplement of 70% of the hourly salary specified in the salary table applies.

When an employee is called upon to work overtime on a weekday at a time that is not directly before or after their normal working hours, the employee is entitled to compensation for a period of at least 2 hours. However, this does not apply if the overtime work is separated from the regular working hours only by a meal break. This also applies to Sundays and public holidays, though compensation is paid for a minimum of 3 hours on these days..

3.2 Supplement for unsocial working hours

Unless otherwise specified in a local agreement, the following applies.

For normal working hours scheduled at the following times, a supplement for unsocial working hours is to be paid at the rates specified below in SEK per hour from 1 April 2025.

From 1/4 2025

Time	Monday and day after a public holiday	Tuesday – Friday	Saturday	Day before a public holiday	Day before a major public holiday; Sunday and public holiday
00:00-06:00	108.98	41.63	63.68	41.63	108.98
06:00-13:00	-	-	63.68	-	108.98
13:00-18:00	-	-	63.68	-	108.98
18:00-24:00	41.63	41.63	108.98	108.98	108.98

Major public holiday refers to Midsummer's Eve, Christmas Eve and New Year's Eve.

For normal working hours scheduled at the following times, a supplement for unsocial working hours is to be paid at the rates specified below in SEK per hour from 1 April 2026.

From 1/4 2026

Time	Monday and day after a public holiday	Tuesday – Friday	Saturday	Day before a public holiday	Day before a major public holiday; Sunday and public holiday
00:00-06:00	112.14	42.84	65.53	42.84	112.14
06:00-13:00	-	-	65.53	-	112.14
13:00-18:00	-	-	65.53	-	112.14
18:00-24:00	42.84	42.84	112.14	112.14	112.14

Major public holiday refers to Midsummer's Eve, Christmas Eve and New Year's Eve.

Compensation for unsocial working hours cannot be paid for the same time as compensation for overtime work is paid.

3.3 Displaced hours supplement

In the event of a temporary displacement of normal working hours, compensation is paid for the time outside the employee's normal working hours according to the currently applicable work schedule as follows, in addition to any unsocial working hours supplements and shift pattern supplements, for a maximum of ten displaced periods:

Supplement	1/4 2025	1/4 2026
SEK per hour	30.79	31.69

Shift supplement is not paid for the same time as overtime supplement is paid.

Note:

Compensation is not paid to

- 1 Trade union representatives whose working hours are displaced due to their trade union duties. (However, compensation is paid if the employer is the cause of the displacement of working hours.)*
- 2 Employees who are permitted to adjust their working hours on their own initiative.*

3.4 On-call duty

When employees are on on-call duty with an obligation to be available so that they can report to the workplace within a specified time, a supplement is paid as follows:

Scheduling	1/4 2025	1/4 2026
Monday-Friday for at least 4 hours per day, SEK per hour	29.83	30.70
Maximum amount per day, SEK	358	369
Saturdays, Sundays, public holidays, Easter Eve, Whitsun Eve, Midsummer's Eve, Christmas Eve and New Year's Eve for at least 4 hours per day or at least 6 hours per day in the event of two or more on-call periods, SEK per hour	76.65	78.87
Maximum amount per day, SEK	924	950

On-call supplement is to not be paid for time for which overtime compensation has been paid.

The day is counted from 00:00.

Time on Sundays and public holidays is counted from 17:00 on the day before the Sunday or public holiday.

4 Paid leave

Public holiday pay

Fixed term employment

Employees who have been employed for less than two consecutive months are not entitled to public holiday pay.

Annual holiday leave

June-August

In accordance with Section 12 of the Annual Leave Act, local agreements may also include the calendar weeks in which 1 June and 31 August fall in the period June-August.

5 Compensation for business travel

Subsistence allowance and compensation for travel expenses
Drivers are exempt from the rules in Section 6.1 of the Food and Drink Industry Agreement when away from home without overnight stays in the course of their normal work.

Instead, the following applies:

When driving involves an absence of more than six consecutive hours, meaning that lunch cannot be taken in the normal town of departure, compensation is to be paid as follows, provided that food of satisfactory quality is not provided by the employer or compensation is paid in another form

Compensation	1/4 2025	1/4 2026
SEK per day	77	80

Extract from the minutes attached to the agreement for

The ice cream industry – manufacturing

Special notes

At all workplaces, leave of absence on Easter Eve and Whitsun Eve is to be granted to the greatest extent possible, unless this is incompatible with the company’s operations.

Supplementary agreement for Jästbolaget AB

1 Working time

Non-working days

Easter Eve, Whitsun Eve, Midsummer’s Eve, Christmas Eve and New Year’s Eve are non-working days.

2 Salary

Hourly salary

The following minimum hourly salary rate applies to employees:

Salary per hour	1/4 2025	1/4 2026
	SEK per hour	
18 years of age or older	160.40	165.98
18 years of age or older – 1 year of employment	167.31	172.89
18 years of age or older – 2 years of employment	169.61	175.19

3 Compensation for overtime work

3.1 Overtime pay

For overtime work, employees are to be paid their salary plus an over-time supplement corresponding to 50% of their salary.

3.2 Compensatory leave

Unless otherwise agreed locally, compensatory leave is to be granted as follows:

Each hour of overtime is to be compensated with one hour of paid leave. In addition, overtime supplement as specified in Section 3.1 is to be paid for the overtime worked.

It is assumed that leave will be granted unless this causes significant disruption to the employer’s operations.

3.3 Overtime work separate from regular working hours

Employees who are ordered to perform overtime work at times not directly before or after their normal working hours, (not including meal breaks), are to receive compensation for at least two hours of work, unless the overtime work occurs regularly and/or an agreement on separate compensation has been reached.

4 Compensation for unsocial working hours

For work performed at the following times, unsocial working hours supplement is to be paid at the following rates in SEK per hour

From 1 April 2025

4.1 Unsocial hours supplement during weeks without a public holiday

Time	Mon	Tue-Thu	Fri	Sat	Sun
00:00–06:00	105.03	62.16	62.16	105.03	105.03
06:00–18:00	-	-	-	105.03	105.03
18:00–24:00	41.17	41.17	105.03	105.03	105.03

4.2 Unsocial hours supplement during weeks with a public holiday

Time	Day before a public holiday	Midsummer's Eve, Christmas Eve and New Year's Eve	Public holiday	Day after a public holiday
00:00–06:00	62.16	145.44	145.44	145.44
06:00–18:00	-	145.44	145.44	-
18:00–24:00	145.44	145.44	145.44	41.17

In cases where the day before or after a public holiday is a Saturday or Sunday, overtime supplement is to be paid in accordance with Section 4.1.

From 1 April 2026

4.1 Unsocial hours supplement during weeks without a public holiday

Time	Mon	Tue-Thu	Fri	Sat	Sun
00:00-06:00	108.07	63.96	63.96	108.07	108.07
06:00-18:00	-	-	-	108.07	108.07
18:00-24:00	42.36	42.36	108.07	108.07	108.07

4.2 Unsocial hours supplement during weeks with public holidays

Time	Day before a public holiday	Midsummer's Eve, Christmas Eve and New Year's Eve	Public holiday	Day after a public holiday
00:00-06:00	63.96	149.65	149.65	149.65
06:00-18:00	-	149.65	149.65	-
18:00-24:00	149.65	149.65	149.65	42.36

In cases where the day before or after a public holiday is a Saturday or Sunday, overtime supplement is to be paid in accordance with Section 4.1.

5 Displaced working hours

If the working hours for certain work are temporarily changed, over-time supplement is to be paid to employees for time outside their normal working hours. This also applies to displacement of shifts.

Example

If a shift that is normally scheduled for 15:00 to 11 23:00 is temporarily changed to 12:00 to 20:00, overtime supplement in accordance with Section 3.1 is to be paid for the period 12:00 to 15:00 and a supplement for unsocial working hours in accordance with Section 4 for the period 18:00 to 20:00.

6 On-call supplement etc.

A supplement for on-call duty is to be paid as follows:

Scheduling	1/4 2025	1/4 2026
	Supplement	
Monday-Friday for at least 4 hours per day, SEK per hour	26.59	27.36
Maximum amount per day, SEK	275	283
Saturdays, Sundays and public holidays, SEK per hour	88.72	91.30
In the event of two or more on-call periods, compensation is paid for a total of at least 6 hours. Maximum amount per day, SEK	884	910
For scheduled rounds and operation and control of the steam plant on Saturdays, Sundays and public holidays, SEK per day.	1239	1274

The daily limit is calculated from midnight.

On-call supplement is not paid for time for which overtime compensation is paid.

Supplementary agreement for the canned foods industry

1 Working time

Easter Eve, Whitsun Eve, Midsummer’s Eve, Christmas Eve and New Year’s Eve are non-working days.

1.1 On-call duty

When employees are on on-call duty with the obligation to be available so that they can report to the workplace within a specified time, a supplement per hour applies as follows, in SEK:

On-call duty	1/4 2025	1/4 2026
Monday – Friday	29.18	30.03
Maximum amount per day	291.84	300.31
Saturdays, Sundays, public holidays and non-working days	90.26	92.88
Maximum amount per day	902.60	928.78

The schedule for on-call duty is to comprise at least six hours per day. On-call duty is to be allocated so that it does not place an unreasonable burden on individual employees.

For the purpose of establishing appropriate schedules for on-call availability, weekly rest periods in accordance with Section 14 of the Working Hours Act are to be at least 30 hours per 7-day period.

2 Salary

2.1 Hourly salary

For hourly paid work, the hourly rate specified below is to be paid, in SEK:

Salary per hour	1/4 2025	1/4 2026
Adult employees		
18 years of age or older – less than six months of employment	159.06	164.64
18 years of age or older – at least six months of employment	160.29	165.87
18 years of age or older – 1 year of employment	167.20	172.78
18 years of age or older – 2 years of employment	169.50	175.08

Salary per hour	1/4 2025	1/4 2026
17 years of age	146.08	151.66
16 years of age	144.36	149.94
School students		
Aged 17	139.71	145.29
Aged 16	138.89	144.47

For work in cold storage rooms (for deep freezing), a supplement per hour is paid as follows, in SEK:

1/4 2025	1/4 2026
15.24	15.68

The number of hours for which the supplement is to be paid is determined by local agreement. This provision does not apply where systematic job evaluation has been implemented and this factor has been taken into account during the evaluation process.

2.2 Piecework

Piecework rates may be paid where possible and appropriate.

For piecework, remuneration is to be paid in accordance with a specially created piecework rate list with the same period of validity as this agreement, (fixed piecework).

For employees aged 18 and over, in cases where the piecework earnings, (including any locally applicable start-up supplement), calculated as an average per two-week period are less than the collective agreement-based hourly-based salary for the employee, the difference in comparison with the equivalent hourly salary is to be paid.

For work for which no piecework rate is specified in the piecework rate list specified in Section 2.2, a piecework agreement may be reached locally. In such cases, the employee's hourly salary is guaranteed, (temporary piecework).

If the introduction of new machinery, new working methods or similar impacts the established piecework rates, the rates in question may cease to apply following a period of notice. Until an agreement on a new piecework rate can be reached, work is to be performed at the established hourly rate, but the parties are free to agree on retroactive application of the new piecework rate.

If work is interrupted for more than 15 consecutive minutes due to machine damage or other reasons beyond the workers' control, the employees are paid their hourly salary for the entire waiting time if the employer requires them to remain at work and no other work is assigned.

For minors who participate in piecework, there is to be no reduction in piecework compensation due to age if the employee's performance is satisfactory.

Note from negotiation minutes

A working time assessment system agreed by the parties is in use.

2.3 Unsocial working hours supplement and overtime supplement

Unsocial hours supplement

For work performed during the following hours, an unsocial working hours supplement is to be paid at the rate specified below in SEK per hour.

Scheduling	1/4 2025	1/4 2026
a) All days 18:00–23:00	28.97	29.81
b) All days 23:00–06:00	46.51	47.85
c) Saturdays 06:00–12:00	46.51	47.85
d) Sundays and public holidays, calculated from 12:00 on Saturday and 18:00 on the day before a public holiday or non-working day (in accordance with Section 1) to 06:00 on the day after the Sunday or public holiday, in addition to the supplements under a) and b)	80.42	82.75

2.4 Overtime pay

When required by the employer, employees are obliged to work outside normal working hours, in which case they are to be paid at the normal hourly or piecework rate plus the supplement specified below in SEK per hour worked.

Supplement	1/4 2025	1/4 2026
Employees aged 18 and over	72.58	74.68
Employees aged 17	61.35	63.13
Employees aged 16	59.88	61.62

Overtime refers to all working time that exceeds the normal working time per day.

Notice of overtime work is to be given in good time, if possible before the final meal break. Exemption from overtime work should not be refused if the employee has a valid reason and a request for exemption is made in connection with the notification of overtime.

When an employee is called upon to work overtime at a time that is neither directly before or after their normal working hours nor separated from their normal working hours only by a meal break, the employee is entitled to compensation for a period of

- a) at least 3 hours for work performed on Sundays and public holidays and between 20:00 and 05:00 on weekdays, and
- b) at least 2 hours for work performed at other times on weekdays

Note: Time on Sundays and public holidays is counted from 12:00 on Saturday and 18:00 on the day before a public holiday or non-working day (as specified in Section 1) to 06:00 on the day after the Sunday or public holiday.

2.5 Compensation for displaced working hours

Information: Compensation for displaced working hours is regulated in the general terms and conditions section of the collective agreement under Section 3.

3 Paid leave

Public holiday pay

The following are considered equivalent to work on a qualifying day:

- When a furlough lasting no more than four weeks or annual holiday leave is scheduled in connection with a public holiday, this is to not affect the right to public holiday pay other than that the employee's working day immediately before the start of the interruption of work and their working day after its end constitute qualifying days.
- If the furlough lasts more than 4 weeks, only the working day immediately preceding the start of the work interruption is to constitute a qualifying day, and public holiday pay is to be paid for public holidays falling within the first 4 weeks.

Supplementary agreement for the milling industry

1 Working time

1.1 Main rule

1.1.1 Normal working time

The normal working time during the year, excluding breaks, average per week with no public holiday

- a) for daytime work 40 hours
(Monday–Friday, unless otherwise agreed)
- b) for two-shift work 38 hours
(Monday–Friday unless otherwise agreed)
- c) for discontinuous three-shift work 38 hours
(by local agreement)
- d) for continuous three-shift work 36 hours
(by local agreement. Work that regularly continues without interruption, including on Sundays and public holidays)
- e) for permanent nighttime work 38 hours

Note:

- 1. *Permanent nighttime work is defined as continuous work for at least three hours between midnight and 05:00.*
- 2. *A company may apply working hours according to both the main rule and the alternative rule for different parts of the company at the same time.*
- 3. *Alternative rule (see the Food and Drink Industry Agreement).*

2 Public holidays/non-working days

2.1

1 May, Midsummer’s Eve, Christmas Eve and New Year’s Eve are non-working days

2.1.2

When a public holiday or non-working day falls on a Monday-Friday, one morning, one afternoon and one night shift is removed for each public holiday or non-working day during that week. Overtime compensation is to be paid for work during the removed shift. For overtime work on a public holiday or non-working day that falls on

a weekday when work is performed during a normal working week, (e.g. in a five-day week, Monday-Friday), overtime pay and unsocial working hours supplement are to be paid in addition to the retained tariff salary. For shift work during overtime, unsocial working hours supplement is to also be paid where applicable.

3 Salary tariffs

3.1

The minimum monthly salary for employees is as specified below in SEK.

	1/4 2025	1/4 2026
1	26 856	27 833
2	27 776	28 753
2 – after one year of employment	28 983	29 960
2 – after two years of employment	29 383	30 360
3	28 520	29 497
3 – after one year of employment	29 727	30 704
3 – after two years of employment	30 127	31 104
4	28 670	29 647
4 – after one year of employment	29 877	30 854
4 – after two years of employment	30 277	31 254

3.2 Salary groups

1. For temporary staff employed during holiday periods.
2. Staff with duties that do not require vocational training, e.g. in packaging, warehousing, storage, cleaning and feed production.
3. Staff with vocational skills for working with flour silos or other machinery, as well as workshop staff who are not fully vocationally trained.
4. Staff with high qualifications, e.g. for work at a roller mill, washing plant, workshop; larger machinery; drivers for larger vehicles.

Extract from negotiation minutes

Salaries for personnel with particular skills, e.g. supervisors, are set by local agreement. The above salaries apply to employees who have reached the age of 18.

3.3 Bonus pay

Local agreements may be made regarding bonus pay.

3.4 Piecework

When the employer requires piecework to be performed during working hours, employees receive the agreed overtime pay rate in addition to the piecework rate, unless the piecework is of a temporary nature. No overtime supplement is paid for regular shift work according to the work schedule.

3.5. Minors

Minors are paid the following percentage of the rate payable to an adult employee within salary group 1.

At the age of 17	90 %
At the age of 16	80 %
At the age of 15	70 %

The following training salaries apply to employees in basic vocational training in relation to salary group 3.

Training year 3	90 %
Training year 2	82.5 %
Training year 1	75 %

4 Overtime

4.1 Amount of overtime pay

Overtime compensation is paid for work performed outside normal working hours and calculated on the basis of the monthly salary paid.

For overtime work	Daytime work	2-shift work and discontinuous 3-shift work	Continuous production
Monday – Friday	<u>monthly salary</u> 110	<u>monthly salary</u> 104	<u>monthly salary</u> 99
Saturdays, Sundays and public holidays, as well as non-working days specified in this agreement	<u>monthly salary</u> 85	<u>monthly salary</u> 81	<u>monthly salary</u> 77

4.2

Permanent employees who are called in at times that are not immediately before or after their normal working hours are to receive compensation for at least two hours of overtime work.

5 Compensation for displaced hours

In the event of a temporary change in normal working hours, a supplement is to be paid for the displaced time as follows:

Supplement	1/4 2025	1/4 2026
SEK per hour up to a maximum of ten displaced periods	35.51	36.54

6 Compensation for unsocial working hours

Unsocial working hours supplement per hour is paid for working hours as follows:

Supplement	1/4 2025	1/4 2026
	SEK per hour	
a) Monday-Friday 18:00–23:00	43.79	45.06
b) Monday-Friday 23:00–06:00 Friday 23:00–Saturday 12:00	43.79	45.06
c) Saturday 12:00 to Monday 06:00. Public holidays: from 18:00 the day before the public holiday to 06:00 the day after the public holiday, (from 00:00 on non-working days as specified in this agreement)	43.79	45.06

7 Annual holiday leave

For adult employees with at least six months of employment during the qualifying year, the minimum holiday pay per day is as follows, in SEK

Holiday pay	1/4 2025	1/4 2026
For adults	1 714	1 763
For minors	1 164	1 198

In the case of part-time work, the amounts are adjusted in proportion to the working hours during the holiday pay earning year.

When an employee is absent on annual holiday leave, a deduction of 1/21.75 of the monthly salary per holiday day is made from the monthly salary.

8 Compensation for business travel

Ordered travel during normal working hours is not to result in loss of income. For travel ordered at other times, hourly salary is to be paid in accordance with the relevant salary table, (the relevant salary tariff amount divided by 175), for the duration of the travel, but not for periods between 22:00 and 08:00 when accommodation is included as part of the travel. When calculating travel time, only full half-hours are to be included. The travel is to be considered to have started and ended in accordance with the provisions applicable to the calculation of daily subsistence allowance or equivalent at the respective company.

9 Salary for part of a salary period and salary deductions for absence

9.1 Salary per day and hour

Salary per day

$$\frac{\text{monthly salary} \times 12}{365}$$

Salary per hour for daytime work

$$\frac{\text{monthly salary}}{175}$$

For 2-shift work and discontinuous 3-shift work

$$\frac{\text{monthly salary}}{166}$$

For continuous 3-shift work

$$\frac{\text{monthly salary}}{156}$$

Note: Monthly salary refers to the monthly salary paid excluding any bonus components.

9.2 Salary for part of a salary period

If an employee commences or leaves their employment during a calendar month, they are paid a salary per hour if the employment period in question is a maximum of five working days during the month, as well as any applicable bonus components. In other cases, a salary per day is paid for each calendar day of the employment period in question, as well as any applicable bonus components.

9.3 Salary deductions for absence other than sick leave

In the event of absence for part of days or whole days for a period of no more than five working days, a deduction is made at the relevant hourly rate for each hour of absence. In the event of absence for more than five working days, a deduction is made at the relevant daily rate for each calendar day of absence. Non-working days that begin or end a period of absence are not counted as days of absence. In the event of absence for a full calendar month, a deduction of the entire monthly salary is made, regardless of whether the absence begins or ends on a non-working day.

Supplementary agreement for warehouse staff at ice cream companies, branch and depot warehouses and distributors

1 Working time

Non-working days

Christmas Eve and New Year’s Eve are non-working days.

Sundays and public holidays

Time on Sundays and public holidays is counted from 17:00 on the day before the Sunday or public holiday until 06:00 on the following weekday.

2 Ordinary salaries

2.1 Hourly salary

For normal working hours as specified in this agreement, the following salary per hour, (including previous piecework compensation), is to be paid to employees aged 18 and over.

Warehouse staff	1/4 2025	1/4 2026
	SEK per hour	
Up to 1 year of employment	161.60	167.18
After 1 year of employment	169.45	175.03
After 2 years of employment	171.55	177.13
Distribution drivers	SEK per hour	
	161.60	167.18
After 1 year of employment	168.51	174.09
After 2 years of employment	170.81	176.39

Group 3

Skilled work requiring professional experience is paid at a higher rate than the agreed tariff rate.

2.2

Drivers who are required to collect cash from their customers regularly are paid a supplement for additional work and responsibility in addition to their normal salary as follows:

Supplement	1/4 2025	1/4 2026
SEK per day	13.75	14.15

2.3

For work in cold stores and freezer rooms, the following supplement applies:

Supplement	1/4 2025	1/4 2026
SEK per hour	14.25	14.66

The number of hours for which the supplement is to be paid is determined by local agreement. This provision does not apply where systematic job evaluation has been implemented and this factor has been taken into account during the evaluation process.

2.4

The employer is to provide distribution drivers with hats and uniforms that are suitable for the season and the tasks for use at work. The employer arranges for the washing of outer clothing.

2.5

Salaries for employees under the age of 18 are determined by local agreement.

3 Compensation for business travel

Distributors are exempt from the rules in Section 6.1 of the Food and Drink Industry Agreement when away from home without overnight stays as part of their normal work. The following applies instead.

When driving involves absence of more than six consecutive hours, meaning that dinner cannot be taken in the normal town of departure, and provided that food of satisfactory quality is not provided by the employer or compensation paid in another form, compensation is to be paid as follows:

Compensation	1/4 2025	1/4 2026
SEK per day	119	122

4 Overtime work and shift work

4.1

For overtime work performed at the employer's request, the following supplements apply:

- A Between 06:00 and 23:00 Monday to Friday and on the day before a public holiday between 06:00 and 17:00
 - a) during the first two hours after the end of the normal daily working hours (excluding meal breaks) 50 %
 - b) for other overtime work on Monday to Friday 70 %
- B On Saturdays, Sundays and public holidays 100 %
- C On Monday to Friday between 23:00 and 06:00 and on the day before a public holiday between 17:00 and 06:00 100 %

The percentage supplements are calculated on the basis of the hourly salary as specified in Section 2.1.

Time on Sundays and public holidays is counted from 17:00 on the day before the Sunday or public holiday until 06:00 on the next weekday.

4.2

If an employee is required to work on a day that has become a non-working day through rescheduling of the normal annual working time, a supplement of 70% of the hourly salary rate specified in the salary table is to be paid.

When an employee is called upon to work overtime on a weekday at a time that is not directly before or after their normal working hours, the employee is entitled to compensation for a period of at least 2 hours. However, this does not apply if the overtime work is separated from the regular working hours only by a meal break.

If employees are required to work on Sundays and public holidays, they are entitled to compensation for a minimum of 3 hours. For work on Sundays and public holidays, compensation is paid at a rate of 100% above the normal salary.

4.3

For shift work on weekdays, a supplement for the afternoon shift of 15% is paid, calculated on the basis of the hourly salary according to Section 2.1.

For shift work on Sundays and public holidays, a supplement of 100% per hour applies instead of the shift supplement specified above.

4.4

Employees who are paid at an hourly rate and employees who are paid on a piecework basis are paid a shift pattern supplement per hour worked as follows:

Supplement	1/4 2025	1/4 2026
	SEK per hour	
for two-shift work	8.57	8.82
for discontinuous three-shift work	8.57	8.82
for continuous three-shift work	17.99	18.52

These shift pattern supplements are not paid to employees whose salaries are determined on a weekly or monthly basis.

4.5

In the event of a temporary change of working hours for warehouse staff, a displaced working hours supplement is paid for the time outside the employee's normal working hours according to the currently applicable work schedule as follows:

between 06:00 and 07:00	40 %
between 16:00 and 18:00	40 %
between 18:00 and 23:00	50 %
between 23:00 and 06:00	100 %

The supplements are calculated on the basis of the hourly salary specified in the salary table and are not paid for periods when overtime supplements are paid.

5 Annual holiday leave

The period June-August

When scheduling annual holiday leave in accordance with Section 12 of the Annual Leave Act, local agreements may also include in the period of June-August the calendar weeks in which 1 June and 31 August fall.

6 Public holiday pay

Fixed term employment

Employees who have been employed for less than two consecutive months are not entitled to public holiday pay.

Extract from the minutes to the agreement for

**warehouse staff at ice cream companies,
branch and depot warehouses and distributors**

30 March 2010

**SUPPLEMENTARY
AGREEMENT
WAREHOUSE/
ICE CREAM**

**EXTRACT FROM
MINUTES**

Fixed term employment

The parties agree that the ice cream industry is a seasonal industry, and that this may give rise to particular problems in view of the rules in the third paragraph of Section 2.3 of the Food and Drink Industry Agreement. However, the parties are prepared to ensure that these problems are resolved in a practical and reasonable manner during the period of validity of the agreement.

Supplementary agreement for the margarine industry

1 Working time

Easter Eve, Whitsun Eve, Midsummer's Eve, Christmas Eve and New Year's Eve are non-working days.

In the case of shift work, night shifts falling before a public holiday or non-working day specified above are to be cancelled. If a public holiday or non-working day falls on a Friday, the night shift that ends on the Saturday is also to be cancelled.

When requested by the employer, work is to be performed in shifts, i.e. shift work. Unsocial working hours supplements and shift pattern supplements are paid for such work.

2 Salaries

2.1 Hourly salary

For hourly paid work, the salary per hour in SEK specified below applies:

Employees aged 18 and over	1/4 2025	1/4 2026
18 years of age – up to 1 year of employment	157.08	162.66
18 years of age – 1 year of employment	164.17	169.75
18 years of age or older – 2 years of employment	166.29	171.87

a) Qualified carpenters, repairers, painters, bricklayers, drivers and stokers receive a supplement in addition to their normal agreed salary as follows:

- SEK 5.25 per hour for the period 1 April 2025 – 31 March 2026
- SEK 5.40 per hour for the period 1 April 2026 – 31 March 2027

b) Machinists, repairers and skilled workers with longer professional experience are entitled to a higher salary than that specified above. Agreement on these salaries is reached locally between the employer and the local trade union organisation.

c) Drivers who drive cars with trailers or semi-trailers receive a separate supplement in addition to the supplement under a) above as follows:

- SEK 12.69 per hour for the period 1 April 2025 – 31 March 2026
- SEK 13.05 per hour for the period 1 April 2026 – 31 March 2027

Note:

In this context, driving time refers to the time during which the driver is driving and performing any related loading and unloading work.

- d) For work in steam boilers and closed tanks, a supplement of 50% of the hourly salary is paid.
- e) In cases where job evaluation is applied, supplements according to a) and b) are included in the job evaluation process.

2.2 Performance-related pay

The parties agree to work towards the introduction of piecework and/or job evaluation to the greatest extent possible. In cases where job evaluation has been implemented, the relevant local agreement applies.

2.3 Unsocial working hours supplement, overtime supplement etc.

For work performed at the following times, supplements for unsocial working hours are paid at the hourly rates specified below.

Scheduling	1/4 2025	1/4 2026
	SEK per hour	
a) Monday-Friday 18:00-22:00	34.64	35.64
b) Monday-Friday 22:00-06:00	50.00	51.45
c) Sundays and public holidays, counted from 06:00 on Saturday and 18:00 on the day before the public holiday or non-working day as specified in Section 3 of the agreement until 06:00 on the day after the Sunday or public holiday, unless a higher amount is specified in d) below	62.91	64.73
d) Major public holidays, i.e. from 06:00 on New Year's Eve to 06:00 on 2 January; from 18:00 on the day before Good Friday to 06:00 on the day after Easter Monday; from 06:00 on Whitsun Eve to 06:00 on the day after Whit Sunday; from 18:00 on the day before Swedish National Day to 06:00 on the day after Swedish National Day; from 06:00 on Midsummer's Eve to 06:00 on the day after Midsummer's Day; from 06:00 on Christmas Eve to 06:00 on the day after Boxing Day	125.85	129.50

2.4 Overtime pay

For overtime work, the normal hourly or piecework rate is paid, together with any applicable unsocial working hours supplement and an overtime supplement of 60% of the employee's average hourly earnings based on hourly salary and piecework rate, together with any unsocial working hours supplement applicable during the salary period in which the overtime work is performed, with payment occurring together with the normal salary for the immediately following pay period.

Instead of overtime pay as specified above, overtime work may be compensated with paid leave, (compensatory leave), by agreement between the employer and the employee in each individual case.

If overtime work is compensated with compensatory leave, such overtime, up to a maximum of 75 hours per calendar year, is not to be counted as overtime as stipulated in the provisions of the Working Hours Act.

If overtime work at a time that is not directly before or after the employee's normal working hours is ordered, payment is to be made for at least three hours.

In the case of overtime work directly before or after normal working hours, a 15-minute meal break is to be granted without salary deduction if the overtime work comprises at least one hour.

2.5 Shift pattern supplement

For shift work, locally determined supplements are paid, taking into account the different working hours patterns.

2.6 Compensation for displaced working hours

Note:

Compensation for displaced working hours is regulated in the general terms and conditions section of the collective agreement under Section 3.

Supplementary agreement for poultry slaughterhouses

1 Working time

1.1 Non-working days

Easter Eve, Whitsun Eve, Midsummer’s Eve, Christmas Eve and New Year’s Eve are non-working days under this agreement.

2 Salaries

2.1 Salary table

For employees aged 18 and over, the salaries specified in the salary table apply.

Group 1

Work involving hanging, slaughtering, cage washing, feather drying, waste removal; work performed by drivers and in cold stores; and work performed by specialist staff, such as repairers, electricians, etc.

Salary group	1/4 2025	1/4 2026
	SEK per hour	
Group 1		
Aged 18 or above with up to 6 months of employment	159.02	164.60
Aged 18 or above after 6 months of employment	159.51	165.09
Aged 18 or above after 1 year of employment	166.42	172.00
Aged 18 or above after 2 years of employment	168.72	174.30
Group 2		
Aged 18 or above with up to 1 year of employment	158.54	164.12
Aged 18 or above after 1 year of employment	165.45	171.03
Aged 18 or above after 2 years of employment	167.75	173.03
Veterinary assistants receive a supplement of	3.83	3.94

Salaries for employees under the age of 18 are determined by local agreement.

2.2 Unsocial working hours supplement

For work performed during the following hours, unsocial working hours supplements are paid at the following rates in SEK per hour.

From 1 April 2025

a) Unsocial hours supplement during weeks that do not include a public holiday

Time	Mon	Tue-Thu	Fri	Sat	Sun
00:00-06:00	105.03	62.16	62.16	105.03	105.03
06:00-18:00				105.03	105.03
18:00-24:00	41.17	41.17	105.03	105.03	105.03

b) Unsocial hours supplement during weeks that include a public holiday

Time	Day before a public holiday	Midsummer's Eve, Christmas Eve and New Year's Eve	Public holiday	Dag efter helgdag
00:00-06:00	62.16	145.43	145.43	145.43
06:00-18:00	-	145.43	145.43	-
18:00-24:00	145.43	145.43	145.43	41.17

From 1 April 2026

a) Unsocial hours supplement during weeks that do not include a public holiday

Time	Mon	Tue-Thu	Fri	Sat	Sun
00:00-06:00	108.07	63.96	63.96	108.07	108.07
06:00-18:00	-	-	-	108.07	108.07
18:00-24:00	42.36	42.36	108.07	108.07	108.07

b) Unsocial hours supplement during weeks that include a public holiday

Time	Day before a public holiday	Midsummer's Eve, Christmas Eve and New Year's Eve	Public holiday	Dag efter helgdag
00:00-06:00	63.96	149.64	149.64	149.64
06:00-18:00	-	149.64	149.64	-
18:00-24:00	149.64	149.64	149.64	42.36

Note:

The day before and after a public holiday may be a Saturday or Sunday, in which case the supplement is paid according to table a).

2.3 Displaced hours

In the event of a temporary change of normal working hours, a supplement is to be paid for the displaced working hours.

Supplement	1/4 2025	1/4 2026
SEK per hour	30.62	31.51

Supplements for displaced working hours are not paid for time for which overtime compensation is paid.

2.4 Frysrumssarbete

The following supplements apply for work in cold storage rooms.

Supplement	1/4 2025	1/4 2026
Minimum per hour, SEK	15.28	15.72

The number of hours for which the supplement is to be paid is determined by local agreement. The local parties may agree different terms.

This provision does not apply where systematic job evaluation has been implemented and this factor has been taken into account during the evaluation process.

2.5 On-call duty

When an employee is on on-call duty, the following compensation is to be paid, unless otherwise agreed locally.

Scheduling	1/4 2025	1/4 2026
Monday-Friday, SEK per day	336	345
Saturdays, Sundays, public holidays and non-working days, SEK per day	883	909

A day is defined as the period from the end of working hours on Monday-Friday until the start of working hours on the following day, and for Fridays, until 07:00 on Saturday.

On Saturdays, Sundays, public holidays and non-working days as specified in Section 1.1, a day is to be counted as 24 consecutive hours. For on-call periods of less than 12 hours, half compensation is paid.

For the purpose of establishing appropriate schedules for on-call duty, weekly rest periods in accordance with Section 14 of the Working Hours Act are to be at least 30 hours per 7-day period.

3 Compensation for overtime

Overtime work is compensated with money, (overtime pay), or, by agreement with the employee, with paid leave, (compensatory leave).

3.1 Overtime pay

For overtime work, the employee is paid their current salary plus an overtime supplement amounting to 50% of their current hourly salary as specified in the salary table.

3.2 Compensatory leave

Compensatory leave is granted as follows, unless otherwise stipulated in a local agreement.

It is assumed that leave will be granted unless this causes significant disruption to the employer’s operations.

Each hour of overtime is compensated with one hour of paid leave. Overtime supplement is paid for the overtime worked.

If overtime work is compensated with compensatory leave, such overtime, up to a maximum of 75 hours per calendar year, is not to be counted as overtime as stipulated in the provisions of the Working Hours Act.

Overtime is to be recorded regardless of the form of compensation. If

overtime is compensated with compensatory leave, the number of overtime hours that have been compensated through leave is to be returned to the overtime allowance.

3.3 Overtime work that is separate from regular working hours

Employees who are ordered to perform overtime work at times directly before or after their normal scheduled working hours are to receive payment for at least two hours. However, this provision does not apply to overtime work that is separated from normal working hours only by a meal break.

4 Compensation for business travel

Drivers, (with the exception of delivery drivers with commission-based pay), and driver’s assistants who perform driving duties outside their regular place of work that results in an absence of more than six hours are paid a meal allowance as follows:

Compensation	1/4 2025	1/4 2026
SEK	122	125

Supplementary agreement for the dairy industry

1 Working time

Scheduling of daytime work on public holidays

New Year's Day, Epiphany, Good Friday, Easter Sunday, Easter Monday, Ascension Day, 1 May, Whit Sunday, Sweden's National Day, Midsummer's Day, All Saints' Day, Christmas Day and Boxing Day are public holidays.

The scheduling of work tasks/functions to be performed on these public holidays is determined every six months, for example in February and August. This also applies to the production of goods after 13:00 on Easter Eve, Whitsun Eve, Midsummer's Eve, Christmas Eve and New Year's Eve. The rule in this paragraph does not apply if the alternative rule in 3.2 B of the Food and Drink Industry Agreement is applied with regard to working time.

When the individual employees' schedules are drawn up, consideration is to be given to their ability to plan their work and leisure time and to the allocation among the employees of work on public holidays. Consideration is to be given to the employees' personal situations, such as family and health matters, and their ability to travel to and from the workplace.

2 Salary

Hourly salary

The hourly salaries below apply to employees aged 18 and over for the normal working time specified in the agreement.

Group 1

Group 1 includes positions which, in addition to induction, courses and training at or outside the workplace, require less than three years' experience in the dairy industry or equivalent.

Salary per hour	1/4 2025	1/4 2026
	SEK per hour	
Aged 18 or above with up to 1 year of employment	158.76	164.34
Aged 18 or above after 1 year of employment	165.67	171.25
Aged 18 or above after 2 years of employment	167.97	173.55

Group 2

Group 2 includes positions that, in addition to the requirements for group 1, require professional experience. Professional experience means at least three years of experience in the dairy industry or equivalent.

Salary per hour	1/4 2025	1/4 2026
	SEK per hour	
Aged 18 or above with up to 1 year of employment	159.98	165.56
Aged 18 or above after 1 year of employment	166.89	172.47
Aged 18 or above after 2 years of employment	169.19	174.77

Group 3

Group 3 includes positions that, in addition to the requirements for groups 1 and 2, require vocational training.

Salary per hour	1/4 2025	1/4 2026
	SEK per hour	
Aged 18 or above with up to 1 year of employment	161.21	166.79
Aged 18 or above after 1 year of employment	168.12	173.70
Aged 18 or above after 2 years of employment	170.42	176.00

Group 4

Group 4 includes positions that, in addition to the requirements for groups 1, 2 and 3, require specialist training.

Supplements for categories above group 3 are determined by local agreement.

Note:

The placement of positions in groups 1 to 4 above is determined at local level. In some cases, professional experience can be equated with vocational training or education.

Salaries for employees under the age of 18 are determined by local agreement.

3 Unsocial working hours supplement

For normal working hours scheduled at the following times, an unsocial working hours supplement is to be paid at the rates specified below in SEK per hour from 1 April 2025.

From 1 April 2025

Time	Monday	Tuesday – Friday	Saturday	Sunday
00:00-06:00	108.98	41.63	63.68	108.98
06:00-18:00	-	-	63.68	108.98
18:00-24:00	41.63	41.63	108.98	108.98
Time	Day before a public holiday	Day before a major public holiday as specified below	Public holiday	Day after a public holiday
00:00-06:00	41.63	108.98	171.22	171.22
06:00-18:00	-	108.98	171.22	-
18:00-24:00	171.22	171.22	171.22	41.63

For normal working hours scheduled at the following times, an unsocial working hours supplement is to be paid at the rates specified below in SEK per hour from 1 April 2026.

From 1 April 2026

Time	Monday	Tuesday – Friday	Saturday	Sunday
00:00-06:00	112.14	42.84	65.53	112.14
06:00-18:00	-	-	65.53	112.14
18:00-24:00	42.84	42.84	112.14	112.14
Time	Day before a public holiday	Day before a major public holiday as specified below	Public holiday	Day after a public holiday
00:00-06:00	42.84	112.14	176.19	176.19
06:00-18:00	-	112.14	176.19	-
18:00-24:00	176.19	176.19	176.19	42.84

Compensation for unsocial working hours and compensation for overtime cannot be paid simultaneously.

Day before a major public holiday refers to Easter Eve, Whitsun Eve, Midsummer's Eve, Christmas Eve and New Year's Eve.

4 Overtime supplement

Scheduling	For the first two hours immediately after normal working hours	For overtime in excess of the first two hours
1) Monday-Friday 04:00-21:00 21:00-04:00	50 % 100 %	70 % 100 %
2) Saturday and the day before a public holiday which is not the day before a major public holiday as specified in Section 3 04:00-17:00 17:00-04:00	50 % 100 %	70 % 100 %
3) Sunday, public holiday and the day before a major public holiday as specified in Section 3	100 %	100 %
4) All overtime work in excess of 150 hours per calendar year	100 %	100 %
5) Non-working day that falls on a Monday-Friday, 04:00-21:00	70 %	70 %
6) Non-working day that falls on a Saturday, the day before a public holiday or the day before a major public holiday as specified in Section 3	100 %	100 %

All supplements are calculated on the basis of the hourly salaries specified in Section 2.

If employees are required to work on a non-working day, a supplement of 70% of the hourly salary specified in Section 2 applies.

Employees who are required to work on a non-working Saturday or day before a public holiday are to be paid a supplement of 100% of the hourly salary specified in paragraph 2 for the period 04:00-17:00.

When employees are called upon to work overtime at times that are not directly before or after their normal scheduled working hours, they are entitled to compensation for a minimum of 2 hours on weekdays and for a minimum of 3 hours on Sundays and public holidays. Overtime work on Sundays and public holidays is to only to be ordered in urgent cases.

Employees who perform overtime work at any time between 21:00 and 04:00 on Monday to Friday in such a way that compensation is paid at a 100% overtime rate are to not be subject to a reduction in overtime supplement after 04:00 in cases where the overtime work continues uninterrupted thereafter.

Note 1:

In the event of attendance at work while on on-call duty, on-call work compensation is paid in accordance with Section 6 instead of the above.

Note 2:

Overtime refers to all working time in excess of the employee's normal working time, measured in hours per calendar day. Working hours cannot begin with overtime.

Note 3:

When calculating the number of overtime hours, time worked continuously across two calendar days is to be counted as occurring on the day on which the overtime work began.

Part-time employees

For part-time employees, overtime refers to working hours that exceed the normal working hours per calendar day for full-time employees in a corresponding position.

5 Displaced hours

In the event of an ordered change in working hours, a supplement for displaced working hours is to be paid as follows:

Supplement	1/4 2025	1/4 2026
SEK per hour for a maximum of ten work periods	30.79	31.69

Compensation for displaced working hours is not paid for time for which overtime supplement is paid.

Note:

Displaced hours supplement is not paid to

- trade union representatives whose working hours are changed due to their trade union duties. (However, compensation is paid if the employer is the causes of the shift in working hours.)*
- employees who are allowed to adjust their working hours on their own initiative.*

6 Attendance for active duty while on on-call duty

Utöver ersättning enligt punkt 7 utges för varje tillfälle en arbetstagare vid beredskapstjänstgöring inställer sig för övertidsarbete på tid, som ej sammanhänger med den ordinarie arbetstiden ett belopp

Compensation	1/4 2025	1/4 2026
Monday–Friday, SEK	315	324
Saturdays, Sundays and public holidays, as well as the day before a major public holiday as specified in the last paragraph of Section 3, SEK	505	520

The amount constitutes compensation for the actual attendance and not for the work performed. The rules in the overtime provisions regarding compensation for at least two and three hours, respectively, do not apply to on-call duty. In the case of overtime work in connection with on-call duty, compensation is therefore only paid for the actual time worked.

7 Compensation for on-call

Compensation	1/4 2025	1/4 2026
For Monday-Friday and for at least 4 hours per day, SEK	28.93	29.77
Maximum amount per day, SEK	348	358
For Saturdays, Sundays, public holidays and days before major public holidays as specified in the last paragraph of Section 3, and for at least 4 hours per day, or at least 6 hours per day for two or more on-call periods, SEK per hour	76	79
Maximum amount per day, SEK	896	922

8 Other supplements

Drivers who drive lorries with trailers for which a Class CE driving licence is required receive a supplement per hour driven as follows:

Supplement	1/4 2025	1/4 2026
SEK per hour	3.37	3.47

The number of hours for which the supplement is to be paid is determined by local agreement. This provision does not apply where systematic job evaluation has been implemented and this factor has been taken into account during the evaluation process.

9 Public holiday pay

Main rule

Public holiday pay is paid for the number of normal working hours that the employee would have worked if the weekday had not been a public holiday or the day before a major public holiday as specified in the last paragraph of Section 3.

Supplementary rule

Public holiday pay is paid for hours actually worked, including to

- a) employees who work overtime on a public holiday or on the day before a major public holiday as specified in the last paragraph of Section 3 on a non-working day according to their schedule,
- b) employees who work normal working hours on a public holiday or on the day before a major public holiday as specified in the last paragraph of Section 3.

A day is counted from 00:00.

Amount of public holiday pay

Public holiday pay is paid at the level of the employee's average hourly earnings according to their hourly pay and piecework rate, together with any supplements for unsocial working hours during the pay period in which the public holiday or the day before a major public holiday as specified in the last paragraph of Section 3 falls or during the immediately preceding pay period, unless a local agreement has been signed stipulating that calculation is to be made using another period. A local agreement may be reached on the calculation of other average earnings for an entire piecework team or equivalent.

Weekly salary or salary based on longer units of time

Weekly salary or salary based on a longer unit of time is to be paid at an unchanged amount regardless of public holidays or the days before major public holiday as specified in the last paragraph of Section 3 that fall during the period. Public holiday pay is thus included in these salaries. However, weekly or monthly paid employees who perform work in accordance with supplementary rule a) above are to receive extra public holiday pay for such time worked in addition to their salary as follows:

$$\frac{\text{weekly salary}}{40} \quad \text{or} \quad \frac{\text{monthly salary}}{174} \quad \text{per hour worked}$$

Payment

Public holiday pay is paid on the pay date that corresponds to the pay period in which the working day or public holiday/day before a major public holiday as specified in the last paragraph of Section 3 falls.

Qualification

In order to receive public holiday pay, the employee must have worked normal working hours for the employer during the working day applicable to the employee, (qualification day), immediately before and after the public holiday or the day before a major public holiday as specified in the last paragraph of Section 3.

The following are considered equivalent to work on the qualifying day

- a) absence due to certified illness or accident; however, public holiday pay is not paid if sick pay or sickness benefit was received or could have been received for the public holiday day or the day before a major public holiday as specified in the last paragraph of Section 3.
- b) absence with temporary parental allowance,
- c) approved leave of absence with a duration not exceeding three weeks; the working day applicable to the employee immediately before the start of the leave and after its end is instead to constitute the qualifying day,
- d) annual holiday leave and layoffs.

Leave for military service

Public holiday pay is not paid to employees who return to work during leave from military service.

Fixed term employment

Public holiday pay is not paid to employees who have been employed for less than two consecutive months.

Part-time employees

Part-time employees receive public holiday pay in accordance with the corresponding rules that apply to full-time employees as described above.

10 Annual holiday leave

The period June-August

When scheduling annual holiday leave in accordance with Section 12 of the Annual Leave Act, local agreements may also include in the period of June-August the calendar weeks in which 1 June and 31 August fall.

11 nsation for business travel

Meal allowance

Drivers are exempt from the rules in Section 6.1 of the Food and Drink Industry Agreement when away from the workplace without overnight stays as part of their normal work. The following applies to these employees instead.

If the absence exceeds 6 but not 10 hours or covers at least 200 km without visiting the normal workplace, compensation is to be paid as follows:

Compensation	1/4 2025	1/4 2026
SEK per day	85	87

If the absence exceeds 10 hours without visiting the normal workplace, compensation is to be paid as follows:

Compensation	1/4 2025	1/4 2026
SEK per day	149	153

Code of conduct

Notification of illness etc.

Absence due to illness or accident is always to be reported to the employer as soon as possible and, if feasible, in good time so that a replacement can be called in for the absent employee.

Information regarding the estimated date of return to work is also to be provided.

This also applies if the employee is required to refrain from work due to the risk of transmitting infection and the employee is entitled to infectious disease carrier allowance.

The employer may require a certificate from a doctor designated by the employer. In such cases, the employer is to pay the cost of the medical certificate.

Other

Working hours are to be strictly observed and properly utilised. Departure from work may not occur without special permission. Washing, changing clothes or similar activities may not take place before the end of scheduled working hours, but must be occur after the end of scheduled working hours.

In other respects, rules of conduct issued by the employer are to be complied with in the same way as this agreement.

Comments on Section 9, public holiday pay

Public holiday pay is paid for public holidays and days before major public holidays as specified in the last paragraph of Section 3 which fall on a Monday to Sunday.

The main rule in the first paragraph of the agreement text applies to employees who would have worked on the weekday on which the public holiday or the day before a public holiday falls according to the currently applicable non-working day schedule.

Those employees who would not have been at work on the weekday on which the public holiday falls according to the currently applicable non-working day schedule are not entitled to public holiday pay according to the main rule. However, such an entitlement may occur if overtime work is performed in accordance with a) in the agreement text and/or if normal working hours are scheduled in accordance with b). Public holiday pay is to then be paid for the number of hours actually worked. Entitlement to public holiday pay may thus be based on both the main rule and on a) and b).

When calculating the hours for which public holiday pay is to be paid, working hours between 00:00 and 24:00 on the public holiday and the day before the major public holiday are included.

Employees who are permanently employed or employed for more than two months are entitled to public holiday pay from the start of their employment.

Employees who are employed to work only at weekends are not entitled to public holiday pay.

The same qualification rules apply to employees paid on a weekly and monthly basis as to other employees.

Example:

Non-working day schedule

	Mon	Tue	Wed	Public holiday Thu	Fre	Fri	Sun
A	-	8	8	-	8	8	8
B	8	8	8	8	8	-	-

The public holiday falls on the Thursday. (The Wednesday is not a day before a major public holiday as specified in the last paragraph of Section 3.)

APPENDIX 2

- 1 Both employees are off work on the public holiday.
 - B receives public holiday pay for 8 hours according to the main rule.
 - A does not receive public holiday pay.
- 2 Both employees work 7 hours of overtime on the public holiday.
 - B receives public holiday pay for 8 hours, (main rule).
 - A receives public holiday pay for 7 hours, (supplementary rule a).
- 3 Normal working time of 6 hours is scheduled for the Thursday for both employees.
 - B receives public holiday pay for 8 hours, (main rule).
 - A receives public holiday pay for 6 hours, (supplementary rule b).
- 4 4 10 hours of overtime work are scheduled on the public holiday for both employees.
 - B receives public holiday pay for 10 hours
B is entitled to public holiday pay for 8 hours according to the main rule, and according to supplementary rule a), B is entitled to compensation for 10 hours. The most favourable option is chosen, i.e. 10 hours.
 - A receives public holiday pay for 10 hours (supplementary rule a).
- 5 Normal working time of 6 hours is scheduled for both employees. In addition, each employee works 3 hours of overtime.
 - B receives public holiday pay for 9 hours.
The main rule gives compensation of 8 hours. Supplementary rule a) gives 3 hours and supplementary rule b) gives 6 hours; total 9 hours. The most favourable option is selected, i.e. 9 hours.
 - A receives public holiday pay for 9 hours (supplementary rule a) = 3 hours; b) = 6 hours; total 9 hours.)
- 6 A is called in to work overtime on the public holiday. The work lasts for one hour.
 - A receives public holiday pay for one hour (supplement rule a).
(A receives overtime pay for 3 hours in accordance with the third paragraph of Section 4.

In addition to the public holiday pay specified above, salary and, where applicable, unsocial working hours, overtime and shift supplements are paid.

Supplementary agreement for Santa Maria AB

1 Working time

Non-working days

Easter Eve, Whitsun Eve, Midsummer’s Eve, Christmas Eve and New Year’s Eve are non-working days.

2 Salary

2.1 Forms of remuneration

The form of remuneration for work is to be chosen with regard to the nature of the work and other local conditions. To the greatest extent possible, the form of remuneration is to meet the company’s requirements regarding productivity and flexibility in order to increase its competitiveness and the employees’ job security.

Before new forms of remuneration are introduced, negotiations are to take place between the employer and the local trade union organisation. The parties are to strive to reach agreement on these matters.

2.2 Hourly salary

Employees aged 18 and over	1/4 2025	1/4 2026
	SEK per hour	
Other employees with less than six months of employment	162.10	167.68
After six months of employment	163.20	168.78
After 1 year of employment	170.11	175.69
After 2 years of employment	172.41	177.99

Salaries for employees under 18 years of age are determined by agreement with the local trade union organisation.

2.3 Compensation for unsocial working hours

For normal working hours scheduled at the following times, an unsocial working hours supplement is paid at the rates specified below.

Scheduling, SEK per hour	1/4 2025	1/4 2026
a) Monday-Friday 18:00-23:00	57.76	59.43
b) Monday-Thursday 23:00-06:00	101.06	103.99
c) Saturdays, Sundays and public holidays	112.62	115.88

Time on Mondays is counted from Sunday at 23:00.

Time on Saturdays and Sundays is counted from Friday at 23:00 until Sunday at 23:00. Time on public holidays is counted from 23:00 on the day before the public holiday or non-working day as specified in Section 1, Working time, until 06:00 on the day after the public holiday or non-working day.

Compensation for unsocial working hours cannot be paid for the same time as compensation for overtime work.

2.4 Overtime supplement

For overtime work, the normal hourly salary or piecework rate is to be paid, together with the following overtime supplements, calculated on the basis of the average individual hourly salary and piecework earnings during the relevant pay period.

- a) For the first two hours after normal working hours
on Monday-Friday 50 %
- b) For other overtime work on Monday-Friday 70 %
- c) Saturdays, Sundays and public holidays 100 %

Time on Mondays, Saturdays, Sundays and public holidays is counted as specified in 2.3 above.

2.5 Supplement for displaced hours

In the event of a temporary change in normal working hours, a supplement for displaced working hours is to be paid in accordance with Section 3 of the general terms and conditions of the agreement for work after the employee's normal working hours, while a supplement of 40% applies to time before normal working hours. The percentage supplement is calculated on the basis of the average individual hourly salary and piecework earnings during the relevant pay period.

Supplements for displaced hours are not paid for time for which overtime supplements are paid.

Supplementary agreement for the slaughterhouse and meat processing industry

1 Working time

1.1 Non-working days

Midsummer’s Eve, Christmas Eve and New Year’s Eve are non-work-
ing days. Work ends no later than 12:00 on the day before the Epiph-
any public holiday, and normal working time on this day is four hours.

Note:

*For the week in which New Year’s Eve falls, the employer has the right
to extend the normal weekly working time by two hours.*

2 Salaries

2.1 Salary table

Employees are to be paid the salaries specified in the salary table.

Salary table for the period 1 April 2025 – 31 March 2027

Salary table	1/4 2025	1/4 2026
	SEK per hour	
Employees aged 18 and over		
Employees with less than one year of employment	155.32	160.90
Employees with 1 year of employment	166.57	172.15
Employees with 2 years of employment	168.87	174.45
Underage employees		
16 years of age	139.49	145.07
17 years of age	143.36	148.94
Holiday work		
Up to 9 weeks	133.46	139.04
10 – 18 weeks	136.56	142.14
19 – 27 weeks	140.16	145.74
28 – 36 weeks	143.28	148.86
37 weeks or more	149.58	155.16

Holiday rate is paid for holiday work, i.e. work during breaks in on-
going education or during the transition between completed education
and the start of planned new education, as well as during the three
summer months after completing upper secondary education, to em-
ployees up to the age of 25.

2.2 Unsocial working hours supplement

For work scheduled at the following times, a supplement for unsocial working hours is paid at the following rates in SEK per hour:

From 1 April 2025

a) Unsocial working hours supplement during a week that does not include a public holiday

Time	Mon	Tue–Thu	Fri	Sat	Sun
00:00-06:00	105.03	62.16	62.16	105.03	105.03
06:00-18:00	-	-	-	105.03	105.03
18:00-24:00	41.17	41.17	105.03	105.03	105.03

b) Unsocial working hours supplement during a week that includes a public holiday

Time	Day before a public holiday	Midsummer's Eve, Christmas Eve and New Year's Eve	Public holiday	Day after a public holiday
00:00-06:00	62.16	145.43	145.43	145.43
06:00-18:00	-	145.43	145.43	-
18:00-24:00	145.43	145.43	145.43	41.17

From 1 April 2026

a) Unsocial working hours supplement during a week that does not include a public holiday

Time	Mon	Tue–Thu	Fri	Sat	Sun
00:00-06:00	108.07	63.96	63.96	108.07	108.07
06:00-18:00	-	-	-	108.07	108.07
18:00-24:00	42.36	42.36	108.07	108.07	108.07

b) Unsocial working hours supplement during a week that includes a public holiday

Time	Day before a public holiday	Midsummer's Eve, Christmas Eve and New Year's Eve	Public holiday	Day after a public holiday
00:00-06:00	63.96	149.64	149.64	149.64
06:00-18:00	-	149.64	149.64	-
18:00-24:00	149.64	149.64	149.64	42.36

Note: The day before and the day after a public holiday may be a Saturday or Sunday, in which case the supplement is paid according to table a).

2.3 Displaced working hours

In the event of a temporary change in normal working hours, a displaced working hours supplement is to be paid as follows:

Supplement	1/4 2025	1/4 2026
SEK per hour	30.62	31.51

No supplement for displaced hours is paid for time for which over-time supplement is paid.

2.4 Cold storage work

For work in cold storage rooms, a supplement is paid as follows.

Supplement	1/4 2025	1/4 2026
Minimum per hour, SEK	14.93	15.36

The supplement is not paid for temporary work lasting less than half an hour at a time.

2.5 On-call duty

When an employee is on on-call duty, the following compensation is to be paid, unless otherwise agreed locally:

Scheduling	1/4 2025	1/4 2026
Monday-Friday, SEK per day	336	345
Saturdays, Sundays, public holidays and non-working days, SEK per day	883	909

During Monday-Friday, a day is defined as the period from the end of working hours until the start of working hours on the following day, and for Fridays until 07:00 on Saturday.

On Saturdays, Sundays, public holidays and non-working days as specified in Section 1.1, a day is to be counted as 24 consecutive hours. For on-call periods of less than 12 hours, half compensation is paid.

In order to establish an appropriate schedule for on-call duty, weekly rest in accordance with Section 14 of the Working Hours Act is to be at least 30 hours per 7-day period.

2.6 Piecework

Piecework may be applied by agreement, where possible and appropriate.

3 Compensation for overtime work

Overtime work is to be compensated with money, (overtime pay), or, by agreement with the employee, with paid leave, (compensatory leave).

3.1 Overtime pay

For overtime work, the employee is to be paid their current salary plus the following overtime supplements, calculated on the basis of the hourly salaries specified in the salary table:

- a) up to 150 overtime hours per calendar year 50 %
- b) more than 150 overtime hours per calendar year 100 %

3.2 Compensatory leave

Compensatory leave is to be granted as follows, unless otherwise agreed locally.

It is assumed that leave will be granted, provided that this does not cause significant disruption to the employer's operations.

Each hour of overtime is compensated with one hour of paid leave. Overtime supplement is paid for overtime hours worked.

If overtime work is compensated with compensatory leave, such overtime, up to a maximum of 75 hours per calendar year, is not to be counted as overtime under the Working Hours Act.

Overtime is to be recorded regardless of the form of compensation. If overtime is compensated with compensatory leave, the number of overtime hours that have been compensated through leave is to be returned to the employee's overtime allowance.

3.3 Overtime work that is separate from regular working hours

Employees who are ordered to work overtime at times that are not directly before or after their normal working hours receive payment for

- a) 3 hours for work performed on Sundays and public holidays and between 22:00 and 05:00 on weekdays, and
- b) 2 hours for work performed at other times on weekdays.

However, this provision does not apply to overtime work that is separated from normal working hours only by a meal break.

Time on Sundays and public holidays is defined according to that specified in Section 2.2.

4 Compensation for business travel

Drivers, (but not delivery drivers with commission-based pay), and driver’s assistants who undertake long-distance driving outside their regular place of work without overnight stays are to receive a special meal allowance when their absence exceeds six hours.

Compensation	1/4 2025	1/4 2026
SEK per day	80	82

5 General provisions regarding piecework

5.1 Period of validity

The piecework list is to apply until further notice, with a mutual notice period of two months between the local parties to the agreement. Notice of termination of the agreement is to be given in writing. The term piecework list also refers to agreed piecework rates and bonuses.

5.2 Performance of work etc.

Piecework is to be performed in such a way that satisfactory results are achieved, both in terms of quality and quantity.

Should damage occur to the products due to carelessness on the part of the piecework team or individual pieceworkers, local negotiations may be initiated regarding reasonable compensation to the company for such damage.

5.3 Trust supplement

Any trust supplement applied to date is to also be paid for piecework.

5.4 Alternative work

If piecework cannot be arranged by the employer, alternative work is to be done. Payment for such work is at the hourly rate specified in the collective agreement unless otherwise agreed by the parties. However, there is no obligation to perform such alternative work if less than 15 minutes remain of the normal working day.

5.5 Overtime work

Piecework overtime is to be paid at the normal piecework rate plus the overtime supplement specified in the collective agreement, calculated on the basis of the hourly salary specified in the salary table.

5.6 Apprentices

Unless otherwise agreed locally, the following is to apply when the company orders apprentices to participate in piecework.

The apprentice is to be integrated gradually into the existing work team over three 3-month periods. Unless otherwise agreed, the percentage of the apprentice's working time spent in the team is to be as follows

- during the first three-month period..... 25 %
- during the second three-month period 50 %
- during the third three-month period 75 %

Thereafter, the apprentice's working time is to be included in full if normal proficiency has been achieved. Apprentices receive performance-related pay for the time included. The pay rate is to be determined based on the performance-related pay system applied by the company.

5.7

If a significant large-scale error is found in relation to any work, this work is to be re-assessed. Once the error has been corrected, any pay adjustment is to be made retroactively from the date on which the error was reported in writing.

5.8

In the event of changes in working methods or the introduction of new tools, a new piecework period may be determined for the work concerned after a work assessment has been conducted.

5.9

Piecework rates for employees in the same piecework team are calculated based on the salaries of employees with more than one year of employment, but piecework compensation is to be calculated based on the composition of the team, taking into account age and duration of employment.

For employees who participate in piecework, there is to be no reduction in piecework remuneration due to age or duration of employment, provided that satisfactory performance is achieved. However, the difference in hourly salary is to remain, as it is included in the piecework remuneration.

For students undergoing youth training in the company, special guidelines agreed between the central parties apply.

Supplementary agreement for AB Stadx

1 Working time

Easter Eve, Whitsun Eve, Midsummer’s Eve, Christmas Eve and New Year’s Eve are non-working days.

1.1 On-call compensation

Scheduling	1/4 2025	1/4 2026
	SEK per hour	
Monday 06:00 – Saturday 18:00	23.40	24.08
Saturday 18:00- Monday 06:00 and public holidays	46.76	48.12

Time on public holidays is calculated from 18:00 on the day before the public holiday to 06:00 on the day after the public holiday.

2 Salary

2.1 Hourly salary

1. The hourly salary in each salary group is as follows for workers aged 18 and over:

Salary group	1/4 2025	1/4 2026
	SEK per hour	
Group A	161.07	166.65
Group A		
Aged 18 or over - after 1 year of employment	167.98	173.56
Aged 18 or over - after 2 years of employment	170.28	175.86
Grupp B	158.34	163.92

Group A includes all employees with at least 6 months of employment. Group B includes all other employees.

Salary per hour	1/4 2025	1/4 2026
	SEK per hour	
Employees aged 16	136.48	142.06
Employees aged 17	144.65	150.23

Piecework

Piecework may be used to the extent that it is possible to implement.

In the case of piecework, the employee is guaranteed the hourly salary applicable to them.

Agreements concerning temporary or fixed piecework rate lists are made between the employer and the employees concerned or representatives appointed by the factory employees.

Fixed piecework – as opposed to temporary piecework – refers to piecework that is covered by the terms of a collective agreement with the same period of validity as this agreement and which cannot be terminated before the end of the period of validity, unless the introduction of new working methods or machines or other changes in working conditions result in significant changes in employees' earning potential.

2.2 Overtime supplements, shift supplements etc.

When requested by the employer, work is to also be performed outside normal working hours, i.e. overtime work.

As a rule, notice of overtime work is to be given to the employee concerned on the day before the work is required. For such work, payment is to be made at the regular hourly or piecework rate plus the following supplements per hour:

1/4 2025 – 31/3 2026	Col 1	Col 2	Col 3
Group A	71.71	107.60	143.42
Group B	70.42	107.32	140.85
1/4 2026 – 31/3 2027	Col 1	Col 2	Col 3
Group A	73.79	110.72	147.58
Group B	72.46	110.43	144.93

Column 1: All weekdays for the first two hours of overtime work.

Column 2: Other overtime work and weekdays between 22:00 and 06:00, unless a higher amount is payable under Col 3.

Column 3: Overtime work on Sundays and public holidays.

Time on Sundays is counted from 18:00 on Friday until the start of normal working hours on Monday.

Time on public holidays is counted from 18:00 on the day before the public holiday or non-working day specified in this agreement until the start of normal working hours on the day after the public holiday.

When requested by the employer, work is to be performed in shifts, i.e. shift work.

For shift work, the following hourly supplements are to be paid:

Supplement	1/4 2025	1/4 2026
	SEK per hour	
Shift 1	16.89	17.38
Shift 2	16.89	17.38
Shift 3	34.53	35.53

2.3 Shift pattern supplement

The following shift pattern supplement is paid to employees paid on an hourly and piecework basis in SEK per hour worked:

Supplement	1/4 2025	1/4 2026
	SEK per hour	
for two-shift work	7.59	7.81
for discontinuous three-shift work	7.59	7.81
for continuous three-shift work	16.28	16.75

The above supplements are not paid to workers whose salaries are determined on a weekly or monthly basis.

2.4 Compensation for displaced working hours

Information: Compensation for displaced working hours is regulated in the general terms and conditions section of the collective agreement under Section 3.

Supplementary agreement for the egg product industry

1 Working time

Non-working days

Christmas Eve, New Year’s Eve, Easter Eve, Whitsun Eve and Mid-summer’s Eve are non-working days.

Sundays and public holidays

For shift work, time on Sundays and public holidays is calculated for shift work from 18:00 on the day before the Sunday or public holiday to 06:00 on the following weekday.

Shift work

Shift work lasting less than one week is counted as daytime work.

2 Salaries

2.1 Hourly salary

Remuneration is calculated in SEK per hour and is paid as follows:

Salary per hour	1/4 2025	1/4 2026
	SEK per hour	
18 years of age and over	160.00	165.58
18 years of age and older after 1 year of employment	166.91	172.49
18 years of age and older after 2 years of employment	169.21	174.79

Salaries for employees under 18 years of age are determined by local agreement.

2.2 Overtime and shift work

For overtime work performed at the employer’s request, a supplement calculated on the basis of the hourly salary specified in the agreement is paid as follows:

- a) or the first two hours after the end of the normal daily working hours (excluding any meal breaks) 50 %
- b) for other overtime work on weekdays 70 %
- c) for overtime work on Sundays and public holidays 100 %

For shift work on weekdays, a supplement in addition to the regular salary is paid as follows in SEK per hour:

Supplement	1/4 2025	1/4 2026
Second shift (afternoon shift)	18.41	18.94
Third shift (night shift)	30.47	31.36

For shift work on Sundays and public holidays, a supplement of 100%, calculated on the hourly salary specified in the agreement, is to be paid instead of the above shift work supplements.

For overtime work on shifts, separate shift supplements are paid for the afternoon and night shifts in addition to the overtime compensation specified in the agreement.

2.3 Compensation for displaced working hours

Information:

Compensation for displaced working hours is regulated in the general terms and conditions section of the collective agreement under Section 3.

3 Betald ledighet

3.1 Public holiday pay

Fixed term employment

Public holiday pay is not paid to employees who have been employed for less than two consecutive months.

3.2 Annual holiday leave

The period June-August

When scheduling annual holiday leave in accordance with Section 12 of the Annual Leave Act, local agreements may also include in the period of June-August the calendar weeks in which 1 June and 31 August fall.

**10 steps
to equal pay**

This guide was produced by the Swedish Food Federation, Sveriges Ingenjörer (the Swedish Association of Graduate Engineers), Unionen, Ledarna and the Swedish Food Workers' Union to help local parties be compliant with the requirements of the Discrimination Act. See the final page of this guide for useful links to further information.

The obligation to map and analyse pay differences, for example between women and men, and to draw up an action plan to address any such issues lies with the employer. The purpose of the mapping and analysis is to identify, remedy and prevent unjustified pay differences between women and men who do the same or equivalent work through a structured review of all jobs and examination of the requirements of the work, regardless of who performs it. Employers and employees are to work together in this process, with the aim of promoting equal opportunities for salary development for women and men.

The work in ten points

1. Collaboration

The parties are to collaborate on the work of mapping and analysing pay systems and pay differences, as well as drawing up an action plan. An appropriate place to begin is with a consultation on the structure of the work.

The employer and the trade unions appoint representatives to form the working group to work with the salary mapping as a whole. If there are no trade union members at the company, the employer may decide on the most appropriate way to give employees the opportunity to participate in the collaboration.

The Discrimination Act does not give trade unions a general right to see all individual salaries at the company. However, the employer is obliged to provide the working group conducting the salary review and analysis with the necessary documentation to enable the work to be considered meaningful. As the information relates to pay and other conditions for individual employees, the rules on confidentiality and damages apply to the members of the working group.

2. Number of employees

State the total number of employees, broken down by the proportion of women and men. All employees are to be included, regardless of whether they are members of a trade union or not, regardless of their place of work within the company/group (within Sweden) or collective agreement area and type of employment.

3. Survey and analysis of values

Survey and analyse the provisions and the general practice regarding salaries and working conditions that are applied at the company. This is done by first mapping all

the factors that affect salaries. This includes currently applicable agreements, rules, generally accepted practices and, for example, principles for assessing the difficulty of the work and for evaluating the individual's qualifications and performance. Rules that have been unilaterally formulated by the employer are also to be included in the review, e.g. rules regarding car benefits, bonus systems and salary criteria. If the company uses a salary system or a system for job or work evaluation in its salary setting process, these are also to be included.

The findings of the survey are then analysed. Assess whether the rules currently in place could lead to women and men being treated differently for reasons that are not objective, and whether the rules are gender-neutral or there are inherent discriminatory factors. The assessment of how the application of agreements, rules and principles has been deemed to be gender-neutral is then documented.

4. Similar work

List all jobs and group those that are similar. Compare women's and men's salaries in each group.

5. Jobs where the employees are predominantly female

Indicate how many women and men perform the work and mark the jobs where the employees are or tend to be predominantly female. A job is classified as having predominantly female employees if 60 per cent or more of the employees are women.

6. Work that is equivalent

List what work has predominantly female employees and is equivalent to other work that does not have predominantly female employees.

In order to determine what work is equivalent, an overall assessment is to be conducted to show the requirements that the job places on employees in the different jobs. Using the main criteria of knowledge and skills, responsibility, physical and mental effort and working conditions, a comprehensive assessment of the different jobs is to be made. In jobs that are equivalent, work that is different but of equal value is to be compared. It is the requirements of the jobs that are to be compared. In order to determine whether the jobs are equivalent, some form of job evaluation is required.

Work with predominantly female employees is to be compared with work without predominantly female employees.

- a) If equivalent jobs exist, the jobs in question are to be specified.
- b) If no equivalent jobs exist, the reasons for this conclusion are to be explained.

The following applies to both steps 7 and 8:

Information on salary levels, salary spread and salary trends within each group must be provided. The analysis is to provide evidence of whether salary differences

between women and men performing the same or equivalent work are directly or indirectly related to gender. The principle of equal pay for equal and equivalent work can be combined with individual salary setting. If there are differences in pay between jobs that are considered equal or equivalent, the employer must demonstrate that there are objective reasons for these differences. Reasons may include factors such as differences in competence, work performance or geographical differences between pay levels.

7. Analysis of jobs that are equal

Analyse the differences in salary and salary spread between women and men who perform work that is considered equal. Individual salaries are compared with each other, and any salary differences must be explained fully in concrete and comprehensible terms.

8. Analysis of jobs that are equivalent

Analyse the differences in salary and salary spread between jobs with predominantly female employees and equivalent jobs that do not or do not usually tend to have predominantly female employees. If there is a group of employees with lower requirements in the work but who nevertheless have a higher pay level than a group with predominantly female employees, this group should also be included in the comparison and analysis. Comment on any pay differences and differences in salary spread. Provide an explanation for the entire pay difference.

9. Action plan

Every three years, employers with at least 25 employees are to summarise an action plan for equal pay. The action plan is to contain the results of the survey and analysis, regardless of whether salary adjustments need to be made or not. Any measures to address issues are to be included, along with a cost estimate for these. Examples of measures include salary adjustments, changes to salary structures or salary procedures, skills development or other measures that promote equal pay development. The measures are to be implemented as soon as possible, but no later than within three years. The three-year period is calculated from the date on which the survey and analysis are completed. It is essential to evaluate the plan and report on it in the following year's action plan.

10. Follow-up of the previous year

Ensure that planned measures have been implemented and, if not, when they will be implemented. A cost estimate and timetable for the measures still outstanding from the previous action plan is to be included in the new action plan.

Links:

- www.ledarna.se
- www.livsmedelsforetagen.se
- www.livs.se
- www.unionen.se
- www.sverigesingenjorer.se
- www.do.se

The Equality Ombudsman (DO) has developed a tool for salary mapping. With this tool, you can easily import an Excel file containing information about employees and salary details at your workplace. The tool then converts the information into either a ready-made salary structure table or a plotter diagram.

Joint statement regarding the application of the public holiday pay provisions in the Food and Drink Industry Agreement, Section 5.1

a) Leave

When working hours are reduced during a public holiday or non-working day, public holiday pay is paid for the number of normal working hours that the employee would have worked if the day had not been a public holiday or non-working day.

b) Leave on another day during the calculation period

When working hours are reduced on another occasion during the calculation period, public holiday pay is to be paid for the latter. For work on the public holiday, the employee receives pay and any unsocial working hours supplement specified in the relevant table.

c) Overtime work

Employees who would have worked if the day had not been a public holiday and who perform work on the public holiday that is not compensated by leave during the calculation period are paid public holiday pay and compensation for overtime work in accordance with Section 4.3, overtime supplement in accordance with the relevant supplementary agreement and any unsocial working hours supplement specified in the relevant table.

Employees who according to the currently applicable schedule are not required to work on the weekday on which the public holiday falls and who work overtime on that day are paid compensation for overtime work in accordance with Section 4.3 of the Food and Drink Industry Agreement, as well as overtime supplement in accordance with the relevant supplementary agreement and any unsocial working hours supplement specified in the relevant table.

For work on a non-working day as specified in the relevant collective agreement, public holiday pay is to be paid, as well as compensation for overtime work in accordance with Section 4.3 of the Food and Drink Industry Agreement, overtime supplement in accordance with the relevant supplementary agreement and any unsocial working hours supplement specified in the relevant table.

d) Scheduling

When public holidays have been taken into account in the scheduling of working time, no further reduction is to be made.

Joint statement on the monthly salary appendix in the Food and Drink Industry Agreement, Section 6.1

**JOINT
STATEMENT**

Overtime

1. Employees who would have worked if the day had not been a public holiday and who perform work on the public holiday that is not compensated by time off during the calculation period are paid their monthly salary, as well as compensation for overtime work in accordance with Section 4.3 of the Food and Drink Industry Agreement, overtime supplement in accordance with the relevant supplementary agreement and any unsocial working hours supplement specified in the relevant table.
2. Employees who would not have worked if the day had not been a public holiday and who work overtime on the public holiday are paid compensation for overtime work in accordance with Section 4.3 of the Food and Drink Industry Agreement, as well as overtime supplement in accordance with the relevant supplementary agreement and any unsocial working hours supplement specified in the relevant table.

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[illegible]

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