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Unions and employers have exchanged agreement demands

With only a few days left until Christmas Eve, today (21 December), IF Metall exchanged agreement demands with the employer organisations. "Salary increases of 4.4 percent and continued provisions for part-time/flex pension are demands we share with Unionen and Engineers of Sweden," says IF Metall's chairperson Marie Nilsson.

"Our common demand for wage increases of 4.4 percent is a long-term sustainable rate that takes industrial competitiveness, the inflation target and employment into account," continues Marie Nilsson.

Another common demand for the three unions is to continue to build on a part-time pension.

"Being able to work fewer hours after a long working life is a key factor for enabling our members to work until retirement age. This benefits both the employer and the worker," says Marie Nilsson.

Specific demands from IF Metall

In addition to the common demands that have now been handed over, there are also specific demands from IF Metall.

Extra money for those with the lowest wages

Inflation and high household, electricity and fuel costs mean many people are struggling at the moment.

"Of course, we are very aware of this which is why we have stepped up wage increase demands this time. But of course, all the people with the lowest wages within our agreement areas are affected, which is why we are demanding extra money for them," says IF Metall's agreement secretary Veli-Pekka Säikkälä.

Increased security for fixed-term employment

The collectively agreed enhanced prerogative rule (KFF) regulates the right to be re-employed if you are dismissed in the event of, for example, a temporary but transitional redundancy. This rule currently applies to permanent employees with a tenure of at least 12 months.

"We demand that KFF should apply to those with fixed-term employment in the same way as it does for permanent employees,"

says Veli-Pekka Säikkälä.

Improved job security for pregnant women

Pregnancy should not be an obstacle or regarded as a problem in industry. An employee who cannot work during pregnancy should feel the same job security as others.

"That is why IF Metall wants employees who are on leave with pregnancy allowance to be equated with those on parental leave in Section 11 of the Employment Protection Act," says Veli-Pekka Säikkälä.

The Association of Swedish Engineering Industries' demands

When the Association of Swedish Engineering Industries (Teknikföretagen) present their demands and views, they begin by describing the situation in very negative terms, despite the fact that Swedish industry has done well both during and after the pandemic compared with the rest of the world. As expected, they are also negative towards extra money for those with the lowest wages. Moreover, they want to remove the individual guarantee that is in the Technology Agreement.

The counter demand from Teknikföretagen is a 2.0 percent wage increase and a lump sum of SEK 3,000.

"The employers' presentation confirms something we already knew, namely, that there will be very tough negotiations once the festive season is over," says Veli-Pekka Säikkälä.

Facts:

For more information and news about the national bargaining agreement process, visit ifmetall.se/avtal2023.

You can also see a video from the press conference at which the Swedish Unions within Industry present their demands for wage increases.



Stay tuned for updates on the collective bargaining process!