



## Better conditions and higher wages for agency workers

**The collective agreement demands have now also been submitted for the agency workers' collective agreement. IF Metall's demands for real wage increases, which put more money in wallets, and for improvements in conditions are being met with demands from employers for lower wages through measures such as a frozen guaranteed wage and a reduced number of paid public holidays.**

Drawing up the collective agreement demands has been a long process. The agency workers' collective agreement is common to the LO's 14 affiliate unions, whose members have submitted collective agreement motions. "Our members submitted written motions to the Collective Agreement Council and Congress and these demands stem from the real-life situations of our members. We then had our IF Metall delegation, which prioritised the agreement demands. These demands were taken to LO, where they were processed in the agency workers group. In the end, we decided to prioritise pay and conditions," continues Anna Gustafsson.

Next, the agency workers group will review the counterparty's demands before the negotiations begin. "We have 10–15 negotiating sessions scheduled in the spring. The agreement expires at the end of April and we must be ready then," says Anna Gustafsson.

The aim is to obtain a good deal for the members. "This is an important agreement, just as important as the other agreements within IF Metall. We want to strengthen conditions and achieve real wage increases, which put more money in wallets, for the members of the agency work industry," concludes Anna Gustafsson.

### Key demands for members

Some of the union's key demands for the agency workers' collective agreement:

- Increased wages with low-wage initiative
- Additional provisions for pensions and continued expansion of BEP, which is the same solution as semi-retirement in IF Metall's other agreements
- The right to your free time – you should be able to know where you will be the following day.
- Work environment – a cross-party group to work on work environment matters.
- Holiday pay guarantee

### Employers are demanding lower wages

A selection of the employers' demands:

- An agreement without any cost increases
- Lower wages. The employers want to bring in an introductory wage that is 80% of the GFL (average level of pay) and they also want to freeze the guaranteed wage. On top of that, they want to take away three paid public holidays.
- Remove the union's right to copies of certificates of employment for jobs in the collective agreement area.

### More information:

Follow the progress of the collective agreement at [ifmetall.se/avtal2020](https://ifmetall.se/avtal2020) – it's all about your wages and your conditions. You will also find films there that are subtitled in several languages.