

Information on conditions of employment within the Highways and Highways Construction sector (Väg och Anläggning) – 2019

This leaflet is intended for you as someone working in building and maintenance within the highways, railways and construction industry in Sweden.

The company you work for has an agreement with Seko, the Swedish Service and Communications Trade Union, concerning those conditions which apply to you. What this means is that your employer must abide by these regulations and that they apply to you.

Below we shall try to describe the most important of them.



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Contract of employment

There are a number of different ways in which you can be employed by a company:

- **“Until further notice” contract:** this is the principal form of employment. It means that you are permanently employed and that your employment will continue until such time as either you or your employer terminate the arrangement. If you, as employee, wish to terminate it, notice must be given one month before the employment is due to come to an end. If it is the employer who wishes to terminate it, the shortest period of notice is one month. If you have been employed for more than two years, a longer period of notice will apply.
- **General employment for a specified duration:** this means that you are employed up to a certain date. This form of employment will be confirmed by means of a written agreement between the company and the employee.
- **Seasonal employment:** this means that you are employed for a particular season. It will be confirmed by means of a written agreement between the company and the employee.
- **Probationary employment:** this means that the appointment is such that employer and employee can find out whether they can get on together and can last for a maximum of six months. If the employment continues after this time the employee is automatically engaged on an “until further notice” basis. You yourself can terminate a probationary employment at any time.

Within one month after the start of the employment you will receive a certificate of employment, in which the employer will inform you in writing of the conditions applicable to the employment and which will contain the following information: the employer’s name and address, your own name and address, your duties and job title, what form of employment you have, your wage, the length of paid holidays, the number of hours in your normal working day and week and the collective bargaining agreement to which your employment is subject.

Wages

There is no legislation in Sweden determining the lowest wage you can earn. This is decided in a collective bargaining agreement made by employers and trade unions. Under the agreement, skilled workers in the highways and highways construction sector will earn a minimum of 163,50 kronor per hour or 28 444 kronors per month. This is the lowest wage the agreement lays down that you can receive, but obviously you can be paid more.

There are two different ways you can receive your wages as an employee:

- **Monthly wage:** this means you receive a fixed wage every month. If you work unsocial hours or overtime, you are entitled to extra pay. For people paid a monthly wage, the conversion to an hourly rate is effected by dividing the monthly wage by 174.
- **Hourly wage:** this means that your wages are paid on the basis of how many hours a month you work. During an ordinary week, your wages will be for 40 hours standard time. You will also be entitled to wages for a holiday on which you perform no work when this falls on a weekday, e.g. Midsummer Eve, which always falls on a Friday in Sweden. In this case you will receive eight hours' holiday pay, viz. 163,50 kronor.

Overtime: this means that you work more standard hours working time than the normal eight hours a day. You are not obliged to work overtime – you can say no if you want to. If you do work overtime, you are entitled to extra pay. From Monday to Friday starting from 19.00 hours, overtime pay is 64 % extra wages for each hour's overtime worked. On holidays it is 126 % extra. You cannot opt out of this; it is the agreement which sets the levels. Overtime can be saved and taken as paid leave.

Unsocial hours additional pay is paid over and above the standard wage at the rate of:

- 29 % Monday – Thursday from 05.00 to 06.00 hours and from 17.30 to 22.00 hours and on Fridays from 17.30 to 19.00 hours.
- 63 % Monday to Thursday from 22.00 to 05.00 hours the following day.
- 113 % from 19.00 hours on Friday evening to 05.00 hours on Monday.
- 113 % from the end of the standard daytime working hours on the eve of a holiday until 05.00 hours on the next working day.

In all additions include compensation for vacation.

If you are sick you must always notify your employer. Sick pay will be paid by your employer when you are unable to work because of sickness. Your first day of sickness is a qualifying day, for which you are not paid anything at all. After this you are entitled to 80 % of your wages between day 2 and day 14. A doctor's certificate is required after one week's sickness. If you are sick for longer than two weeks, the fact must be reported to your employer's health insurance fund.

Wage itemisation: everyone should get one of these when receiving their pay. It must show all additional sums and remunerations and deductions for tax.

Allowance for travelling, using your own car is paid from home to your place of work at the rate of 1.85 kronor per kilometre. If you travel by bus or train the figure is 1/20 of the cost for a monthly travel card per working day.

Holidays: the holiday year runs from 1st April to 31st March, during which time you are entitled to 25 days' paid holiday. If you are paid on a monthly basis, you are also entitled, during the holiday, to 0.8 % of your monthly wage per working day as holiday allowance. If you are paid by the hour, your holiday allowance will be 13 % of everything you have earned during the holiday year.

Reduction in working hours: between 1st April 2018 and 31st March 2019 you will be earning time which you are entitled to claim as leave if you need it. At present the figure is 34 hours. If you do not claim this reduction as paid leave, your employer will pay it in the form of wages.

Please bear the following in mind:

- No one may sell his labour on worse conditions than stipulated by the agreement.
- n If you are uncertain about anything regarding your employment or wages, please get in touch with Seko. We are here to help you.
- n If you are given notice or sent home and prevented from working, please get in touch with us directly.
- n As a member of Seko, you have the benefit of excellent insurances to cover your leisure time and if you work for a company which has a collective bargaining agreement, you are protected during the time you are at work. Join Seko – www.seko.se

Contact details for Seko

- Seko membership service 0770-45 79 00 sekodirekt@seko.se