

THE CONSTRUCTION AGREEMENT.

Information to companies that are party to a local
collective agreement

*Please note: this is a translation of the Swedish agreement. The Swedish text is
the original and shall prevail.*

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Agreement period and pay period

The Agreement runs as of 26 November 2020 up until the end of 30 April 2023.

Review period 1 1 Dec 2020 – 30 Apr 2022
Review period 2 1 May 2022 – 30 Apr 2023

Pay increases

Effective pay

For skilled workers, pay is to be increased by:

1 Dec 2020 – 30 Apr 2022 SEK 5.49/hrSEK 955/month
1 May 2022 – 30 Apr 2023 SEK 4.19/hrSEK 729/month

Basic pay

For skilled workers, pay is to be increased by:

1 Dec 2020 – 30 Apr 2022 SEK 5.50/hr to SEK 169.00/hr SEK 29,406/month
1 May 2022 – 30 Apr 2023 SEK 4.00/hr to SEK 173.00/hr SEK 30,102/month

Effective pay

For cleaners with a 0.75 qualification coefficient, pay is to be increased by:

1 Dec 2020 – 30 Apr 2022 SEK 5.50/hr SEK 957/month
1 May 2022 – 30 Apr 2023 SEK 4.00/hr SEK 696/month

For cleaners with a 0.5 qualification coefficient, pay is to be increased by:

1 Dec 2020 – 30 Apr 2022 SEK 3.70/hr SEK 644/month
1 May 2022 – 30 Apr 2023 SEK 2.70/hr SEK 470/month

Basic pay

For cleaners with a 0.75 qualification coefficient, pay is to be increased by:

1 Dec 2020 – 30 Apr 2022 to SEK 22,055
1 May 2022 – 30 Apr 2023 to SEK 22,577

For cleaners with a 0.50 qualification coefficient, pay is to be increased by:

1 Dec 2020 – 30 Apr 2022 to SEK 14,703
1 May 2022 – 30 Apr 2023 to SEK 15,051

Performance pay

a) Straight piece rate

Pure piece rate started before the date of the pay change shall, for performed piecework, be increased by the % stated below:

1 Dec 2020 – 30 Apr 2022	2.73%
1 May 2022 – 30 Apr 2023	2.03%

Where relevant, the increase is to be determined through proportioning of hours worked before and, respectively, as of the date of the pay change.

b) Piece rate bonus

For ongoing work under mixed piecework systems (usually piece rate bonus) and mixed piecework systems with a bonus, the fixed part of pay for skilled workers is to be increased

(for skilled workers) as set out below.

However, the bonus is to remain unchanged.

1 Dec 2020 – 30 Apr 2022	SEK 5.49/hr
1 May 2022 – 30 Apr 2023	SEK 4.19/hr

The increase in the fixed part of pay is for that part of work carried out as of the day of the pay change.

c) Merit-based pay

For ongoing work under profit-based pay systems (i.e. a certain part of pay being determined by financial results), the fixed part of pay for skilled workers is to be increased as set out below.

However the profits-based bonus is to remain unchanged.

1 Dec 2020 – 30 Apr 2022	SEK 5.49/hr
1 May 2022 – 30 Apr 2023	SEK 4.19/hr

The increase in the fixed part of pay is for that part of work carried out as of the day of the pay change.

Structure of negotiated increases for centrally established lists

Tiling and Paving – Piece-rate Time Tariff, Pure Piece Rate 2010

Piece-rate target as of 1 Dec 2020

1 Dec 2020 – 30 Apr 2022 SEK 175.04/hr
1 May 2022 – 30 Apr 2023 SEK 178.59/hr

Ceiling Installation – Piece-rate Time Tariff, Pure Piece Rate 2012

Piece-rate target as of 1 Dec 2020

1 Dec 2020 – 30 Apr 2022 SEK 183.96/hr
1 May 2022 – 30 Apr 2023 SEK 187.69/hr
Extra work is to be paid at the above sums per year.

Ceiling Installation – Simplified Time Tariff 2012

Piece-rate target as of 1 Dec 2020

1 Dec 2020 – 30 Apr 2022 SEK 178.03/hr
1 May 2022 – 30 Apr 2023 SEK 181.64/hr
Extra work is to be paid at the above sums per year.

Sealing Membrane Work – Piece Rate Bonus Time Tariff 2010

Piece-rate target and fixed part as of 1 Dec 2020

Period	Fixed part	Target
1 Dec 2020 – 30 Apr 2022	SEK 64.99/hr	110.70
1 May 2022 – 30 Apr 2023	SEK 66.31/hr	112.95

Scaffolding Assembly and Dismantling

New construction list 1999

Piece-rate target and fixed part as of 1 Dec 2020

Period	Fixed part	Target
1 Dec 2020 – 30 Apr 2022	SEK 112.49/hr	86.49
1 May 2022 – 30 Apr 2023	SEK 114.59/hr	88.59

Direction changes (vertical or horizontal) are to be paid per piece with a supplement of 1 per cent per each façade in question.

Flooring Work – Combination Piece-Rate Tariff 2010

As of 1 Dec 2020, the Combination Piece-Rate Tariff is to increase as set out below.

1 Dec 2020 – 30 Apr 2022 24.72%
1 May 2022 – 30 Apr 2023 27.25%

As of 1 Dec 2020, the combination bonus is to be increased as set out below.

1 Dec 2020 – 30 Apr 2022 SEK 121.92/hr
1 May 2022 – 30 Apr 2023 SEK 124.39/hr

The Construction Agreement

Work in caverns

The provisions are available in a separate document.

Cavern supplement

Skilled workers and other workers who have turned 19

	Year 1 SEK/hr	Year 2 SEK/hr
1. Cavern work	7.48	7.63
2. Maintenance scaling, etc.	6.35	6.48
3. Fitting-out work, etc.	5.24	5.35

4.6.2 Pay for diving

4.6.2.1 Basic pay for divers who receive company training

Divers who receive company training are entitled to at least basic pay as set out hereafter:

1 Dec 2020 – 30 Apr 2022

Training stage	Hours	Qualification coefficient	Basic pay SEK/hr	Basic pay SEK/month
4.6.2.1	Company training for divers			
	1 1 - 1,650	0.65	109.85	19,114
	2 1,651 - 3,300	0.70	118.30	20,584

1 May 2022 – 30 Apr 2023

Training stage	Hours	Qualification coefficient	Basic pay SEK/hr	Basic pay SEK/month
4.6.2.1	Company training for divers			
	1 1 - 1,650	0.65	112.45	19,566
	2 1,651 - 3,300	0.70	121.10	21,071

Appendix H of the Skilled Workers' Agreement applies.

4.6.2.2 Pay after training and professional qualification

After passing school-based training or completing company training with approved remote learning equating to 3,300 hours, divers are entitled to at least basic pay as set out hereafter.

1 Dec 2020 – 30 Apr 2022

4.6.2.2	Pay after training and professional qualification Diving time [under water] as per log	Qualification coefficient	Basic pay SEK/hr	Basic pay SEK/month
	1 1 - 400	0.75	126.75	22,055
	2 401 - 800	0.88	148.72	25,877
	3 ≥ 801	1.00	169.00	29,406

1 May 2022 – 30 Apr 2023

4.6.2.2	Pay after training and professional qualification Diving time [under water] as per log	Qualification coefficient	Basic pay SEK/hr	Basic pay SEK/month
	1 1 - 400	0.75	129.75	22,577
	2 401 - 800	0.88	152.24	26,490
	3 ≥ 801	1.00	173.00	30,102

9.2 Basic pay table

1 Dec 2020 – 30 Apr 2023

		Qu.-co.	Basic pay, SEK/hr		Basic pay, SEK/month	
			Year 1	Year 2	Year 1	Year 2
1.	Skilled worker	1.00	169.00	173.00	29,406	30,102
2.	Other workers					
	Other workers 1	0.88	148.72	152.24	25,877	26,490
	Other workers 2	0.70	118.30	121.10	20,584	21,071
	Other workers 3	0.50	84.50	86.50	14,703	15,051
3.	Professional	1.00	169.00	173.00	29,406	30,102

		Qu.-co.	Basic pay, SEK/hr		Basic pay, SEK/month	
4.	Other workers in companies with specialist operations					
	Other workers S1	0.88	148.72	152.24	25,877	26,490
	Other workers S2	0.70	118.30	121.10	20,584	21,071
	Other workers S3	0.65	109.85	112.45	19,114	19,566
5.	Cleaner					
	Cleaner 1	0.75	126.75	129.75	22,055	22,577
	Cleaner 2	0.50	84.50	86.50	14,703	15,051
6.	Machine operator	1.00	169.00	173.00	29,406	30,102
7.	Car drivers, etc.	0.95	160.55	164.35	27,936	28,597
8.	Other drivers	0.88	148.72	152.24	25,877	26,490
9.	Stock worker, etc.	0.95	160.55	164.35	27,936	28,597

9.3 Pay provisions for apprentices

9.3.1 Upper-secondary schooling

1 Dec 2020 – 30 Apr 2023

Training stage	Hours	Qu.-co.	Basic pay, SEK/hr		Basic pay, SEK/month	
			Year 1	Year 2	Year 1	Year 2
1	1 - 2,299	0.55	92.95	95.15	16,173	16,556
2	2,300 - 2,799	0.60	101.40	103.80	17,644	18,061
3	2,800 - 4,300	0.65	109.85	112.45	19,114	19,566
4	4,301 - 5,500	0.75	126.75	129.75	22,055	22,577
5	5,501 - 6,800	0.88	148.72	152.24	25,877	26,490

9.3.2 Youth apprentices
1 Dec 2020 – 30 Apr 2023

Training stage	Hours	Qu.-co.	Basic pay, SEK/hr		Basic pay, SEK/month	
			Year 1	Year 2	Year 1	Year 2
1	1 - 1,700	0.43	72.67	74.39	12,645	12,944
2	1,701 - 3,400	0.53	89.57	91.69	15,585	15,954
3	3,401 - 4,600	0.63	106.47	108.99	18,526	18,964
4	4,601 - 6,000	0.75	126.75	129.75	22,055	22,577
5	6,001 - 6,800	0.88	148.72	152.24	25,877	26,490

9.3.3 Adult apprentices
1 Dec 2020 – 30 Apr 2023

Training stage	Hours	Qu.-co.	Basic pay, SEK/hr		Basic pay, SEK/month	
			Year 1	Year 2	Year 1	Year 2
1	1 - 1,600	0.65	109.85	112.45	19,114	19,566
2	1,601 - 3,200	0.70	118.30	121.10	20,584	21,071
3	3,201 - 4,500	0.75	126.75	129.75	22,055	22,577
4	4,501 - 5,800	0.88	148.72	152.24	25,877	26,490

9.3.4 Apprentices in companies with specialist operations
(excluding flooring work)

9.3.4.1 Upper-secondary schooling
1 Dec 2020 – 30 Apr 2023

Training stage	Hours	Qu.-co.	Basic pay, SEK/hr		Basic pay, SEK/month	
			Year 1	Year 2	Year 1	Year 2
1	1 - 2,299	0.55	92.95	95.15	16,173	16,556
2	2,300 - 2,799	0.60	101.40	103.80	17,644	18,061
3	2,800 - 3,400	0.75	126.75	129.75	22,055	22,577
4	3,401 - 4,100	0.80	135.20	138.40	23,525	24,082
5	4,101 - 4,800	0.88	148.72	152.24	25,877	26,490

9.3.4.2 Adult education
1 Dec 2020 – 30 Apr 2023

Training stage	Hours	Qu.-co.	Basic pay, SEK/hr		Basic pay, SEK/month	
			Year 1	Year 2	Year 1	Year 2
1	1 - 1,100	0.65	109.85	112.45	19,114	19,566
2	1,101 - 2,200	0.75	126.75	129.75	22,055	22,577
3	2,201 - 3,300	0.88	148.72	152.24	25,877	26,490

9.3.4.3 Adult education scaffolding
1 Dec 2020 – 30 Apr 2023

Training stage	Hours	Qu.-co.	Basic pay, SEK/hr		Basic pay, SEK/month	
			Year 1	Year 2	Year 1	Year 2
1	1-1,600	0.65	109.85	112.45	19,114	19,566

2	1,601-2,350	0.70	118.30	121.10	20,584	21,071
3	2,351-3,100	0.75	126.75	129.75	22,055	22,577
4	3,101-4,200	0.88	148.72	152.24	25,877	26,490

9.3.5 Machine operator

9.3.5.1 Upper-secondary schooling

1 Dec 2020 – 30 Apr 2023

Training stage	Hours	Qu.-co.	Basic pay, SEK/hr		Basic pay, SEK/month	
			Year 1	Year 2	Year 1	Year 2
1	2,801 - 3,500	0.75	126.75	129.75	22,055	22,577
2	3,501 - 4,100	0.80	135.20	138.40	23,525	24,082
3	4,101 - 4,800	0.88	148.72	152.24	25,877	26,490

9.3.5.2 Adult education

1 Dec 2020 – 30 Apr 2023

Training stage	Hours	Qu.-co.	Basic pay, SEK/hr		Basic pay, SEK/month	
			Year 1	Year 2	Year 1	Year 2
1	1 - 1,600	0.65	109.85	112.45	19,114	19,566
2	1,601 - 2,350	0.70	118.30	121.10	20,584	21,071
3	2,351 - 3,100	0.75	126.75	129.75	22,055	22,577

Paragraph changes in the Construction Agreement

Said changes include:

- Increase in the extra pension contribution.
- Extended obligation to submit registration of workplaces.
- Opportunity, after agreement with the relevant local branch of Byggnads (the Swedish Building Workers' Union), to schedule working hours on a 6-week basis.
- Opportunity, after agreement, to enter into a nationwide pay agreement.
- Changed party representation as regards pay agreements – applies ONLY to companies that are members of the Swedish Construction Federation.
- A quicker process for entering into pay agreements.
- Obligation to provide information on the entering into of pay agreements.
- Clarifying definition of “pay”, i.e. that subsistence allowance and other remunerations (social contributions included) can NEVER be included in pay.
- Introduction of a maternity pay.
- New rules regarding what must be stated on pay slips.
- **New rule on document service, whereby companies that are party to a local collective agreement are served a negotiation proposal if this is sent by registered letter. Service takes place even if the company does not take delivery of the registered letter.**
- Time extension in the definition of short-term borrowing and loaning.
- Clarification as regards engagement of subcontractors/manpower companies and sole traders.
- A new audit procedure when a company does not comply with an audit request from Byggnads.
- Extended access and other rights for Byggnads' RSOs (regional safety representatives).
- It being regulated that it is Byggnads that appoints safety officers/representatives.

The new text of the Agreement is given on the following pages. The new provisions came into force on 26 November 2020 (except where places had a different entry-into-force date stated separately).

Extra pension contribution

Agreement has been reached on a new, extra pension contribution of 0.15% as of 1 Dec 2020 and of 0.15% as of 1 May 2022. Said contribution is a supplementary premium as per *§ 4 a provisions for Avtalspension SAF-LO*.

This means that, in the area governed by the agreement and for the agreement period, an extra pension contribution of, in total, 0.3% is being made and that this also applies to employees under 25 years of age. Employees under 25 cannot choose “family protection”.

The Parties agree that extra pension contributions shall be covered by the rules for premium exemption during certain absences (parental leave and illness). In accordance with prevailing principles, the cost of premium exemption falls collectively on all those party to the insurance scheme.

§ 1 Registration of workplace, information, assistance and authority

1 Registrations of workplace

As soon as possible, and no later than the start of work, employees shall register, in writing, each new workplace where work volumes are calculated to be in excess of 900 working hours. This obligation applies even where the employer is a “principal contractor” as per point 6 of Appendix D and the employer does not intend to use its own personnel to carry out work that is within the area of the Construction Agreement and exceeds 900 working hours.

The employer is to submit each registration on a template devised by the Parties. Submission is to be via email or letter to the relevant Local branch of Byggnads. Where work is of between 900 and 2,500 hours, the employer shall send copies (for information) to the relevant local offices of the Swedish Construction Federation and to the work team.

For workplaces where workplace registration as per the first paragraph is unnecessary and where work volumes, after the commencement of work, are calculated to be in excess of 900 working hours, the employer shall inform the region of this as soon as possible. In this case, workplace registration only has to take place where the region expressly so requires. (See also § 3, point 3.1.1.)

Each workplace registration shall include details of whether own work exceeds or falls below 2,500 hours.

§ 2 Working hours

1.1 Length and scheduling of working hours

Normal working hours are, with breaks excluded, 40 per week that has no public holidays. The employer and the work team representative can reach agreement on

working hours scheduling for each individual workplace and/or part of workplace. Any such agreement shall be in writing and can be reached no sooner than on the appointment of such representative. Normal working hours can be scheduled Monday to Sunday (both days inclusive), starting no sooner than 05.00 and ending no later than 24.00.

Working hours can be scheduled as above with an average of 40 per week calculated on a four-week basis (160 hours in total). After agreement with the relevant local branch of Byggnads, working hours can be calculated on a no more than six-week basis (240 hours in total).

If no agreement on normal working hours has been reached with the work team, working hours are to be 06.30 – 17.00 as per the provisions in point 1.4 of § 2.

§ 3 Pay provisions (new point)

2.2.1.3 Nationwide pay agreement

The employer, the Swedish Construction Federation and Byggnads can, within the framework of the Agreement's performance pays provisions, reach pay agreements that apply to all or parts of the country.

Additions and changes to point 3.1.1 of § 3

Application of the new rules to new projects shall start as of 1 May 2021.

3.1.1 Parties

Local parties: Where work in its entirety is calculated not to amount to more than 2,500 hours, the parties are, on the one hand, employer members of the Swedish Construction Federation and, on the other, the work team.

Where work is between 900 and 2,500 hours, the relevant local branch of Byggnads is entitled, in exceptional cases, to act as a local party in accordance with the special procedure set out below.

Stating the special reasons for party replacement in respect of pay negotiations at the workplace in question, the local branch of Byggnads shall send a written request for central consultation to Byggnads and the Swedish Construction Federation. Such a request from a local branch of Byggnads shall be submitted as soon as possible and no later than two weeks from the region receiving the workplace registration.

If workplace registration has consciously not been submitted, the region has an equivalent right to request central consultation.

After such a request, Byggnads and the Swedish Construction Federation are mutually entitled to convene consultations on the party issue within seven working days. Consultation shall be concluded within ten working days of the request for consultation.

If the central parties agree in the consultations, party representation at the workplace in question shall pass to the relevant local branch of Byggnads.

If the central parties do not agree in the consultations, Byggnads can ultimately decide the issue by sending factual and supported reasons (in writing) to the Swedish Construction Federation.

Where work in its entirety is calculated to exceed 2,500 hours, the employees' party is the relevant local branch of Byggnads.

For workplaces where, after the commencement of work, work volumes are calculated to be in excess of 2,500 hours, the employer shall inform the region of this as soon as possible.

If, in the course of work, a workplace exceeds 2,500 hours, the relevant local branch of Byggnads is entitled to convene negotiations in respect of the part that exceeds the previous pay agreement. (As regards workplace registration, see point 1 of § 1.)

Comment

For an employer who is not a member of the Swedish Construction Federation, the employer and the relevant local branch of Byggnads are the parties where work in its entirety is calculated to be in excess of 900 hours. In these cases, the above-mentioned obligations apply where work, after commencement, exceeds 900 hours.

Central parties: (Applies only to WCB, i.e. wood, concrete and walling work) Where work in its entirety is calculated to be no more than 2,500 hours, the central parties are, on the one hand, the relevant local office of the Swedish Construction Federation and, on the other, the relevant local branch of Byggnads.

Where work in its entirety is calculated to exceed 2,500 hours, the central parties are, on the one hand, the Swedish Construction Federation and, on the other, Byggnads.

3.1.2 Negotiation procedure for performance pay

3.1.2.1 Local negotiation

In the workplace registration, or in some other way as per point 1 of § 1, the employer is to present a draft performance pays model. When the support documentation has been produced, the employer shall contact the worker party concerned to set the time and place for local pay negotiation. Times for producing said documentation are stated in point 3.1.7 of § 3.

Local wage negotiation shall be started as soon as possible and, unless otherwise agreed, no later than 10 weeks after the commencement of work.

The local negotiation can, unless otherwise agreed, be adjourned no more than once and for no more than five working days.

If the deadline for convening local negotiation was not respected by the employer, the local employee party can protest this, in writing, to the employer. Unless otherwise agreed, the employer then has five working days to start local negotiation. If, after five days, nothing has happened, the central employee party can, instead and within ten working days, request central negotiation.

3.1.2.2 Central negotiation

If the local parties do not reach agreement, a central party can request central negotiation within ten working days of the ending of the local negotiation meeting.

Central negotiation shall start as soon as possible and, unless otherwise agreed, no later than 20 days after it has been requested. Negotiations shall be held speedily.

The central negotiation can, unless otherwise agreed, be adjourned no more than once and for no more than five working days.

3.1.3 Performance pay agreement

Performance pay agreement must be in writing.

Information that is common to the parties, and which relates to the implications of the pay agreement, shall be supplied by the parties who are signatories to said agreement. As soon as an agreement has been reached, information shall be supplied to workplace management, forepersons and affected employees. Newly added employees shall also be informed (by workplace management and forepersons) of the implications of the pay agreement.

3.1.7 Documentation

In the case of performance pay, the employer shall produce support documentation, e.g. piecework documents (for piecework or calculations) or a budget or equivalent (for merit wages) that shall be the basis for the performance pay. Unless otherwise agreed, the employer shall then, quickly and no later than eight weeks after the commencement of work, submit and explain the supporting documentation to the local party.

6 General terms and conditions for performance pay and time wages

6.2.1 Definition

New paragraph 2

In this Agreement, “current wage” means gross pay exclusive of social contributions and supplements paid by law or under an agreement.

Comment

Such supplements over and above effective pay are, for example, payment in lieu of holiday pay, reduction in working hours, public holiday allowance, unsocial hours payment, overtime pay, subsistence allowance and other remunerations under applicable parts of the Construction Agreement.

(Reference to this provision also in § 7)

§ 4 Certain absence and time off

The present rule on “maternity allowance” is being entirely discarded and replaced as below.

2 Maternity pay

Pregnant employees who are receiving maternity allowance from Sweden’s Social Insurance Agency (Försäkringskassan) are entitled to maternity pay from the employer if they have been employed by said employer for at least one (1) year.

Maternity pay is 10 per cent of effective pay as per point 6.2 of § 3. Maternity pay is to be paid at the normal pay point in the period in question.

§ 7 Payment of wages, etc.

2 Payslip

On the pay day in each pay period, each employee shall receive a pay slip detailing the company’s name and registration number, the employee’s name, the pay period, all worked hours, all pay components, other remunerations and deductions and the total pay.

Transition rules: New elements as per this point shall be included in pay slips no later than 1 January 2022.

§ 10 Negotiation procedure in legal disputes

(New point)

7 Special rules for companies that are party to local collective agreements

Companies that are bound to the Construction Agreement via being party to a local collective agreement and negotiation proposals

Local parties: The company and the local branch of Byggnads. If the company wishes to request negotiation, this request is to be sent to the relevant local branch of Byggnads as per point 2.4. If the local branch of Byggnads sends a negotiation proposal by registered letter, the company is deemed to have been served this no later than ten days after the communication was posted. The local branch of Byggnads shall also send a copy (for information) to the company at its last known address.

Central parties: The company and Byggnads. If the company wishes to request negotiation, this request is to be sent to Byggnads central administrative office in Stockholm. If Byggnads sends a negotiation proposal by registered letter, the company is deemed to have been served this no later than ten days after the communication was posted.

In other respects, the regulation in points 1 to 6 also applies to companies bound by applicable parts of local collective agreements.

Appendix A3: Special rules for the borrowing and loaning out between companies

(Change to point 4)

4 Short-term borrowing and loaning

Borrowing and loaning for no more than three (3) working weeks is allowed without observance of the rules in points 5 – 7 below.

Appendix D: §§ 38 – 40, Sector agreement

1 Aim and scope

1.1 Common values

(New text after final paragraph)

The Parties further agree it is important

that when, under an agreement, a contractor engages subcontractors to carry out work that is in the Construction Agreement's area of application, the contractual relationship between these parties shall be characterised by independence and separate responsibility for work performance; and,

that when engaging sole traders as subcontractors, it is of especial importance to observe the demarcation between contractor and employee as per binding legislation, legislative history, case law and judicial praxis.

4 Use of subcontractors or staffing companies that are not members of the Swedish Construction Federation

4.1 Control of subcontractors and staffing companies

Employers shall check that engaged subcontractors and staffing companies satisfy the following terms and conditions:

- a) Approved for Swedish corporate taxation by the Swedish Tax Agency.
- b) Certificate of incorporation
- c) Collective agreement for the work in question. Staffing companies shall be bound by the Construction Agreement. The collective agreement requirement does not apply to so-called "one-man firms".
- d) The company does not have clearly overdue debts in respect of wages or other remunerations.
- e) That there is the applicable company insurance (liability insurance included therein). The liability insurance requirement does not apply to manpower companies.

Additionally, when engaging civil construction equipment companies, or when such companies are mediated via Maskincentral as per point 6, there is an obligation to check that engaged subcontractors and manpower companies satisfy the following terms and conditions:

- f) That the machinery and equipment complies with what is prescribed in applicable laws and regulations.
- g) That machine operators have occupational certificate/training manual for the machines in question.

Application of point e above (liability insurance) shall start as of 1 May 2021.

(New point after point 6 – Application of the regulations starts as of 1 May 2021)

6.1 Subcontractor audit procedure at workplaces organised by the principal contractor

Where a subcontractor bound by the Construction Agreement and having its registered seat in a country other than Sweden, or having employees resident in such other country, fails, within three weeks of notification, to respond to Byggnads written request to examine the audit documentation as per the final paragraph of point 10.2 of § 3 of said agreement, Byggnads can request, in writing, that the principal contractor organises a consultation at the workplace in question in order to examine the requested documentation for the employees working at the workplace.

This procedure shall be used by Byggnads where there is reasonable suspicion of breach of a collective agreement or where the employer's representative refrains from participating in negotiations with Byggnads. An authorised representative of each subcontractor shall take part in the consultation. It is appropriate that the engaging contractor should also participate. Said representative shall present documentation of hours worked at the workplace in question*.

Unless otherwise agreed, the meeting shall be held within four working days of such a request having been sent, in writing, to the principal contractor and affected subcontractors.

* Pay slips for affected employees, timesheets for the work period and no more than four months prior to this, extracts from the "foreign worker register" for the workplace in question (if applicable), any work permits where such are required and any other documentation necessary for assessing whether employees have been receiving the correct pay and other remunerations.

Appendix K: Working environment agreement

3.2 Handling of working environment questions in the company

(New sentence)

The relevant Local branch of Byggnads is to appoint safety representatives from amongst the company's employees.

(New point 6 – Previous point 6 “Disputes” in now found under point 7)

6 Access rights for RSO's

Regional safety representatives

Regional safety representatives are to be appointed by Byggnads. Regional safety representatives are entitled to carry out safety tasks and be active as safety representatives at workplaces.

From the appointed regional safety representatives, local branch of Byggnads is to appoint no more than 6 regional safety representatives with extended access rights.

A regional safety representative with extended access rights is entitled to have access to, and act as a safety representative at, all workplaces covered by the Construction Agreement.

All regional safety representatives are to have special competence in, and experience of, safety work. Regional safety representatives shall be readily identifiable at workplaces. Regional safety representatives with extended access rights should work closely with the Swedish Construction Federation's work environment adviser and, where such exists, the work environment organisations at member companies' workplaces.

As regards which regional safety representatives have extended access rights, it is incumbent on the relevant local branch of Byggnads to inform the relevant regional offices of the Swedish Construction Federation.