



Tough demands from employers before new 2020 agreements

Little or no costs at all, that's what employers think that new collective agreements for 2020 should contain. As well as tougher requirements for overtime and holidays.

“It is very clear what employers want in this national bargaining agreement. No wage increases centrally and greater determination over members' leisure time,” says Veli-Pekka Säikkälä, IF Metall's agreement negotiations secretary.

A few days before Christmas, IF Metall exchanged agreement demands with employers who also presented their demands at a press conference at Teknikföretagen.

“The shadow boxing is definitely over and now the national bargaining agreement is really starting. After the Christmas holidays it is round 1 in the contest for new collective agreements and it looks like being a hard fight,” says Marie Nilsson, chair of IF Metall.

Not unexpectedly, employers think that the unions' demands of 3 per cent are far too high.

“We believe that these wage increases are extremely reasonable,” says Marie Nilsson, who continues:

“We also demand a minimum wage increase, a so-called individual guarantee, so that every employee is guaranteed more money in their pockets.

Employers, on the other hand, argue that individual guarantees do not belong in modern agreements. Instead, they demand that the wage pot should be completely dispositive, that is to say negotiated locally in the workplaces.

The other party also wants more power over the leisure time of employees. Employers are calling for increased overtime and an extended working time corridor. The main holiday would be taken between May and September instead of in July and August as it is today. Decisions would also be taken as close to the local parties as possible.

“Today, the agreement allows a so-called working time corridor of 40 minutes per day without overtime pay. The demand being put now is that the employer could tell employees that on Wednesday you need to work 7 hours more, in a single day and without overtime pay. This is much worse than it might sound,” says Veli-Pekka Säikkälä.

Facts:

Read IF Metall's demands atifmetall.se/avtal2020. There you can also see the press conference and a film in which Marie Nilsson and Veli-Pekka Säikkälä explain more.