

— Some words from the chair —

14 people never came home from work

14 people died in building accidents in 2018, this is five more than the previous year. They died from falls from roofs and scaffolding or from crushing and landslide accidents. This trend is totally unacceptable.

What happens to the working environment when we break up our building sites with lots of different companies and staff? When the person responsible does not have control over who is at the workplace or what working conditions apply?

This obviously plays a big part. The employer must set conditions right from the procurement stage that companies use their own staff, or staff with a clear contract of employment. Insecurity and unclear rules cause more near accidents, more accidents and more fatal accidents.

As an owner of a business it is your responsibility that your employees have a safe working environment. You must have capable work management in place, you can delegate responsibilities and work tasks so that it is clear to all the employees what applies. Involve the health and safety officer at an early stage, in this way many near accidents and accidents can be avoided.

We can plan for a safe workplace. 14 deaths in building accidents is not just a tragedy – it is a disgrace for the whole of the industry.



Tomas Kullberg,
Chair of Byggnads Stockholm-Gotland

The salaries for all the collective agreements are now being increased

It is time for the salary increase that applies to the third and last year of the three year agreement. On the 1st of May 2019, salaries are increasing for those working under the Construction Agreement, the Technology Installation Agreement, the Glazier Agreement and the Sheet-metal and Ventilation Agreement.

For those working under the Machine Agreement, the increase takes place on the 1st of June 2019.



New salaries for those working under the Construction Agreement

This year's salary increase is the last of three from the agreement that Byggnads and Sveriges Bygginindustrier signed during the bargaining round in the spring of 2017. The value of the three year agreement was 6.5 per cent. This time the salary increase applies from the 1st of May this year until the last day of April 2020.

The outgoing salary for skilled workers/tradesmen under the Construction Agreement is increased by 3.73 SEK per hour or 649 SEK per month. The new basic salary is adjusted to 163.50, meaning an actual increase of 4 SEK per hour. The basic salary will be increased to 28,449 SEK.

New salaries for those working under the Technology Installation Agreement

Byggnads och VVS Företagen signed a three-year Technology Installation Agreement in 2017. An agreement worth 6.5 per cent over three years. The time is now here to apply the third and last salary increase from the agreement that dates back to 2017. The salary increase comes into force on the first of May 2019 and the agreement applies until the last day of April next year.

For fully paid skilled workers/tradesmen with a fixed salary the outgoing salary is increased by 3.93 SEK per hour or 684 SEK per month.

Salaries for other agreements, see next page.

Newsletter to companies that have collective agreements with Byggnads Stockholm-Gotland

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Stockholm-Gotland
BYGGNADS

— New salaries —

Continued: The salaries for all the collective agreements are now being increased

New salaries for those working under the Sheet-metal and Ventilation Agreement

In 2017 Byggnads and the employer party Plåt- & Ventföretagen signed a three-year agreement for the country's sheet metal workers. It is now time for the salary increase applicable for the third and last year of the three-year agreement. The salary increase comes into force on the first of May 2019 and the agreement applies until the last day of April next year.

The outgoing salary for skilled workers/tradesmen is increased by 3.60 SEK per hour or 626.40 SEK per month. For other non-skilled workers with more than two years experience of the work, the salary will be increased by 3.40 SEK per hour or 591.60 SEK per

month. And for other non-skilled workers who have been working as sheet metal workers for less than two years the rate of increase applied is 3.20 SEK per hour or 556.80 SEK per month.

New salaries for those working under the Glazier Agreement

This year's salary increase is based on the three-year agreement signed by the glazing industry association Glasbranschföreningen and Byggnads in 2017. The increase this year is the third and last for this agreement and applies from the 1st of May 2019.

The outgoing salary is increased by 3.65 SEK per hour or 635 SEK per month. For skilled workers/tradesmen, the new base salary will be 162.85 per hour. A rise from 159.20 SEK, which is the current level.

New salaries for those working on the Machine Agreement

The employer party Maskinentreprenörerna and Byggnads settled in 2017 for a three-year agreement for the machine drivers. On the 1st of June 2019 it is time for the third and last increase. The new salary level is valid until the end of May next year. What happens to salaries after this will be decided by the coming agreement bargaining round during the spring of 2020.

The outgoing salary for fully paid machine drivers is increased by 3.73 SEK per hour or 649 SEK per month. New basic salary is 163.50 SEK per hour or 28,449 SEK per month.

— Negotiation request —

An employer who is called to negotiations must be present

When an employer is called to negotiate with Byggnads, it means that a competent representative of the company must attend the negotiations. This is stated in both Swedish law and in the collective agreement.

When the employers and employees have differences of opinions or disputes about what is stated in labour laws or the collective agreement this must be examined and solved during negotiations between the employer and Byggnads. It is very important that the company is present at such negotiations.

When a company is called to a negotiation, it receives a negotiation request. The time and place for the negotiations and information regarding what the dispute concerns is stated there. Both the company and Byggnads are obliged to come well prepared and bring along the material that is relevant for solving the dispute. If the company wants to propose another time for the negotiation, it must immediately contact the case officer. There must be a valid reason to change the time.

The company does not have to wait until the date of the hearing to try to resolve the dispute, it is possible to contact Byggnads' case officer on the telephone even before the date of the negotiations.

What happens if a company is not present for a negotiation?

If the company does not come to the negotiation without a lawful excuse – or consciously delays the negotiation process – Byggnads will contact the company's client.

— In the event of illness —

The qualifying day has been replaced by a qualifying deduction

On 1 January 2019, a qualifying deduction was introduced, following a decision by the Swedish parliament.

The qualifying deduction for sickness is 20 per cent of the average weekly working hours. For a worker in the construction industry who works full-time, it is the first 8 hours of a sick period that will be the qualifying deduction, i.e. no salary will be paid for that time.

Contact Byggnads if you need more information on what is stated in the collective agreement about qualifying deduction.

If you have an apprentice in employment

The collective agreements provide for a vocational training agreement that determines how vocational training is to be carried out.

Having an apprentice employee assumes that the person has an apprenticeship and that a training book is issued by a regional professional board.

1. Issue a certificate of employment/contract

The type of employment is specified in the vocational training agreement.

Construction/Machine: Permanent employment from day one.

Sheet-metal: Can be employed on trial for a maximum of six months.

Glazier: Can be employed on trial for a maximum of three months.

Technology Installation: Can be employed on trial for a maximum of six months.

2. Activate training book to obtain qualification

Construction/Machine: Go to <https://byn.se/eleg-inloggning>. This is where the company and the apprentice register for an apprenticeship, complete the register digitally and sign with a mobile bank ID.

Sheet-metal: Go to <https://kub.pvf.se>. Log in to company registration and get login information to enrol the apprentice under your company. If you have questions, please call Anton Linde, main professional representative, on +46 10-601 11 26 or email to olarling@bygggnads.se.

Glazier: Go to <https://gbf.se>. In the search box on the website, enter "registration", go to the heading "Teaching materials and forms" at the bottom of the page there is the "Registration form". Complete and send to Glasmästeri-branschens lärlingsnämnd (The glazier industry apprentice board), the address is on the form.

Technology Installation: Go to <https://vvsyn.se>. Register a training contract on the website via the data system KUB. Since 2014, the employer and the apprentice register themselves via KUB.

3. Establish a training plan

It is important that you plan how the training should be done. Who should be responsible for the education, who should be the supervisor and how you will follow up the training.

Set milestones so that you can follow up development during the training period.

4. Register time

All apprentices must keep track of their working time during apprenticeships. The apprentice must enter the working hours on the work card or digitally in the training book/e-book, depending on the system applied in the applicable vocational training agreement.

5. Salary

During the entire training period, the apprentice's salary is based on special salary tables in the respective agreement.

6. If things don't go well during the training

As an employer, you must contact the respective vocational board for



a so-called apprentice consultation, before taking decisions that affect their employment relationship with the company.

7. Professional qualification

When the training time is complete, please contact the respective professional board.

If you have questions about vocational training

Anton Linde, Stefan Axelsson and Jenny Starkenberg work on vocational training issues at Byggnads in the region. You can get in touch with them by e-mail olarling@bygggnads.se.

Companies call Byggnads Stockholm-Gotland +46 10-601 10 08.

Members/apprentices call the member centre Byggnads Nu! +46 10-601 10 00.

— Holiday pay —



Holiday pay for young people in upper secondary schools

Construction Agreement

Valid from the end of the academic year 2019 to the end of the academic year 2020.

A student who has been in upper secondary education for two years	100 SEK per hour
A student who has been in upper secondary education for one year	90 SEK per hour
Others	80 SEK per hour

Holiday pay is added at 12 per cent by law.

Technology Installation Agreement

Applies from 07/06/2019 - 07/06/2020.

A student who has been in upper secondary education for two years	99 SEK per hour or 17,226 SEK per month
A student who has been in upper secondary education for one year	88 SEK per hour or 15,312 SEK per month
Pupil from lower secondary school who has applied for the HVAC and property programme	78 SEK per hour or 13,572 SEK per month

Holiday pay is added at 12 per cent by law.

Sheet-metal and Ventilation Agreement

Valid from the end of the academic year 2019 to the end of the academic year 2020.

A student who has been in upper secondary education for two years	106.60 SEK per hour
A student who has completed the first year of upper secondary education	90.20 SEK per hour
Others	82.00 SEK per hour

Holiday pay is added at 13.2 per cent by law.

Machine agreement

Applies for holiday work during the summer 2019, but at the most for 10 weeks.

A student who has been in upper secondary education for two years	102 SEK per hour
A student who has been in upper secondary education for one year	92 SEK per hour
Other students	80 SEK per hour

Holiday pay is added in accordance with the collective agreement.

— Fair Play Bygg —



Help us to achieve safe and healthy workplaces!

Fair Play Bygg receives information about suspicions of criminal activity in the construction industry and makes sure that it is forwarded to the correct authority.

www.fairplaybygg.se

Are you tired of rogue companies?

Tell us about crime in the construction industry. Tell us about rogue companies. Help us to achieve healthy and safe workplaces!

Fair Play Bygg receives information on suspected criminal activity in the building industry and ensures that it is passed on to the right authority.

Fair Play Bygg is a joint project between Byggnads Stockholm-Gotland and the Stockholm Builders Association. The aim is to create healthy and safe workplaces where companies can compete on equal terms.

Tip us off at fairplaybygg.se

— Conference rooms —

Book a conference with a 20 per cent discount

Companies that have a local collective agreement with Byggnads will receive a 20 per cent discount on renting conference rooms at Solna Folkets Hus.

Solna Folkets Hus is a stone's throw from the centre of Solna. There are 15 modern conference rooms with capacity from two up to approximately 150 people. The discount also applies to refreshments for the meeting, if ordered at the same time. State the code "agreement" when booking to get the discount.

For bookings and more information

+46 10-601 16 00 bokning@solnafolketshus.se
www.solnafolketshus.se