

Become a member:

byggnads.se/bli-medlem

Engelska

English

Don't allow yourself to be used!

Your rights at work

2018-2020



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 worker's 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!**

Byggnads, the Swedish Building Workers' Union, is the trade union for those of us working in the construction industry. Together, we work to maintain and strengthen our rights.

We have just over 100,000 members in Sweden, but we must continue to grow – both in numbers and in strength.

We are a completely member-funded organisation. The more members we have, the better we can work together 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/salaries
- **the best possible** work
environment
- **job security**
- **career development**
opportunities

Important Information!

- **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/salary, 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.

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

Wages

Wage depend on many different factors, such as whether or not you have a professional certification (and are thus entitled 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/salary is “performance-related pay,” i.e. an incentive wage. However, you may also receive hourly wages.

In the construction industry, the **average wage is about 200 SEK/hour.** However, you may earn more than that.

Call us if you have questions regarding your wages or salary.

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

Cleaning of Construction Site Sheds and Post-Construction Clean-Up: (Byggavtalet)

- **75 %** of the rate paid to professionally certified workers.

The collective agreement gives you

- **Reimbursement for travel expenses:**
Car: SEK 18.50/10 km
Public Transportation: 1/20 of the cost of a monthly travel pass per workday.
- **Vacation pay:** 13.0 – 13.2 %
- **Contractual pension:** 4.7 – 5.7 % 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.

- **Sick pay**, starting the second day that one is sick (in accordance with Swedish law).
- **A daily allowance**, if we are working at a location distant from where we live.
- **Agreeable lodgings**, if we are working at a location distant from where we live.
- **Insurance**, should we be injured on the job.
- **Holiday pay** – We 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. Whenever you are paid, 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

- You work 40 hours per week – 8 hours a 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 “OB”).
- Under normal circumstances, you can never be forced to work overtime or nights.
- You are entitled to breaks throughout the workday.
- We have the right to 25 days of holiday leave 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.

Occupational health and safety

Safety is the most important aspect of any workplace. Find a union safety representative (wearing a green helmet) if you are working with, or see, something dangerous at your workplace.

If you cannot find a union safety representative, you can contact one of Byggnad's 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.

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](https://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.

Contact Byggnads

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

Support and advice for members

Union Member Centre

Byggnads Nu!

010-601 10 00

byggnadsnu@byggnads.se

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!

Become a member!

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