

Become a member!

byggknads.se/bli-medlem

English

Engelska

Be aware of
***your rights
at work***



BYGGNADS

Don't allow yourself to be used!

You are well aware that you have rights – rights that are protected by both Swedish law and collective agreements. These rights are the result of more than 100 years of struggle by workers unions.

Byggnads' mission is to ensure the best possible working conditions for our members.

The union is on your side

***If you're having a problem at work
- for example if the **terms and
conditions of your contract** or **salary**
are not what they should be - then
we are here to help you.***

***Become a member of Byggnads
today – if you aren't one already!***

***If you are a construction worker,
Byggnads is the trade union for you.***

***We work for **better wages and a
safer work environment.*****

***With us you get support,
advice and insurance.***

***We already have more than **100,000**
strong, proud and safe **members.*****

***The more members we have, the
better we can work to protect and
improve our rights. We need you!***

***As members of Byggnads,
we work together to ensure
that all members have:***

- **the highest possible wages**
- **the best possible work environment**
- **job security**
- **career development opportunities**

Never accept terms and conditions of employment that do not satisfy the minimum standards set out in the collective agreement.

Important!

- **You can never** be fired for joining a union.
- **You have the legal right** to be a union member.
- **You don't need** to tell your boss that you are in a union if you don't want to.

What is a collective agreement?

A collective agreement is an agreement between Byggnads and industry employers. It lays out the rules regarding wages, working hours, and work environment.

The drafting of a collective agreement doesn't just happen on its own. It's up to us to negotiate with industry employers to write the collective agreement – the Swedish state is not involved in the process. The more members we have, the more power we have to negotiate better terms and conditions.

What if there is no collective agreement?

Some companies do not have collective agreements. If no collective agreement exists, then the rules of *Byggravtalet* do not apply. Ask your boss if the company you are working for has a collective agreement, or call us.

If there is no collective agreement in place, then it is our duty to **try to negotiate one.**

Wages

Wages/salary depends on many different factors, such as whether or not you have a professional certification (which entitles you to be paid a certain rate). However, as a general rule there should be **equal pay for equal work** within a team of workers.

Our primary form of wages is performance pay, a so-called “incentive wage system”. However, you may also receive hourly wages.

In the construction industry, the average hourly wage is **about 230 SEK/hour**. However, you may earn more than that – or less.

Call your region's Byggnads chapter if you have questions about your salary/wages.

Wages for Workers without a Professional Certification (Byggavtalet)

If you don't have a professional certification, your wages will be calculated based on a **percentage of the rates paid to professionally certified workers at your workplace:**

- **70 %** if you have less than one year of professional experience
- **88 %** if you have more than one year of professional experience
- **100 %** if you have more than six years of relevant professional experience

*If there is no **collective agreement**, then there are no rules regarding wages/salary, and your employer can pay **you as little as he chooses!***

The collective agreement provides

- **Travel expenses:**
Car: according to the Swedish Tax Agency's level, SEK 2.5/km (2023).
Public transportation: 1/20* of the cost of a monthly travel pass per workday.
- **Holiday pay:** 13.0–13.2 %
- **Contractual pension:** 6.0–6.5 % of salary (the employer contributes extra money to your pension.)
- **Reduced working hours:**
40 hours per year without loss of pay (time off in addition to holiday leave).
- **A pay rise** every year.

* Byggravtalet, Entreprenadmaskinavtalet.

- **Sick pay**, starting the second day that you are sick (in accordance with Swedish law).
- **A daily allowance**, if you are working at a location distant from your home.
- **Agreeable lodgings**, if you are working at a location distant from your home.
- **Insurance**, should you be injured on the job.
- **Holiday pay**: you are entitled to time off with pay when a public holiday falls on a weekday.
- **Leave of absence**: Paid leave under special circumstances.

Jobs

Don't accept just any job.

- **Permanent employment** is the main form of employment in the construction industry.
- Your **probationary employment period** (before being offered permanent employment) may not exceed 6 months.
- In certain cases, you may be employed in a **temporary position**.

*PLEASE NOTE! You are entitled to receive **proof of employment** as soon as you start a new job. Every month, you should also receive a **pay slip**. Whenever you finish a job, you should receive an **employer's certificate**. Be sure to save these!*

Working Hours

- Normal working hours: **40 hours a week** – 8 hours per day.
- If you work **more than 40 hours in a week, you are entitled to** overtime pay.
- If you work early morning shifts, evening shifts, night shifts, or weekends, you have the right to additional pay as compensation for **inconvenient working hours** (known in Swedish as “obekväm arbetstid,” or “OB” for short).
- Under normal circumstances, you can **never be forced** to work overtime or nights.
- You are entitled to **breaks** throughout the workday.
- You are entitled to **25 vacation days** per year.

Termination of Employment

You can only be fired if there is a shortage of work or for personal reasons.

- **A company may not fire you “on the spot” (without giving notice)** – it must provide a minimum of one month’s notice if you are permanently employed, or 14 days in the case of probationary employment.
- If you are a member of Byggnads, then your employer must **negotiate the terms of your termination with us first**. Normally, the “last hired, first fired” rule will apply.
- You are required to give one month’s notice if you choose to leave a job.
- If you are employed for a probationary period, you may quit “on the spot,” without giving notice.

Work Environment and Safety

Is your work dangerous, or have you seen something dangerous at work? Find one of our **union safety representatives (wearing a green helmet)**.

If there is no safety representative at your workplace, you can call us and get in touch with one of our **regional safety representatives**.

- The employer is obligated to provide you with **workwear, safety shoes**, and protective equipment.
- Every workplace must always provide **staff facilities** furnished with toilet(s), shower(s), and a place to eat.
- **Never handle asbestos** or other dangerous materials without protective equipment and prior training.

Become a member!

If something goes wrong or if an employer does not follow the rules of the collective agreement, we can only help you if you are a member of our union.

Become a member:

byggnads.se/bli-medlem

A-kassan

Also remember to join a-kassan, the Unemployment Insurance Fund. Should you become unemployed, A-kassan can provide you with up to 80 percent based on your previous wages.

byggnadsakassa.se

As a member, you receive

- Advice, support, and help in negotiations.
- You can also apply for legal aid, should you need it.
- We can help you to understand the rules of the collective agreement, or clarify your employment contract.
- We provide extra insurance in case you are injured or get sick.
- The union provides industry-related training courses so that you can learn more about your trade.
- As a union member, you can both influence Byggnads and effect change at your workplace.
- Membership card loaded with benefits and discounts.
- Discounted membership in A-Kassan.
- You also receive a subscription to *Byggnadsarbetaren* (*The Construction Worker*) magazine.

Contact Byggnads

You can find all important information on our website, **byggnads.se**

Support and advice for members

Byggnads Member Centre

010-601 10 00

info@byggnads.se



LEARN ABOUT YOUR UNION!

PÅFARTEN

**STRENGTHEN YOURSELF WITH AN
EDUCATION!**

bygggnads.se/pafarten

Stronger Together

The collective agreement is under constant attack, and we are fighting to preserve our rights. About every other year, we renegotiate the terms of the collective agreement with employers. The more members we have, the more strength we have to negotiate.

We need you!



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