

Contract Settlement in short

The agreement with the employers involves a two-year agreement with a total contract value of 7.4 percent. The annual rate will thus be 3.7 percent, the highest in the history of the Industrial Agreement.

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Contract value

In year one, the contract value is **4.1 percent** and applies from 1 April 2023.

In year two, the contract value is **3.3 percent** and applies from 1 April 2024.

Increase in minimum wages

Those with the lowest wages are the hardest hit by high inflation. minimum wages in the collective agreements will be increased by **1,350 SEK**. This will take place on April 1, 2023.



Part-time pensions - DP

In order to be able to afford to reduce working hours in the last years before retirement, provision is made for part-time pension. This provision is between 0.2 percent and 0.4 percent. The exact provision and when it is made varies between the different collective agreements.

Contract area	2023	2024
Joint Agreement	-	0.2 percent
The I contract	0.2 percent	0.2 percent
Chemical Plants	-	0.2 percent
The Technology Contract	-	0.2 percent
Teko	0.1 percent	0.2 percent

Lifetime Work Premium – LP

Under the Steel and Metal Contract, 0.2 percent will be set aside **for the lifetime work premium from 1 January 2024**.

Mining Working Time Premium – GLP

For the Mining Contract, the provision for the **mining lifetime work premium is 0.2 per cent from April 1, 2024**.



Other contractual changes

In addition to these common benefits, other changes are also taking place in the various collective agreements. For example, **strengthened dismissal protection** for those who have pregnancy benefit and **strengthened collectively agreed preferential rights** for fixed-term employees.

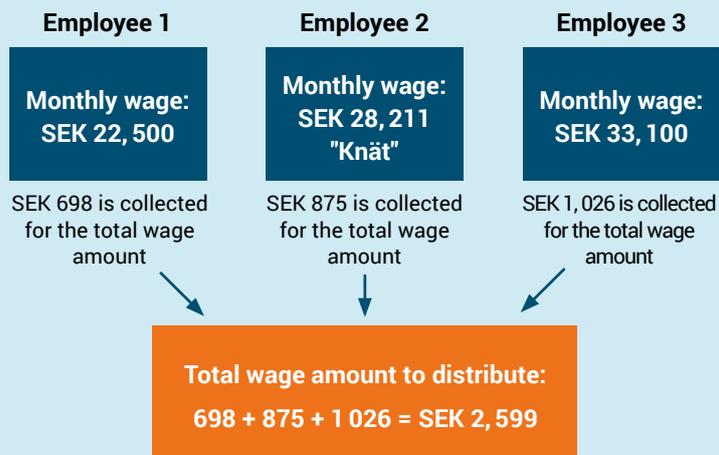


No low-wage investment - "Knee"

A low-wage investment will take place on 1 April, 2024. In the illustration, you can see how this collection model works.

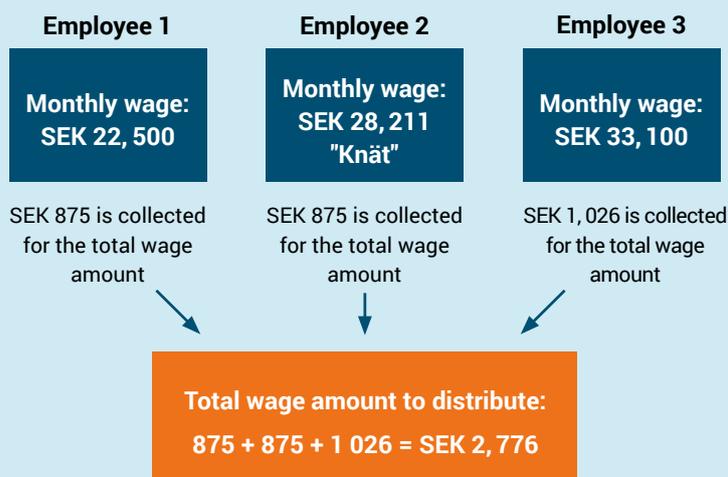
Example 1, The Technology Agreement – collection model **without** low-wage investment

Here, a value of 3.1 percent of each employee's wage is collected for the total wage amount.



Example 2, The Technology Contract – collection model **without** low-wage investment

Here, salaries below the "knee" are counted as if they were also SEK 28,211 . Therefore, the total wage amount will be larger.



This is how the "knee" works in the low-wage initiative

In these wage negotiations as well, IF Metall and other unions have also pushed for a low-wage investment. The purpose of this is that in industries where many have lower wages, employees will have a larger wage amount to distribute.

The construction used is usually called "knee". It is a collection model that allow those who earn below a certain level, a knee, to form a SEK number instead of a percentage. In the examples here, the knee is set at SEK 28,211 and the agreed salary increase is 3.1 per cent*. The SEK figure will then be SEK 875.

* The contract value in year 2 is 3.3 per cent, but of that 0.2 per cent is put aside to part-time pension.



Detailed information

Detailed information about the agreement on the new contracts and what they cover for each contract area is communicated via the union notice. Association notices are printed and sent to departments, clubs and branch agents, as well as companies with substitute agreements. Digitally, they are published on member pages (elected representatives) and in the Factory (departments) just before/after the Easter holidays.