

**2017 SUPPLEMENT
TO
THE ROAD AND RAIL AGREEMENT 2014-2016**

Between
the Swedish Construction Federation
and
Seko – the Union of Service and Communication Employees

Valid between 1 May 2017 and 30 April 2020

The complete agreement consists of the Road and Rail Agreement 2014-2016 and this supplement contains amendments and additions agreed on for the period
1 May 2016 to 30 April 2020.

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CHAPTER 2 WORKING HOURS

2. Length of and changes to working hours

Unless the local parties reach a written agreement pursuant to Chapter 1, Section 2, the following rules shall apply. Such local agreement should be made in advance of the commencement of the work.

Normal working hours shall not include the Saturday before Easter, Whitsun Eve, Midsummer Eve, Christmas Eve, and New Year's eve, which are days off.

Note

In the event of deviations from the provisions of the agreement with regard to daily rest, night work, weekly working hours, weekly rest and breaks, the so-called EU cap must be applied. (See Section 3 of the Swedish Working Hours Act).

4. Daily rest

A work period may contain a maximum of 13 hours of actual working time, excluding breaks.

There must be a rest period of at least 11 hours between work periods.

If daily rest is assigned during normal working hours so that the intended working hours for the period in question are not met, the employee retains their normal monthly salary without deductions.

Daily rest which takes place during normal working hours is not considered working hours.

CHAPTER 3

SALARY PROVISIONS

Salaries and compensation 01/05/2017 - 30/04/2018

Professional categories	BASE SALARY		* Increase in base salary and supplements ¹	On-call duty <u>incl.</u> vac.		
	SEK/mon ²	Allocation rate		01/05/2017 - 30/04/2018		
			SEK/mon	Weekday SEK/night	Sat-Sun SEK/day and night	holiday day off SEK/day and night
Professional skilled workers	27,196	1.00	575	237	404	644
Machine operators	27,196	1.00	575	237	404	644
Drivers, etc.	25,836	0.95	546	225	384	612
Other empl.						
- 19 years or over	23,932	0.88	506	209	356	567
- 18 years old	20,397	0.75	431	178	303	483
- 17 years old	16,318	0.60	345	142	242	386
- under 17 years	13,598	0.50	288	119	202	322

* For companies or parts of companies who have transitioned to company-based wage structures according to Chapter 21 of the Road and Rail Agreement, half the increase in base salary plus supplements are allocated to the companies and employees' important salary components as agreed to in the salary system.

1) Base salary plus supplements may not be lower than base salary as above.

2) For hourly wages, the monthly amounts are divided by 174.

Rock work supplement 01/05/2017 - 30/04/2018 <u>incl.</u> holiday compensation				
	a	b	c	d
	SEK/hr	SEK/hr	SEK/hr	SEK/hr
1 Rock work	10.50	8.04	6.43	5.36
2 Maintenance scaling etc.	8.89	6.81	5.44	4.54
3 Interior work etc.	7.26	5.56	4.45	3.70

a) Professional skilled workers aged 19 or over
 b) Other employees, 18 years of age
 c) " " 17 years old
 d) " " under 17 years

Compensation for travel expenses for daily travel	
1. Own car	1.85 SEK/km
2. Other transport	Compensation for verified costs up to a maximum of SEK 1.85/km
Subsistence allowance*	SEK 330/day
Remote working allowance	up until day 90: SEK 116 from 90 onward: SEK 66

*) **Subsistence allowance:** For overnight stay at remote place of work at least 70 km one-way from the home.

N.B.!: The levels may be adjusted by the Swedish Tax Agency

Salaries and compensation 01/05/2017 - 30/04/2018
For hourly wages, the monthly amounts are divided by 174.

		BASE SALARY		* Increase in base salary and supplements ¹
Educa tion level	Hours		Allocation rate	
		SEK/mon ²		SEK/mon
Upper-secondary education				
1	- 2,299	14,958	0.55	316
2	2,300 - 2,799	16,318	0.60	345
3	2,800 - 4,300	17,677	0.65	374
4	4,301 - 5,500	20,397	0.75	431
5	5,501 - 6,800	23,932	0.88	506
Youth apprentices (in-company training)				
1	1 - 1,700	11,694	0.43	247
2	1,701 - 3,400	14,414	0.53	305
3	3,401 - 4,600	17,133	0.63	362
4	4,601 - 6,000	20,397	0.75	431
5	6,001 - 6,800	23,932	0.88	506
Adult apprentices				
1	1 - 1,600	17,677	0.65	374
2	1,601 - 3,200	19,037	0.70	403
3	3,201 - 4,500	20,397	0.75	431
4	4,501 - 5,800	23,932	0.88	506
MACHINE OPERATORS Upper-secondary education				
1	2,801 - 3,500	20,397	0.75	431
2	3,501 - 4,100	21,757	0.80	460
3	4,101 - 4,800	23,932	0.88	506
Adult education				
1	1 - 1,600	17,677	0.65	374
2	1,601 - 2,350	19,037	0.70	403
3	2,351 - 3,100	20,397	0.75	431
4	3,101 - 4,200	23,932	0.88	506

1) Base salary plus supplements may not be lower than base salary.

For PROFESSIONAL SKILLED WORKERS undergoing training in another professional field, the following applies:

- Base salary plus supplement is paid as it would be for professional skilled workers
- The allocation rate during the training is 0.88

Special salary supplements

Supplements for overtime, shift work, moved or unsociable working hours cannot be paid out concurrently.

Rock work supplement	The following compensations are equal to those of professional skilled workers
Allocation rate for each respective education level's amount:	
1 Rock work	- Compensation for on-call duty
2 Maintenance scaling etc.	Compensation for travel expenses for daily travel
3 Interior work etc.	- Subsistence allowance:

Salaries and compensation 01/05/2018 - 30/04/2019

Professional categories	BASE SALARY		* Increase in base salary and supplements ¹ SEK/mon	On-call duty incl. vac. 01/05/2018 - 30/04/2019		
	SEK/mon ²	Allocation rate		Weekday	Sat-Sun	holiday day off
				SEK/night	SEK/day and night	SEK/day and night
Professional skilled workers	27,781	1.00	585	242	412	657
Machine operators	27,781	1.00	585	242	412	657
Drivers, etc.	26,392	0.95	556	230	391	624
Other empl.						
- 19 years or over	24,447	0.88	515	213	363	578
- 18 years old	20,836	0.75	439	182	309	493
- 17 years old	16,669	0.60	351	145	247	394
- under 17 years	13,891	0.50	293	121	206	329

* For companies or parts of companies who have transitioned to company-based wage structures according to Chapter 21 of the Road and Rail Agreement, half the increase in base salary plus supplements are allocated to the companies and employees' important salary components as agreed to in the salary system.

1) Base salary plus supplements may not be lower than base salary as above.

2) For hourly wages, the monthly amounts are divided by 174.

Rock work supplement 01/05/2018 - 30/04/2019 incl. holiday compensation				
	a	b	c	d
	SEK/hr	SEK/hr	SEK/hr	SEK/hr
1 Rock work	10.71	8.20	6.56	5.47
2 Maintenance scaling etc.	9.07	6.95	5.55	4.63
3 Interior work etc.	7.41	5.67	4.54	3.78

a) Professional skilled workers aged 19 or over
b) Other employees, 18 years of age
c) " " 17 years old
d) " " under 17 years

Compensation for travel expenses for daily travel	
1. Own car	SEK 1.85/km
2. Other transport	Compensation for verified costs up to a maximum of SEK 1.85/km
Subsistence allowance*	SEK 330/day
Remote working allowance	up until day 90: SEK 116 from 90 onward: SEK 66

*) **Subsistence allowance:** For overnight stay at remote place of work at least 70 km one-way from the home.

N.B.!: The levels may be adjusted by the Swedish Tax Agency

Salaries and compensation 01/05/2018 - 30/04/2019
For hourly wages, the monthly amounts are divided by 174.

Education level	Hours	BASE SALARY		Increase of base salary plus supplements 1 SEK/mon
		SEK/mon ²	Allocation rate	
Upper-secondary education				
1	1 - 2,299	15,280	0.55	322
2	2,300 - 2,799	16,669	0.60	351
3	2,800 - 4,300	18,058	0.65	380
4	4,301 - 5,500	20,836	0.75	439
5	5,501 - 6,800	24,447	0.88	515
Youth apprentices (in-company training)				
1	1 - 1,700	11,946	0.43	252
2	1,701 - 3,400	14,724	0.53	310
3	3,401 - 4,600	17,502	0.63	369
4	4,601 - 6,000	20,836	0.75	439
5	6,001 - 6,800	24,447	0.88	515
Adult apprentices				
1	1 - 1,600	18,058	0.65	380
2	1,601 - 3,200	19,447	0.70	410
3	3,201 - 4,500	20,836	0.75	439
4	4,501 - 5,800	24,447	0.88	515
MACHINE OPERATORS				
Upper-secondary education				
1	2,801 - 3,500	20,836	0.75	439
2	3,501 - 4,100	22,225	0.80	468
3	4,101 - 4,800	24,447	0.88	515
Adult education				
1	1 - 1,600	18,058	0.65	380
2	1,601 - 2,350	19,447	0.70	410
3	2,351 - 3,100	20,836	0.75	439
4	3,101 - 4,200	24,447	0.88	515

1) Base salary plus supplements may not be lower than base salary.

For PROFESSIONAL SKILLED WORKERS undergoing training in another professional field, the following applies:
 - Base salary plus supplement is paid as it would be for professional skilled workers
 - The allocation rate during the training is 0.88

Special salary supplements

Supplements for overtime, shift work, moved or unsociable working hours cannot be paid out concurrently.

Rock work supplement

Allocation rate for each respective education level's amounts for:
 1 Rock work
 2 Maintenance scaling etc.
 3 Interior work etc.

The following compensations are equal to those of professional skilled workers

- Compensation for on-call duty
 - Compensation for travel expenses for daily travel
 - Subsistence allowance:

Salaries and compensation 01/05/2019 - 30/04/2020

Professional categories	BASE SALARY		* Increase in base salary and supplements ¹	On-call duty incl. vac.		
	SEK/mon ²	Allocation rate		01/05/2019 - 30/04/2020		
			SEK/mon	Weekday SEK/night	Sat-Sun SEK/day and night	Holiday day off SEK/day and night
Professional skilled workers	28,444	1.00	662	248	423	674
Machine operators	28,444	1.00	662	248	423	674
Drivers, etc.	27,022	0.95	629	236	402	640
Other empl.						
- 19 years or over	25,031	0.88	583	218	372	593
- 18 years old	21,333	0.75	497	186	317	506
- 17 years old	17,066	0.60	397	149	254	404
- under 17 years	14,222	0.50	331	124	212	337

* For companies or parts of companies which have transitioned to company-based wage structures according to Chapter 21 of the Road and Rail Agreement, half the increase in base salary plus supplements are allocated to the companies and employees' important salary components as agreed to in the salary system.

1) Base salary plus supplements may not be lower than base salary as above.

2) For hourly wages, the monthly amounts are divided by 174.

Rock work supplement 01/05/2019 - 30/04/2020 incl. holiday compensation				
	a	b	c	d
	SEK/hr	SEK/hr	SEK/hr	SEK/hr
1 Rock work	10.99	8.41	6.73	5.61
2 Maintenance scaling etc.	9.31	7.13	5.69	4.75
3 Interior work etc.	7.60	5.82	4.66	3.87

a) Professional skilled workers aged 19 or over
b) Other employees, 18 years of age
c) " " 17 years old but not 18
d) " " under 17 years

Compensation for travel expenses for daily travel	
1. Own car	SEK 1.85/km
2. Other transport	Compensation for verified costs up to a maximum of SEK 1.85/km
Subsistence allowance*	SEK 330/day
Remote working allowance	up until day 90: SEK 116
	from 90 onward: SEK 66

*) **Subsistence allowance:** For overnight stay at remote place of work at least 70 km one-way from the home.
N.B.! The levels may be adjusted by the Swedish Tax Agency

Salaries and compensation 01/05/2019 - 30/04/2020
For hourly wages, the monthly amounts are divided by 174.

Education level	Hours	BASE SALARY		Increase of base salary plus supplements ¹ SEK/mon
		SEK/mon ²	Allocation rate	
Upper-secondary education				
1	2,299	15,644	0.55	364
2	2,300 - 2,799	17,066	0.60	397
3	2,800 - 4,300	18,489	0.65	430
4	4,301 - 5,500	21,333	0.75	497
5	5,501 - 6,800	25,031	0.88	583
Youth apprentices (in-company training)				
1	1 - 1,700	12,231	0.43	285
2	1,701 - 3,400	15,075	0.53	351
3	3,401 - 4,600	17,920	0.63	417
4	4,601 - 6,000	21,333	0.75	497
5	6,001 - 6,800	25,031	0.88	583
Adult apprentices				
1	1 - 1,600	18,489	0.65	430
2	1,601 - 3,200	19,911	0.70	463
3	3,201 - 4,500	21,333	0.75	497
4	4,501 - 5,800	25,031	0.88	583
MACHINE OPERATORS				
Upper-secondary education				
1	2,801 - 3,500	21,333	0.75	497
2	3,501 - 4,100	22,755	0.80	530
3	4,101 - 4,800	25,031	0.88	583
Adult education				
1	1 - 1,600	18,489	0.65	430
2	1,601 - 2,350	19,911	0.70	463
3	2,351 - 3,100	21,333	0.75	497
4	3,101 - 4,200	25,031	0.88	583

1) Base salary plus supplements may not be lower than base salary.

For PROFESSIONAL SKILLED WORKERS undergoing training in another professional field, the following applies:

- Base salary plus supplement is paid as it would be for professional skilled workers
- The allocation rate during the training is 0.88

Special salary supplements

Supplements for overtime, shift work, moved or unsociable working hours cannot be paid out concurrently.

Rock work supplement

Allocation rate for each respective education level's amount: -
 1 Rock work
 2 Maintenance scaling etc.
 3 Interior work etc.

The following compensations are equal to those of professional skilled workers

- Compensation for on-call duty
- Compensation for travel expenses for daily travel
- Subsistence allowance

Section 34 Maternity pay

Female employees, who are on leave due to pregnancy or birth, are entitled to maternity pay from the employer if they have been employed for at least one full year or two concurrent seasons.

Maternity pay is paid out for two months.

If the maternity leave is shorter than two months, the maternity pay is limited to the actual time on leave.

Maternity pay is equal to ten per cent of the base salary plus supplements.

Maternity pay is paid out in connection with the regular salary payment dates for the period in question.

Maternity pay is not paid out if the employee does not qualify for maternity allowance according to the Social Insurance Code. If this benefit has been reduced, the corresponding reduction shall be made to maternity pay.

Section 36 Agreement on piece work

Section removed 2016

Section 37 Measurement of piece work

Section removed 2016

Section 38 Dispute

Section removed 2016

Section 39 Review of salaries

Local labour unions are entitled to continually review the salary situation in the workplace and inspect payroll lists. Local parties are to agree on how this review work shall be carried out.

Section 40 Measuring work and measuring fees

Section removed 2016

CHAPTER 4 TRAVEL PROVISIONS

Section 5 Subsistence allowance or free board and lodging

For remote work at a place located at least 70 km one way from the home, the employee is, for overnight stays, paid subsistence allowance or free board and lodging.

The employer shall consult with the employee before work begins at the remote place of work, to determine the conditions for the remote work and find solutions that ensure a fitting and suitable housing solution. The agreement should be made in writing between the employee and employer. Such an agreement applies until further notice with a mutual termination period of fourteen (14) days, unless the parties agree otherwise.

If it is agreed that the employer shall provide lodging according to Section 11, the lodging offered shall be suitable and of an acceptable standard. Each employee is entitled to good bathroom and shower facilities. When several employees cohabit at a remote place of work, at least one common space with cooking facilities and a refrigerator shall be available.

CHAPTER 5 GENERAL RULES

Section 4. Personal protective equipment and work clothing

The company provides suitable work clothing and personal protective equipment to carry out the work.

For work near high-voltage circuitry, the employer shall provide clothing to be worn under the outer work clothes, if the risk assessment finds that special undergarments are needed.

For work which requires protective goggles according to the Work Environment Act and where there is a risk of damage to the employee's own glasses, the employer shall provide functioning protection for this.

Section 9 Work clothing

The preconditions for compensation to be paid out is the same as specified in Section 8 above.

Compensation for work clothing – excluding free protective wear – is paid out equal to 85 % of the purchase amount and at a cap of SEK 1,000.

Note to Sections 8-10

To be entitled to compensation, employees must observe general care requirements.

Lost or ruined clothes shall primarily be compensated through the employee's home insurance.

Section 12 Negotiation obligation according to the Co-Determination in the Workplace Act (MBL) when introducing electronic monitoring systems

For an employer to introduce an electronic monitoring system which can affect an employee's personal integrity, this must be done in accordance with the Personal Data Act. The system must be objectively justified and cannot be implemented in a way that is overly intrusive or extensive.

When selecting electronic monitoring systems, the employer shall pick the alternative which entails the least intrusion into the employees' personal integrity. When introducing new electronic monitoring systems such as GPS or similar systems, or when significantly changing the purpose of such a system, the employee must negotiate this with the local labour union in accordance with Section 11 of MBL. At the negotiations, the parties shall discuss the purpose of the system, what the information is to be used for, how the monitoring shall take place, who shall have access to the collected information, how long the information shall be stored for, and how the employees shall be informed of the data collection. The employer shall at the employee representative's request at the negotiations specify in writing why the monitoring system is being implemented.

Data collected for certain purposes may not subsequently be used for other, incompatible purposes.

Note to the negotiation minutes

The above regulation is included as a reminder of the rules that apply by law. Any penalties for incorrect handling are regulated by the relevant legislation.

Section 13 Drug testing and personal integrity

Tests intended to discover alcohol or drug abuse among employees shall be done in a way that does not violate the employees' integrity.

Testing shall be done in a secluded environment and the results shall be treated as confidential.

CHAPTER 6 EMPLOYMENT PROTECTION

Section 29 Retirement etc.

Employees may remain employed until the end of the month that they turn 67 years old, unless otherwise stated in this agreement.

Employees reach the retirement age of the SAF-LO occupational pension agreement at the start of the calendar month that they turn 65 years old.

- a) If an employer wants an employee to leave their position at the end of the month that they turn 67 years old, the employer shall notify the employee of this in writing at least one month in advance.
- b) If an employer wants an employee to leave their position in connection with the employee becoming entitled to full sickness benefit according to the Social Insurance Code, the employer shall notify the employee of this as soon as the employer learns of the sickness benefit decision.
- c) An employee who has turned 67 years old is not entitled to a termination period longer than one month and also has no preferential rights according to Sections 21, 22, 23 or 23 a.

Note

A decision regarding sickness benefit which is not for a fixed time period shall be forwarded to the employer as soon as the employee is made aware of it.

CHAPTER 9 CONTRACTUAL INSURANCE

Section 1 Contractual insurance

The employee shall sign the following insurance policies according to existing agreements between the Confederation of Swedish Enterprise (formerly SAF) and LO and comply with the industry rules set out by AFA Insurance. For more information, see www.afa.se.

- Group life insurance for private workers. (TGL)
- Group sickness insurance for private-sector and cooperative-sector workers (AGS)
- Occupational pension SAF-LO
- Career change insurance (Career change insurance and AGB)

- Work injury insurance for private and cooperative sector employees (TFA)
- Parental insurance (SN-LO)

Section 2 Extra pension premium for SAF-LO Occupational pension

The employer shall pay an extra pension provision of 0.3 % from 1 May 2017, 0.3 % from 1 May 2018 and 0.3 % from 1 May 2019.

The provision shall be used for a supplementary premium in accordance with Section 4 of the regulations of the SAF-LO Occupational pension.

The supplementary premium shall be calculated on the same basis as the pension-qualifying salary for the SAF-LO Occupational pension.

This extra pension provision also applies to employees under the age of 25. However, employees under the age of 25 cannot opt for family cover.

CHAPTER 10 LENDING AND BORROWING

Section 1 The following rules apply when lending and borrowing labour.

The employer's liability lies with the company that the employee is employed by, while responsibility for the work environment lies with the company which has borrowed the employee. Lending of labour may only take place if the employee in question consents to it.

Lending and borrowing for no more than two weeks can take place without observing the below regulations.

Section 5 Set average salaries

Set average salaries between 1 June 2017 and 30 April 2020.

Average salaries between 1 June 2017 and 30 April 2018

Professional group	2017/18	
	Monthly salary	SEK/hr
Paving worker	32,418	186.31
Construction worker	32,219	185.16
Subterranean rock work	39,740	228.39
Machine operators	30,802	177.02
Drivers	29,571	169.95
Rail workers	31,028	178.32
Track welders	33,083	190.13
Electricians	32,971	189.49
Signal workers	33,170	190.63
Telephony workers	31,548	181.31
Catenary fitters	32,324	185.77
Drivers of railbound machinery	32,041	184.14
Signal guards 19 years old or above	26,684	153.36

Average salaries between 1 May 2018 and 30 April 2019

Professional group	2018/19	
	Monthly salary	SEK/hr
Paving worker	33,003	189.67
Construction worker	32,804	188.53
Subterranean rock work	40,325	231.75
Machine operators	31,387	180.39
Drivers	30,156	173.31
Rail workers	31,613	181.68
Track welders	33,668	193.49
Electricians	33,556	192.85
Signal workers	33,755	193.99
Telephony workers	32,133	184.67
Catenary fitters	32,909	189.13
Drivers of railbound machinery	32,626	187.50
Signal guards 19 years old or above	27,199	156.31

Average salaries between 1 May 2019 and 30 April 2020

Professional group	2019/20	
	Monthly salary	SEK/hr
Paving worker	33,665	193.47
Construction worker	33,466	192.33
Subterranean rock work	40,987	235.55
Machine operators	32,049	184.19
Drivers	30,818	177.11
Rail workers	32,275	185.49
Track welders	34,330	197.30
Electricians	34,218	196.66
Signal workers	34,417	197.80
Telephony workers	32,795	188.48
Catenary fitters	33,571	192.94
Drivers of railbound machinery	33,288	191.31
Signal guards 19 years old or above	27,781	159.66

CHAPTER 15 SCOPE AND DURATION OF THE AGREEMENT

Section 5 Duration of the agreement

The agreement period is 36 months, from 1 May 2017 until 30 April 2020.

If a standard-setting agreement in the industry has been terminated no later than 30 September 2018, parties may subsequently terminate this agreement no later than 31 October 2018, to stop applying by 30 April 2019.

After the end of the period, the agreement continues to apply with a seven day mutual termination period unless the parties reach a new agreement before this.

CHAPTER 18 WORKPLACE NOTIFICATION

Section 1 The company shall inform Seko's local labour union organisation in writing about new work places.

Companies which have made co-determination agreements can submit information to the local union representatives in the company. These parties agree on how the continual information about new workplaces is to be delivered.

Section 2 This provision has been removed

CHAPTER 23 RULES OF APPLICATION SECTIONS 38–40

MBL

Section 3 Checking and list-keeping

- a) Checks of subcontractors and staffing companies. Employers shall ensure that any subcontractors and staffing companies employed shall meet the following conditions:
1. Approved for F-tax.
 2. Registered for VAT.
 3. Company registration certificate.
 4. Collective bargaining agreement for the work in question. This requirement does not apply to one-man businesses.
 5. That the company is not the subject of clear outstanding salary claims or other unpaid compensation claims.

In addition, provisions apply when employing construction machinery companies when such companies are provided by machinery or truck centres, or mediation agencies.

6. Machinery and equipment meets the requirements set out in law and other regulations.
7. The company insurance includes liability coverage.
8. That machine drivers have the relevant certificates for the machine in question.

- c) Note

Subcontractors or staffing companies who are members of the Swedish Construction Federation and members of the association of Swedish Earth Moving Contractors do not need to be listed. Checks of member companies of the Swedish Construction Federation shall consist of the same elements as listed above.

Section 5 Contracting chains

Employers undertake to ensure that subcontractors or staffing companies observe the provisions of Section 3 above, should they in turn employ further subcontractors or staffing companies.

According to the provisions of this chapter, **the main contractor** is **the primary employer** bound by the Road and Rail Agreement under the commissioner.

An employer who is a subcontractor shall report to its client what subcontractors it has employed in turn. The employer shall also forward to the client any reports it receives from its subcontractors.

The main contractor according to the above shall compile the reports and create a list of subcontractors utilised in the workplace, and any further subcontractors that they have employed in the workplace (subcontractor list).

The local labour union organisation has, in order to ensure that the provisions of this chapter are complied with, the right to review the information in the subcontractor list showing which subcontractors subject to the Road and Rail Agreement are active in the workplace. The local labour union organisation is entitled to review the list with the main contractor during an on-site visit no later than four days after a written request is received by the main contractor's responsible production manager at the site.