



AGREEMENT 2017|2020 CONSULTANT AND SERVICE

KOMMUNAL

2017-04-01 → 2020-03-31

**LEDARNA | CIVILEKONOMERNA |
FÖRTECKNADE SACO-FÖRBUND |
SVERIGES INGENJÖRER | VISION
2013-04-01 →**

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ABBREVIATIONS IN THE AGREEMENT

AGS-KL/AGS	Occupational sickness insurance
ATL	Working Hours Act
BIL 12 - KFS	Agreement concerning remuneration for the use of employees' own cars
FO-F 03	Negotiation Procedure for Enterprises in the KFS Area
LAS	Employment Protection Act
MBL	Codetermination in Industry Act
PA-KFS	Pension Agreement within KFS
SEML	Annual Leave Act
SJLL	Sick Pay Act
TFA-KL/TFA	Occupational Injuries Insurance
TGL-KL/TGL	Employment Group Life Assurance
TRAKT 13 – KFS	Subsistence Payments Agreement

DEFINITIONS AND ABBREVIATIONS

EMPLOYERS' ASSOCIATION	The Swedish Organization for Local Enterprises (KFS)
EMPLOYER	Member enterprises/organizations of KFS
CENTRAL EMPLOYEE ORGANIZATION	National trade union organization
LOCAL EMPLOYEE ORGANIZATION	Local employee organization that is a member of a central organization
CENTRAL PARTY	KFS and national trade union organizations
LOCAL PARTY	Employers and employee organizations. "Local party" shall as regards the Swedish National Union of Local Government Officers (SKTF) refer to the employee organization within the enterprise
CENTRAL NEGOTIATION	Negotiation between central parties
LOCAL NEGOTIATION	Negotiation between local parties
COLLECTIVE AGREEMENT	Collective agreement entered into by a central employee party, or by a local employee party by authority delegated by a central employee party
LOCAL COLLECTIVE AGREEMENT	Local collective agreement, that may be entered into by local parties, in matters regulated by this agreement
INDIVIDUAL AGREEMENT	Individual agreement that may be entered into with salaried employees concerning matters regulated by this agreement as stipulated in §1 Mom 2a and 2b
CONFIRMATION	When central collective agreement or individual agreement/local collective agreement has not been entered into and the rules are governed by agreement, statute, ordinance or directive. Confirmation refers to unilateral decisions by the employer

§ 1 SCOPE OF THE AGREEMENT

AREA OF
APPLICATION

MOMENT 1 The agreement applies to all employees of enterprises that are members of the Swedish Organization for Local Enterprises (KFS), unless any other agreement applies.

MOMENT 2 VARIATION AGREEMENTS

VARIATION
AGREEMENT

MOMENT 2A General terms of employment are optional for local parties.

For the Swedish Municipal Workers Union (Kommunal) applies as follows;

Local parties shall agree upon time for notice of termination for local agreements.

If part of the rise in wages is used for other measures, according to this paragraph, notwithstanding what may be stipulated in the local agreement, have the same validity period and period of notice of termination as the central agreement.

INDIVIDUAL
AGREEMENTS

MOMENT 2B (not valid for Kommunal) Employers and employees shall be entitled to enter into individual agreement/ local collective agreement relating to variation of the sector agreement's general terms of employment. Such agreements shall be in writing with a reciprocal notice of termination of three month and be updated each year.

§ 2 GENERAL TERMS OF EMPLOYMENT

The Employment Protection Act (LAS) shall apply with the following variations.

Any matter dealt with in this paragraph may (as stipulated in § 1 Mom 2a and 2b) be regulated differently.

FORMS OF
EMPLOYMENT ET
CETERA

MOMENT 1 Employees shall be engaged as permanent employees or limited period employees with the following variations.

PROBATIONARY
EMPLOYMENT

MOMENT 2 Probationary employment may be entered into as referred to in § 6 of the Employment Protection Act's (LAS). The probationary employment can be prolonged to a period corresponding to the time the employee has not been able to fulfilled his duties due to valid absence.

TEMPORARY
REPLACEMENT
EMPLOYEES

MOMENT 3 If an employee has left his or her employment, any employee appointed to perform the duties of the former employee, wholly or partly, until a successor has been appointed, shall also be a temporary replacement employee.

VACATION JOBS
AND STUDENT
EMPLOYEE
AGREEMENT

MOMENT 4 Schoolchildren and other students may be employed for a consecutive period not exceeding three months during vacation time for a fixed period, specific season or specific work. Student according to 6 kap §2 The Higher Education Ordinance may be engaged for a limited time (not valid for Kommunal).

Note

For terms for student employment, see annex for Student Employee Agreement.

RE-EMPLOYMENT
PRIORITY RIGHTS

MOMENT 5 Probationary employment, vacation jobs and student employment do not give any re-employment priority right.

MOMENT 6 Re-employment priority rights shall not apply to any temporary replacement employment that it is considered will not exceed 14 days.

MOMENT 7 Re-employment priority rights shall not apply to positions that are required for redeployment of staff.

CLAIMS IN
WRITING

MOMENT 8 Employees shall forfeit their re-employment priority rights if they do not within one month of termination of employment give notice in writing of any claim to exercise such rights.

INCIDENTAL
EMPLOYMENT

MOMENT 9 Employees shall on request give notice of any incidental employment and provide any information that the employer considers necessary for assessment of the incidental employment. The employer shall be entitled to prohibit the incidental employment if the employer considers that the incidental employment either hinders the employee's work, affects the manner in which the employee performs his or her work, or is in competition with the employer's activities.

Positions of trust in trade union or political organizations or non-profit associations shall not constitute incidental employment.

§ 3 WORKING HOURS

The Working Hours Act (ATL) shall apply with the variations set out below.

The circumstances of the operations shall be taken into consideration when working hours are scheduled and this will increase the opportunities for more flexible working hours for the employees.

Annual working hours, working hours available for scheduling in various limitation periods and more flexible working hours, that render different terms of employment possible, are active tools in the adaptation of working hours.

Any matter dealt with in this paragraph may as stipulated in § 1 Mom 2a and 2b be regulated differently.

AVERAGE
WORKING
HOURS

MOMENT 1:1 Normal working hours shall not exceed 40 hours per normal working week in a limitation period of a maximum of sixteen weeks

If a public holiday falls on any of the days Monday – Saturday (so-called minor public holiday), working hours shall in any such week be reduced by the number of normal working hours that would otherwise have been worked on any such day.

Easter, Whitsun, Midsummer, Christmas and New Year’s Eves shall also constitute public holidays as above.

A year when the 6th of June occur on a Saturday or a Sunday, fulltime employee with working hours located on daytime Monday to Friday are entitled to one day off (part-time employee in proportion), provided that the employee was employed the 6th of June the same year and not on sick leave or any other kind of leave of absence.

WORKING
HOURS
SCHEDULED ON
PUBLIC HOLIDAYS

MOMENT 1:2 Normal working hours scheduled on weekdays as well as Sundays and public holidays or on weekdays and public holidays shall in respect of full-time employees be 38 hours and 15 minutes per week within the applicable limitation periods. Normal working hours shall, if they do not include all minor public holidays, instead be determined in relation to the number of such days in the calendar year.

THREE-SHIFT
WORK

MOMENT 1:3 Average working hours shall be 34 hours and 20 minutes in case of continuous three-shift work and 36 hours and 20 minutes in case of intermittent three-shift work.

INDIVIDUAL
AGREEMENTS

MOMENT 1:4 Employers and employees are entitled to enter into individual agreements concerning scheduling of working hours. Such individual agreements shall be based on the provisions of § 3 of the Working Hours Act, ATL.

As regards members of the Swedish Municipal Workers' Union (Kommunal), any such individual agreement must be approved by the relevant trade union in the enterprise.

SCHEDULING
OF WORKING
HOURS

MOMENT 1:5 Scheduling of normal working hours, on-call and stand-by duty should when necessary be set out in a timetable or similar, which shall be agreed with representatives of the local employee organization.

If the employer and the local employee organization do not agree, the timetable may be discussed by local negotiation. Written requests for local negotiation shall be submitted to the employer within ten days. If this does not occur or if the local negotiation concludes without the parties having reached agreement, the employer shall determine the scheduling of working hours.

Negotiations considering working hours according to the moments 1:4 and 1:5 can only conduct as local negotiations.

PART-TIME
EMPLOYEES

MOMENT 1:6 As regards permanent employees, the aim shall be a minimum of 17 working hours per week.

VARIATION

MOMENT 1:7 Notwithstanding the provisions of the Working Hours Act (ATL), the following shall apply:

- a) other breaks may during night work be replaced by meal breaks,
- b) study leave shall not be considered hours worked,
- c) extended working hours because of temporary replacement employment shall not be considered additional hours,
- d) deferred working hours or change of work schedules shall not be considered additional hours or overtime,
- e) normal working hours, on-call duty, overtime and additional hours may be calculated per calendar month,

- f) for workers who fulfills on-call duty, stand-by duty or emergency overtime may the total working time during each period of seven days be not higher than 48 hours in average over a maximum period of six months,
- g) for workers who fulfilled 200 hours of overtime work during the calendar year, is it possible to bring back at most 50 hours overtime if the employee during the calendar year have taken the corresponding amount of hours in overtime compensation in leisure time. Local employers organization shall be informed of the return before this may happen.
- h) withdrawel of extra overtime hours according to 8a § ATL shall be preceded by local negotiations.

VARIATION BY
COLLECTIVE
AGREEMENT

MOMENT 1:8 Employers and employee organizations shall be entitled to enter into collective agreements to effect variation:

- a) concerning different overtime and different overtime limitation periods, § 8 of the Working Hours Act (ATL)
- b) concerning different additional hours, § 10 second part of the Working Hours Act (ATL)
- c) concerning night time rest periods, § 13 second part of the Working Hours Act (ATL)
- d) concerning daily and weekly rest periods, within the framework of the EU directive, § 13 first part and § 14 of the Working Hours Act (ATL)

OTHER
VARIATIONS OF
AGREEMENTS

MOMENT 1:9 Other variations of agreements can be done according to §1 mom 2a and 2b:

- a) to equate time off in lieu with hours worked, § 7 second part of the Working Hours Act (ATL)
- b) concerning scheduling of breaks, § 15 third part of the Working Hours Act (ATL)
- c) concerning replacement of other breaks by meal breaks in other cases than those referred to above, § 16 of the Working Hours Act (ATL).

§ 3 MOMENT 2 OVERTIME COMPENSATION

OVERTIME WORK

MOMENT 2:1 Full-time employees whose working hours are determined by this agreement and that carry out work in time in excess of the determined working hours shall be entitled to compensation for overtime work, provided the overtime work was ordered in advance.

Compensation for overtime work that it is not possible to order in advance shall only be payable if approved by an authorized superior.

Note

Any order to work overtime shall in so far as possible be given at least four hours before the end of normal working hours.

Employers and employee organizations shall be entitled to enter into collective agreements stipulating exceptions to the right to compensation for overtime work. Employers shall be entitled to enter into individual agreements with employees that receive fixed cash pay to the effect that the employee shall not be entitled to compensation for overtime work. Such agreements shall contain compensations with extra days for vacation or/and higher pay.

INDIVIDUAL AGREEMENTS

MOMENT 2:2 Individual agreements, as referred to above, shall primarily apply to employees in executive positions or employees that have working hours that cannot be monitored or that enjoy freedom to schedule their working hours.

Any such agreement shall be drawn up in a separate document, be subject to a period of notice of termination of three months and reviewed annually.

TIME CALCULATION

MOMENT 2:3 Compensation for overtime work, as referred to above, in the two hours immediately before and after normal working hours – ordinary overtime – shall for each overtime hour be 1½ hour's time off in lieu or an amount stipulated down below.

Compensation for overtime work during other hours – extra overtime – shall be two hours off in lieu for each hour of overtime down below. If overtime work is undertaken both before and after normal working hours, any time in excess of two hours shall constitute extra overtime.

When overtime work is calculated in accordance with this sub-clause, any commenced half hour shall be deemed a full half hour. When overtime work starts before 5 a.m., compensation shall notwithstanding the aforesaid be paid as for extra overtime in respect of work performed in the two hours immediately before the start of normal working hours. Hours worked because of changed work schedules or deferred working hours shall not be considered overtime work.

COMPENSATIO-
NAL TIME-OFF

MOMENT 2:4 The employer has a responsibility to plan the business activity, work, working hours and time off. This responsibility also includes that the employees shall be given the opportunity to use their right to time off in its full extend and for rest and recreation.

If the employer and the employee agrees that compensation for overtime shall be given in form of time off, the employer shall, after reasonable time of notice, especially consider the employees request of the location in time for the time off.

Time off can only be saved up to 40 hours. Compensational time off shall be in so near connection with the work on overtime as possible.

At the termination of an employment saved hours of compensational time off shall be compensated with equivalent additional pay for each saved hour.

PART-TIME
EMPLOYEES

MOMENT 2:5 Part-time employees, who work more than the agreed working hours, shall with the exception set out below receive additional pay therefore in accordance with the stipulations down below. Compensation for additional work may by individual agreement between the employer and the employee instead be replaced by an equivalent amount of time off in lieu.

Part-time employees, who work more than the standard working hours of the corresponding full-time position, shall receive compensation therefore on the same conditions and on the same basis as apply to full-time employees. Irrespective of whether the determined working hours have been completed or not, the following shall apply:

- a) work on Saturdays, Sundays and public holidays outside normal working hours and during any on-call or stand-by duty ordered shall be deemed extra overtime and

b) working hours in excess of eight hours per day – or any longer normal working hours set out in the schedule – shall constitute overtime work.

COMPENSATION FOR OVERTIME WORK AND ADDITIONAL WORK

Overtime compensation and additional pay are payable per hour as set out below

Additional pay	120 percent	
Ordinary overtime	180 percent of	<u>monthly pay</u>
Extra overtime	240 percent	165

Note

Monthly pay shall in respect of part-time employees be recalculated as if the employee were a full-time employee with full normal working hours.

Special remuneration shall include holiday pay and pay in lieu holiday as provided in the Annual Leave Act.

§ 3 MOMENT 3 TRAVELLING TIME REMUNERATION

FTRAVELLING TIME REMUNERATION

MOMENT 3:1 Employees on domestic business travel away from their normal work locations and travelling outside normal working hours shall receive travelling time remuneration in accordance with what is set out below.

Employees shall not receive travelling time remuneration in respect of time covered by additional pay, compensation for overtime work or any other remuneration, with the exception of subsistence allowances.

Business travel and normal work location shall have the meaning specified in the Subsistence Allowance Agreement (Trakt-13).

NORMAL WORKING HOURS

MOMENT 3:2 If an employee does not have fixed normal working hours, travelling time remuneration shall not be payable in respect of any time between 8 a.m. and 5 p.m. Monday-Friday, unless that time falls on a public holiday, Midsummer, Christmas or New Year's Eve.

NIGHT TRAVEL

MOMENT 3:3 Travelling time remuneration shall not be payable in respect of any time between 10 p.m. and 6 a.m., if the employee has at his or her disposal a berth on a train or in a cabin on board a maritime vessel.

WAITING
TIME

MOMENT 3:4 Waiting time occasioned by temporary intervals in or interruption of the journey (changes of trains or other changes of means of conveyance) shall be deemed equivalent to travelling time.

SCOPE

MOMENT 3:5 Travelling time remuneration shall only be payable in respect of travelling time and waiting time referred to in the previous paragraph that is of a duration of 30 minutes or longer.

Travelling time remuneration shall be payable in respect of travelling time and waiting time that is justifiable taking into consideration intended duties, cost of travel and available means of transportation.

TRAVELLING TIME REMUNERATION		
For the first 10 hours in any one calendar week	As from 2017-06-01 As from 2018-04-01 As from 2019-04-01	SEK 67:10 per hour SEK 68:60 per hour SEK 70:00 per hour
For time in excess there of in the calendar week	As from 2017-06-01 As from 2018-04-01 As from 2019-04-01	SEK 134:10 per hour SEK 137:10 per hour SEK 139:80 per hour

The total travelling and waiting time per calendar week shall be calculated and rounded off, where applicable, to whole and half hours, when any commenced half hour shall be counted as a full half hour.

The remuneration includes holiday pay and holiday supplement with amounts provided in the Annual Leave Act (SemL)

§ 3 MOMENT 4 UNSOCIAL WORKING HOURS COMPENSATION

UNSOCIAL
WORKING
HOURS
COMPENSATION

MOMENT 4:1 Employees whose hours of duty are determined according to a timetable or comparable document and that have performed such duty, not constituting overtime work, in unsocial hours, shall receive unsocial working hour's compensation.

Employees whose normal working hours are scheduled on weekdays as well as Sundays and/or public holidays shall receive unsocial hours compensation also when the work constitutes additional or overtime work.

Note

Compensation shall not be payable in respect of overtime work in connection with on-call or stand-by duty.

CO-ORDINATION

MOMENT 4:2 If any other cash remuneration is payable because of the scheduling of the working hours, the compensation shall be reduced thereby or, where relevant, not be payable at all.

Unsocial working hours compensation (OBS; The compensation for unsocial working hour varies in KFS agreements. Make sure you look in the collective agreement that is valid for your company!)

The below table sets out the times that shall be deemed unsocial working hours and compensation payable in respect of such time.

UNSOCIAL WORKING HOURS A		
From 6 p.m. on the day before Good Friday until 7 a.m. on the day after Easter Monday.	As from 2017-06-01 As from 2018-04-01 As from 2019-04-01	SEK 110:70 per hour SEK 113:10 per hour SEK 115:40 per hour
From 6 p.m. on the day before Whitsun, Christmas or New Year's Eve until 7 a.m. on the weekday immediately after the eve.		

UNSOCIAL WORKING HOURS B (However not in respect of hours deemed to constitute Unsocial Working Hours A)		
From 7 p.m. to midnight on Fridays that are not covered by Unsocial Working Hours compensation as referred to above.	As from 2017-06-01 As from 2018-04-01 As from 2019-04-01	SEK 55:30 per hour SEK 56:50 per hour SEK 57:60 per hour
From 4 p.m. to midnight on weekdays before Epiphany, May Day, Ascension Day or All Saints' Day. From midnight to 7 a.m. on Mondays or weekdays immediately after Epiphany, May Day or Ascension Day.		
From midnight until the following midnight on Saturdays, Sundays, public holidays or weekdays when both the preceding and the subsequent day is a Sunday or public holiday. Christmas and New Year's Eves shall be deemed public holidays.		

UNSOCIAL WORKING HOURS COMPENSATION C (However not in respect of hours deemed to constitute Unsocial Working Hours A or B)		
Time from 10 p.m. to midnight Monday to Thursday and from midnight to 6 a.m. Tuesday to Friday.	As from 2017-06-01 As from 2018-04-01 As from 2019-04-01	SEK 44:10 per hour SEK 45:10 per hour SEK 46:00 per hour

UNSOCIAL WORKING HOURS D (However not in respect of hours deemed to constitute Unsocial Working Hours A or B)		
From 7 p.m. to 10 p.m. weekdays.	As from 2017-06-01 As from 2018-04-01 As from 2019-04-01	SEK 23:40 per hour SEK 23:90 per hour SEK 24:40 per hour

Unsocial working hours shall be calculated separately for categories A, B, C and D. Total hours of each type per pay period shall, where applicable, be rounded off to whole and half hours, when any commenced half hour shall be deemed a full half hour.

No unsocial working hours compensation shall be payable for a total of rounded off hours of less than one hour per pay period.

The compensation includes holiday pay and holiday supplement with amounts provided in the Annual Leave Act (SemL).

§ 3 MOMENT 5 ON-CALL AND STAND-BY DUTY

ON-CALL AND STAND-BY DUTY

MOMENT 5:1 On-call duty means that an employee, outside fixed normal working hours, is at the employer's disposal at the workplace in order immediately to carry out work when necessary.

Stand-by duty means that an employee, outside fixed normal working hours, is at the employer's disposal in the employee's home or at any other approved location, in order to be able to carry out work without delay when necessary.

On-call and stand-by duty should only occur when it is necessary. The employer shall make the choice between on-call and stand-by duty solely on the basis of operational requirements.

Remuneration for on-call and stand-by duty performed between the time when fixed working hours commence on one working day and the equivalent time the next working day shall be for a minimum of eight hours, where relevant reduced by the number of working hours worked during on-call and stand-by duty.

If an employee, who is not entitled to overtime compensation, works during on-call or stand-by duty, the employee shall be entitled to retain the remuneration for on-call or stand-by duty.

LACK OF WEEKLY
REST PERIODS

MOMENT 5:2 This sub-clause concerns certain employees with normal working hours Monday-Friday and continuous stand-by duty during weekends, that have not been allowed weekly rest as provided in § 14 of the Working Hours Act (ATL).

The Working Hours Act (ATL) provides that employees shall be given a minimum of 36 hours' uninterrupted time off work in any seven-day period.

This weekly rest period shall if possible be scheduled at weekends.

If it is impossible to obtain uninterrupted time off in a seven-day period, the employee may in connection with completion of the stand-by duty period take one normal working day off in lieu, without any pay deduction.

WORK ON
NON-WORKING
DAYS

MOMENT 5:3

OBS! In other Sector Agreements the Stand-by Duty Remuneration can be regulated in a different way in.

Remuneration for stand-by duty shall be payable according to the formula: (monthly pay shall in this formula mean the employee's current fixed cash pay, recalculated as full-time pay).

Remuneration shall include holiday pay and payment in lieu of holidays in the amounts provided in the Annual Leave (SemL).

$$\frac{\text{monthly pay}}{1035} = \text{SEK per completed hour of stand-by duty}$$

The remuneration shall be increased by 100% for stand-by duty or part thereof during the times mentioned below:

From 7 p.m. on the day before Good Friday to 7 a.m. on the day after Easter Monday,

From 7 p.m. on the day before Whitsun, Midsummer, Christmas or New Year's Eve to 7 a.m. on the weekday immediately after any of the aforementioned days,

From 4 p.m. on the day immediately before Epiphany, May Day, Ascension Day and All Saints' Day to 7 a.m. on the next weekday

Stand-by remuneration shall be increased by 100% in respect of stand-by duty in excess of 150 hours per calendar month.

Stand-by duty remuneration shall not be payable simultaneously with overtime compensation.

ON-CALL DUTY REMUNERATION		
When the employee is ordered to undertake on-call duty for a maximum of 50 hours in any calendar month, the remuneration shall be:	As from 2017-06-01 As from 2018-04-01 As from 2019-04-01	SEK 36:90 SEK 37:70 SEK 38:50
In respect of any further hours in the calendar month:	As from 2017-06-01 As from 2018-04-01 As from 2019-04-01	SEK 74:00 SEK 75:60 SEK 77:10

Notes concerning on-call duty

Remuneration in respect of on-call duty or part thereof shall be increased by 100% in the below hours:

From 7 p.m on Friday to 7 a.m. on Monday.

From 7 p.m. on Maundy Thursday to 7 a.m. on the day after Easter Monday.

From 7 p.m. on the day before Whitsun, Midsummer, Christmas or New Year's Eve to 7 a.m. on the weekday immediately after the eve.

From midnight to the following midnight on Sundays or public holidays, Saturdays or days when both the preceding and the subsequent day is a Sunday or a public holiday. Christmas and New Year's Eve shall in this context be deemed public holidays.

From 4 p.m. to midnight on weekdays – not Saturdays – immediately before Epiphany, May Day, Ascension Day or All Saints’ Day.

The remuneration includes holiday pay and holiday supplement with amounts provided in the Annual Leave Act (SemL).

§ 3 MOMENT 6 INCREMENTS IN CASE OF CHANGED WORKING HOURS ETC

INCREMENTS

MOMENT 6:1 If an employee working in accordance with a certain schedule is ordered to work in accordance with a different schedule, the working hours determined in the latter schedule shall constitute the normal working hours. This shall also apply when the working hours in the schedule are changed by moving the working hours forward or backward or by changing the scheduling of non-working days.

Notice of change of normal working hours shall be given as soon as possible, however not later than on the day before the intended change.

PAY INCREMENTS

MOMENT 6:2 Pay increments shall only be payable for ten days from date of notice – in respect of time worked that according to the immediately preceding schedule would have been time off work – in the amounts stipulated down below. If the change of normal working hours is intended to be in force for a fixed period, no increment shall be paid on reversion to the immediately preceding schedule.

Note

The increment shall not be payable simultaneously with additional pay, overtime compensation or if working hours of different lengths are agreed for different parts of the year.

DEFERRED WORKING HOURS INCREMENTS		
Deferred working hours increments shall be payable in respect of any completed hour as set out below.		
Days that according to the schedule immediately above should have been non-working days	As from 2017-06-01 As from 2018-04-01 As from 2019-04-01	SEK 82:00 per hour SEK 83:80 per hour SEK 85:50 per hour
Other times	As from 2017-06-01 As from 2018-04-01 As from 2019-04-01	SEK 40:20 per hour SEK 41:10 per hour SEK 41:90 per hour

The increment shall be increased by 50% for the first two calendar days.

The total number of hours in respect of which the increment is payable shall be calculated separately for each pay period and shall where applicable be rounded off to whole and half hours, when any commenced half hour shall be deemed a full half hour.

The remuneration includes holiday pay and holiday supplement with amounts provided in the Annual Leave Act (SemL).

§ 4 SUSPENSION AND WRITTEN WARNING

ERRORS OR
OMISSIONS

MOMENT 1 Employees that have in their employment committed any error or omission may be given a written warning.

Before any warning is given, the local employee organization and the affected employee must be notified of the intended measure.

The organization shall be entitled to negotiation, which must be requested not later than seven calendar days after receipt of notice.

Any decision relating to written warnings shall be notified in such a manner that there can be no doubt about the reason for and the meaning of the measure.

§ 5 TERMINATION OF EMPLOYMENT AND NOTICE PERIOD

The Employment Protection Act (LAS) shall apply, with the following variations. Any matter dealt with in this paragraph may as stipulated in § 1 Mom 2a and 2b be regulated differently.

NOTICE PERIOD

MOMENT 1 Notice periods follow according to LAS unless otherwise is agreed upon.

Note

In connection to notice out of work shortage, the employer shall, according to § 47 Law of Unemployment Insurance if claimed by the employee, execute a employer's certificate.

MOMENT 2 Employer and employee can come to an agreement of reciprocal notice period of three months. However, if the notice period is longer from the employers side according to LAS or the collective agreement, that is the period applicable for the employer.

SPECIAL NOTICE PERIOD

MOMENT 3 Special notice period shall only apply to employees with employment agreements entered into before 1998-09-01 and that stipulate no agreed date of expiry or that are extended without interruption.

The following notice periods shall apply to permanent employees with continuous employment under this agreement since at least 12 months back

- a) if notice is given by the employer: 6 months,
- b) if notice is given by the employee: 3 months.

Employers may in specific cases decide that the above notice periods shall apply also to employees with shorter periods of employment.

The notice period shall be 12 months in respect of employees referred to in Sub-clause 1 that have been employed by the employer for at least 15 years, or that are aged 40 or above and have been employed for at least 10 years, if notice is occasioned by changes in the organization of work, the work activities no longer being in existence, the employee having completed rehabilitation without recovering the ability to work, or the employee's illness.

Notices shall be in writing.

OTHER NOTICE PERIODS

MOMENT 4 Employees of enterprises that are being members in KFS keep the notice periods that was in force before the transition to this agreement unless otherwise is agreed upon in agreement of transition.

NOTICE PERIOD FOR FIXED PERIOD EMPLOYMENT

MOMENT 5:1 For fixed period employment, applies reciprocal notice period of one month. Notice from the employer must be based on grounds of facts according to LAS.

If fixed period employment such as substitute employee or ”allmän visstidsanställning”, in force for more than 12 month, without legal cause shall be terminated before the stipulated time as agreed upon on the date of appointment, a reciprocal notice time of termination of one month is valid for both parts, the employee and the employer.

Such a notice can not be given when three month time have past from the date of appointment. If the employer wish to terminate the employment before the stipulated time, the local union part, and if there are no local part, central union part, has to be noticed.

MOMENT 5:2 For student employment, applies reciprocal notice period of one month. The termination requires no factual basis according to LAS.

ABANDONED EMPLOYMENT

MOMENT 6 Employees who abandon their employment without observing the stipulated notice period, and employees who break their fixed period employment, shall forfeit any employment benefits due, however not more than 14 calendar days’ pay.

RETIREMENT

MOMENT 7 If nothing else follows according to regulation within the pension agreement, the employee is owed to leave the employment without dismissal at the end of the calendar month during which the employee reach the age of 67.

EMPLOYMENT ADJUST

MOMENT 8 If the employee is given the right to partial sickness benefit without time limit, the employer can decide on an adjustment of the employment in relation to the degree of the sickness benefit. The adjustment shall be done out of the demands of the business activity and the working capacity of the employee. If the right to sickness benefit expire because the working capacity of the employee no longer is reduced, the employer shall go over if a new adjustment of the employment conditions is possible.

EMPLOYMENT
BENEFITS
DURING NOTICE
PERIODS

MOMENT 9 If the employee cannot be offered work during the notice period, employment benefits shall be calculated as follows:

What is referred to as "pay and other employment benefits" in § 12 of the Employment Protection Act (LAS) shall consist of all pay and employment benefits stipulated in collective and individual agreements, when:

- a) on-call and stand-by duty remuneration and unsocial hours compensation shall be deemed to be that which the employee would have received according to the applicable working hours schedule or on-call and stand-by duty rota,
- b) piecework pay shall be deemed to be what the employee would have received in the performance of his or her normal work,
- c) bonus payments shall be deemed to be the average bonus payment per hour and individual.

§ 6 PAY STIPULATIONS

Introductory pay principles

The matters dealt with in this paragraph may as stipulated in § 1 mom 2a and 2b be regulated differently.

PAY PRINCIPLES

MOMENT 1:1 Pay shall be set individually and can be differentiated. Pay shall be determined taking into account responsibility and the degree of difficulty of the duties and how the individual performs these.

Leadership ability, judgement, initiative, financial responsibility, ability to co-operate with others, wealth of ideas and innovative ability shall be taken into account when pay is determined. Pay shall increase with increased responsibility and degree of difficulty, and with the employee's performance and skills and qualifications. Market forces also influence the assessment of pay. The same principles for determining pay shall apply to men and women, as well as to younger and older employees. Employers, employees and employee organizations are jointly responsible for the removal of gender-related injustice at the workplace.

There is a natural link between the development of the employee's skills and qualifications and his or her pay.

LOCAL BASIS/ DETERMINATION OF PAY

MOMENT 1:2 The parties assume that all employees contribute to the growth of an enterprise. The success of an enterprise depends on the employees making valuable and committed efforts at all levels of the enterprise.

EMOLUMENTS

MOMENT 1:3 Emoluments are the forms of remuneration that an employer is obliged to provide under collective and individual agreements.

Emoluments shall be provided as from the date when the employee commences his or her employment, according to the certificate of employment, until and including the date of termination of employment.

FIXED CASH PAY/ MONTHLY PAY

MOMENT 1:4 Employees that are employed for periods of three months or longer shall receive pay and any fixed pay increments for the calendar month unless otherwise agreed between the employer and the employee.

EMPLOYEES' PAY
FOR PARTS OF
MONTHS

MOMENT 1:5 Pay in respect of part of a calendar month shall as regards employees paid monthly be calculated per calendar day and shall be the monthly pay divided by the number of calendar days in the month.

PAY IN RESPECT
OF PARTIAL LEA-
VE OF ABSENCE
OR PART-TIME
EMPLOYEES' PAY

MOMENT 1:6 The monthly pay of an employee who is on partial leave of absence during a full calendar month, or who is employed part time, shall correspond to the portion of pay that relates to the hours worked in relation to the normal working hours of a full-time employee.

HOURLY PAY

MOMENT 1:7 Employees employed for a shorter period than three months shall be paid by the hour, unless otherwise agreed between the employer and the employee. The hourly pay shall be

$$\frac{\text{monthly pay}}{165}$$

DISBURSEMENT

MOMENT 1:8 The accounting period for emoluments shall be the calendar month. Emoluments shall be paid on any of the last five days of the month, unless other payment dates have been agreed locally.

§ 6 MOMENT 2 CALCULATION OF DEDUCTIONS FOR LEAVE OF ABSENCE DURING PART OF MONTH

PAY
CALCULATION IN
CERTAIN CASES

MOMENT 2:1 Pay and/or pay deduction in case of leave of absence for a part of a month shall be calculated by means of calculation of daily.

CALCULATION
OF DAILY PAY

MOMENT 2:2:1 Pay shall be deducted in accordance with the so-called 1.4 rule in respect of all working days of the period of absence, as follows:

The total leave of absence without entitlement to pay during part of a month shall be the number of calendar days that corresponds to the number of working days during the leave.

The number of calendar days, with two decimals, is obtained by multiplying the number of working days with:

1. 1.4 for employees whose normal working hours are scheduled on five days per week or, in case of a different limitation period, an average of five days per week;
2. As regards other employees, the factor obtained by dividing the number of calendar days in the limitation period with the number of working days.

Calendar day factors are set out in table 6 of the Appendix. There shall be no rounding off.

$$\frac{\text{monthly pay} \times 1.4}{\text{calendar days in the month}}$$

The above rules shall apply to:

- a) unpaid leave, unless otherwise stipulated,
- b) leave because of illness, accident or occupational injury as referred to in § 8 Mom 1:4 first paragraph in respect of time forming part of a sick pay period when the employer is obliged to provide sick pay pursuant to the Sick Pay Act
- c) when sickness benefit calculated per day is paid

MOMENT 2:2:2 Pay deduction in accordance with the so-called 1.0 rule shall be made for all calendar days of the period of absence in the following cases:

- d) when sickness benefit calculated per day or rehabilitation benefit is paid,
- e) leave for performance of duties in the total defence service when a daily allowance is payable pursuant to the Compulsory Total Defence Duty (Benefits) Ordinance or corresponding provisions. The total such leave during part of a month shall comprise all calendar days with daily allowance, according to the formula:

$$\frac{\text{monthly pay} \times 1.0}{\text{calendar days in the month}}$$

MOM 2:2:3 Pay deduction for leave for part of a specific day shall be made per hour according to the formula:

$$\frac{\text{monthly pay as full-time pay}}{165}$$

In case of leave for part of a specific day because of illness or temporary parental allowance pay shall be deducted in accordance with sub-clause 2:2:1 (the 1.4 rule).

§ 7 ANNUAL LEAVE

Annual leave benefits are provided as set out in the Annual Leave Act (SemL) and the Extended Annual Leave for Employees with Radiological Duties Act, with the variations set out below.

Matters dealt with in this paragraph may as stipulated in § 1 mom 2a and 2b be regulated differently.

EXCEPTIONS
FROM ANNUAL
LEAVE

MOMENT 1 Employees employed for a period not exceeding three months and that have not been employed by the employer previously in the annual leave year shall not be entitled to annual leave.

ANNUAL LEAVE
QUALIFYING
YEAR

MOMENT 2 The current calendar year shall be considered annual leave qualifying year and annual leave year.

INTERRUPTION
OF ANNUAL
LEAVE

MOMENT 3 Employees shall be obliged to interrupt their annual leave in order to work, if there are exceptional reasons for this. If the employee is staying in another location, any reasonable expenses caused by the interruption shall be reimbursed.

When interruption of annual leave, an employee is compensated for every ordinary working day during the main annual leave with one extra day of holiday or other compensation according to agreement between the employer and the employee. These compensating days shall be planned during current holiday year. Such compensation can be given for not more than five days of holiday.

SCHEDULING OF
LEAVE

MOMENT 4 Unless otherwise agreed by the employer and the employee, annual leave shall if possible be scheduled so that it starts on a day subsequent to a non-working day and ends on a day prior to a non-working day.

MOMENT 4:1 The employer has a responsibility to plan the business activity, work, working hours and annual leave. This responsibility also includes that the employees shall be given the opportunity to use their right to the annual leave in its full extent and for rest and recreation.

The employer shall, concerning the scheduling of annual leave, especially consider the need to plan for the entire annual leave year when an employee might be entitled to more annual leave days than scheduled in main leave or if there is a risk that the employee overdraws the allowed amount of days that can be carried forward.

When scheduling the annual leave, the employer should consider the employees request of time for the annual leave.

EXTRA ANNUAL
LEAVE DAYS

MOMENT 5 If, at the employer's request, annual leave as provided in 12§ of the Annual Leave Act (SemL) is scheduled for any time before or after June-August, employees that have had a maximum of 14 days' annual leave in June-August shall receive two extra days' paid annual leave during the annual leave year. Employees that have had 15-19 days' annual leave scheduled in June-August shall receive one day's paid annual leave during the annual leave year.

Note

The above shall apply if the employee is entitled to a minimum of 20 days' paid annual leave during the annual leave year. Employers and employees may agree different compensation.

ABSENCE
QUALIFYING FOR
HOLIDAY PAY

MOMENT 6 Absence from work shall qualify for holiday pay if the absence is due to:

- a) leave on the grounds and of the extent referred to in § 17 a and §17 b of the Annual Leave Act (SemL),
- b) fully or partly paid leave as referred to in § 8 mom 3 and in § 8 mom 4:1,
- c) leave to undertake duties as a central trade union official.

NUMBER OF
DAYS OF
ANNUAL LEAVE

MOMENT 7 The number of days of annual leave with holiday pay shall be such part of the annual leave as corresponds to the part of the annual leave qualifying year during which the employee was employed by the employer or absent on the grounds and to the extent referred to in mom 6.

LENGTH OF ANNUAL LEAVE

MOMENT 8 The length of the annual leave of employees with employment agreements entered into before 1 September 1998 that stipulate no expiry date or have extended without interruption, shall as from the annual leave qualifying year during which the employee is 40 years of age be 31 days and as from 50 years of age 32 days.

SUBSTITUTION OF CASH PAYMENT

MOMENT 9 Employers and employees may enter into agreement to substitute any day of paid annual leave – in excess of the statutory entitlement – by cash payment with holiday pay. Such agreement shall be in writing.

Each day of annual leave shall in this context be valued at 0.5% of the fixed cash pay per month multiplied by twelve.

ANNUAL LEAVE CARRIED FORWARD

MOMENT 10 Employees that in any annual leave year are entitled to more than 20 days' paid annual leave may, out of any additional such days, carry forward five days to a later annual leave year.

The number of days carried forward must not exceed a total of 25.

UNUTILIZED ANNUAL LEAVE

MOMENT 11 If it is due to the employer that it has not been possible to schedule in the annual leave year a day of paid annual leave shall any such day be carried forward to the next annual leave year. The number of days carried forward over 25 shall be used for time off, at the latest during the following calendar year.

CALCULATION OF ANNUAL LEAVE

MOMENT 12 Every normal working day in the annual leave period shall constitute annual leave for full-time employees with normal working hours exclusively on weekdays Monday-Friday.

The number of days constituting annual leave shall, as regards other employees, be calculated according to the formula:

$$\frac{5 \times b}{a} = c \text{ when}$$

a

a = the employee's average number of normal working days per week according to the work schedule,

b = number of normal working days constituting annual leave,

c = number of days of annual leave that shall be considered to constitute annual leave.

If computation of the items referred to in c results in a fraction, this shall at the end of the annual leave year be rounded off to the nearest lower number of days. A table of annual leave coefficients is set out in the Appendix.

Note

The following shall apply in respect of employees with normal working hours also scheduled on so-called minor public holidays. If a public holiday, Midsummer, Christmas or New Year's Eve is a normal working day and falls on a Monday-Friday during annual leave, the annual leave shall be reduced by one day for each such public holiday or eve, provided the leave is of a duration of at least one week.

CALCULATION
OF HOLIDAY PAY

MOMENT 13 The fixed cash pay shall be the holiday pay for employees paid monthly.

HOLIDAY
SUPPLEMENT

MOMENT 14:1 The holiday supplement shall in respect of each day of paid annual leave be 0.8% of the employee's fixed cash pay at the time of payment. The holiday supplement for the paid annual leave of the annual leave qualifying year shall be paid at the commencement of the main annual leave or at any other time agreed locally.

MOMENT 14:2 Employer and employee may, for one year at a time, by written individual agreement change the holiday supplement to extra free days. For employees with a vacation right up to 29 days the holiday supplement is replaced with 5 additional days available. For employees with a vacation right of 30 or more days, the holiday supplement is replaced with 6 additional days available.

Another agreement is possible according to § 1 mom. 2a and 2b.

The application rules for the change are governed by jointly agreed guidelines.

REPAYMENT

MOMENT 15 Any employee that has taken more days of annual leave than the employee is entitled to during the year or too high payment, as referred to in mom 8, 9, 13 and 14, shall repay any excess holiday pay received.

The estate of a deceased employee shall not be liable to make repayment.

OTHER
EMPLOYEES

MOMENT 16 The following shall apply to other employees than employees paid monthly:

Holiday pay shall for each day of paid annual leave be 12% of the basis for calculating holiday pay – calculated in accordance with the provisions of § 16 of the Annual Leave Act (SemL) – divided by the number of days of paid annual leave – not including any annual leave carried forward – to which the employee is entitled.

The percentage shall be increased by 0.48% for each day of annual leave in excess of 25 days to which an employee may be entitled under mom 8 above.

PAYMENT IN LIEU
OF ANNUAL
LEAVE

MOMENT 17 Payment in lieu of annual leave shall be payable on termination of employment and shall consist of holiday pay (4.6%) and holiday supplement (0.8%) of current fixed cash pay per day of annual leave, that has not been paid in connection with annual leave. Payment in respect of any annual leave carried forward shall be calculated in this way irrespective of when the holiday entitlement arose.

UNPAID
ANNUAL LEAVE

MOMENT 18 Pay deduction, calculated as set out in § 6 mom 2:1, shall be made in respect of each day of unpaid annual leave that is taken.

§ 8 LEAVE OF ABSENCE

§ 8 MOMENT 1 LEAVE OF ABSENCE AND BENEFITS IN CONNECTION WITH ILLNESS ETC

LEAVE OF
ABSENCE

MOMENT 1:1 Employees that as a consequence of illness, accident or occupational injury cannot work shall be on leave of absence for as long as the incapacity to work subsists. Employees that are unable to work because of medical treatment or medical rehabilitation shall be on leave of absence while sickness benefit is paid pursuant to the Socialförsäkringsbalken (SBF).

NOTICE

MOMENT 1:2 In order to be entitled to sick pay as provided in the Sick Pay Act (SjLL) or stipulated in this agreement, the employee must promptly notify the employer of the illness, accident or occupational injury. Employees shall also notify the employer of the date when the event of illness occurred.

As a principal rule sick pay is not given for time before the employer receives notification of the absence because of illness. If the employee has been prevented from given notice but such one is done immediately after the prevention has expired, sick pay shall be paid even for time before the notification.

Employees that are entitled to sick pay under the Sick Pay Act (SjLL) shall notify the employer of the date when the social insurance office was notified of the event of illness and also whether the employee is in receipt of sickness benefit calculated per working day or per calendar day.

CERTIFICATE

MOMENT 1:3 From the seventh day after the notice of illness, sickness pay is paid only if the employee can verify the reduction of working capacity and the period of sickness leave with a doctor's certificate. Such certificate should be submitted to the employer as soon as possible.

The employer shall be entitled to demand such certificates also in case of shorter leave of absence and shall always be entitled to demand that the certificate is issued by a doctor, assigned by the employer. The employees' expenses shall in such cases be reimbursed by the employer to the extent they are not reimbursed or ought to have been reimbursed by the social insurance office or under any insurance paid for by the employer.

ABSENCE BECAUSE OF ILLNESS, DAILY PAY CALCULATION, ETC.

DEDUCTION FOR ILLNESS

MOMENT 1:4 A deduction for illness shall be made for 1st to 14th day of the sick pay period in respect of each working day as set out in § 6 mom 2:2:1.

Such deduction shall as from 15th day of the period of illness be made in respect of all calendar days as set out in § 6 mom 2:2:2.

No sick pay will be payable in respect of the first day of illness (qualification day). Sick pay shall in respect of days 2-14 of the sick pay period be 80% of the loss of pay. As from 15th day of the period of illness, supplementary sick pay shall be paid as set out in sub-clause 1:5.

SUPPLEMENTARY SICK PAY

SICKNESS ADDITIONAL

MOM 1:5:1 Employees shall in case of leave of absence as referred to in § 8 mom 1:1 or § 8 mom 1:11 – in periods when sickness benefit is paid pursuant to the Occupational Injuries Insurance Act (LAF) or the National Insurance Act (AFL) Socialförsäkringsbalken (SBF) or rehabilitation benefit is paid pursuant to the Socialförsäkringsbalken (SBF) – receive sick pay in an amount equivalent to 10% of the loss of pay, for a maximum period of up to and including the 90th calendar day of the period of illness.

COMPLEMENTARY SICK PAY

MOM 1:5:2 Employees with annual pay (consisting of fixed cash monthly pay) in excess of 7.5 price base amounts shall in addition receive sick pay in an amount corresponding to the difference between 77,6% of the loss of pay and the highest amount of sickness benefit calculated on daily pay or by calendar day pursuant to the Socialförsäkringsbalken (SBF).

Calculation of loss of pay shall be on the same basis as the calculation of sickness benefit as provided in the Socialförsäkringsbalken (SBF), that is to say in case of sickness benefit calculated by calendar day

$$\frac{\text{monthly pay} \times 12}{365}$$

When granted extended sickness benefit, complementary sick pay is added in an amount corresponding to 72,75% corresponding to the part of the loss of pay as excess of 7,5 price base.

Note

The regulation is applicable on the date which KFS collective agreement foundation (KFS Trygghetsfond) fully covers employees who has been terminated due to sickness. Until then, the previous wording of the moment from 2016-04-01 prevails.

MOMENT 1:6 The following shall apply to calculation of sick pay pursuant to the Sick Pay Act (SjLL). What is referred to as "pay and other employment benefits" in § 6 of the Sick Pay Act (SjLL) shall only include the following employment benefits, that is to say pay as referred to in § 6, holiday pay and pay during leave of absence as well as the special remunerations unsocial working hours compensation, on-call and stand-by duty remuneration.

The following shall be included in what the employee has lost due to reduced work capacity in the sick pay period, as provided in § 7 of the Sick Pay Act (SjLL):

- a) hourly pay; the amount that the employee would have received in the period under the scheduling of normal working hours in force at the time,
- b) holiday pay; the amount that the employee would have received in the period under the annual leave schedules then in force,
- c) pay during leave of absence; the amount that the employee would have received in the period under the collective agreement in force at the time,
- d) unsocial working hours compensation; the amount that the employee would have received in the period under the scheduling of normal working hours in force at the time,
- e) on-call and stand-by duty remuneration; the amount that the employee would have received in the period under the scheduling of normal working hours then in force,

- f) piecework pay; the amount that the employee would have received in the period from performance of his or her normal work, if the employee had not been on leave from his or her work for the employer, and
- g) bonus; the amount of the average bonus per hour and individual.

EXCEPTIONS

MOMENT 1:7 Supplementary sick pay as referred to in mom 1:5:1 and 1:5:2 shall not be payable:

- a) in respect of any time forming part of a sick pay period when the employer is obliged to provide sick pay under the Sick Pay Act (SjLL),
- b) in respect of time when the employee is not entitled from sickness benefit or rehabilitation benefit pursuant to the Socialförsäkringsbalken (SBF) or the Occupational Injuries Insurance Act (LAF),
- c) in respect of time when the employee is in receipt of temporary or permanent disability pension pursuant to Socialförsäkringsbalken (SBF).

If the sickness or rehabilitation benefit has been reduced or stopped pursuant to Socialförsäkringsbalken (SBF) or the Occupational Injuries Insurance Act (LAF), any sick pay shall pursuant to § 8 mom 1:5:1 and 1:5:2 be reduced commensurately.

STOPPED
SICKNESS
BENEFIT

MOMENT 1:8 Employees with monthly pay, whose sickness benefit has been stopped pursuant to Socialförsäkringsbalken (SBF) on the basis of the social insurance office's assessment of the employee's work capacity, shall in case of leave as referred to in § 8 mom 1:1 or § 8 mom 1:11, when sickness benefit under Socialförsäkringsbalken (SBF) or rehabilitation benefit would otherwise have been paid, receive sick pay in respect of time during a period of a total of 180 day at the most:

80% of loss of pay for working days 2-14,

90% of loss of pay for the time thereafter until and including day 90,

80% of loss of pay for day 91-364

If prolonged sickness benefits has been stopped or never been granted, pays within the frame of 180 calendar days according to the above regulation and furthest to the time when prolonged sickness benefits would have been paid, sick pay with 75% of the loss of pay.

Note

This regulation is not applicable when the corresponding remuneration is covered by AGS-KL.

WHOLE DAY OR
PART OF DAY

MOMENT 1:9 Employees with monthly pay shall when on leave as referred to in § 8 mom1:1 receive sick pay, calculated in accordance with mom 1:8 above, in respect of any part of the day when the social insurance office does not provide benefit on the ground that the provisions of the Socialförsäkringsbalken (SBF) only permits payment of whole, three-quarter, half or one-quarter sickness benefit.

Sick pay is granted in the sickness period for at the maximum of 180 calendar days.

REHABILITATION

MOMENT 1:10 Employees that because of work-orientated rehabilitation are prevented from working shall be on leave while rehabilitation benefit is paid pursuant to the Socialförsäkringsbalken (SBF)

Employees with monthly pay whose annual pay (consisting of fixed cash monthly pay) exceeds 7.5 price base amounts as provided in the Socialförsäkringsbalken (SBF), shall in case of leave referred to in the mom receive rehabilitation supplement in an amount equivalent to the difference between 80% of loss of pay and the maximum rehabilitation benefit amount under the Socialförsäkringsbalken (SBF). If the rehabilitation benefit has been reduced or stopped pursuant to the Socialförsäkringsbalken (SBF), the rehabilitation supplement shall be commensurately reduced.

Calculation of loss of pay shall be on the same basis as the calculation of rehabilitation benefit as provided in the National Insurance Act (AFL), that is to say in case of sickness benefit calculated by calendar day

$$\frac{\text{monthly pay} \times 12}{365}$$

If the rehabilitation benefits has been reduced or suspended according to Socialförsäkringsbalken, SFB shall the rehabilitation supplement be reduced by a commensurate amount.

Rehabilitation supplement includes holiday pay and pay in lieu of holiday in the amounts provided in the Annual Leave Act (SemL).

Note

Where the Occupational Injuries Insurance Act (LAF) is referred to, this shall in respect of accidents occurring prior to 1 July 1977 be deemed to refer to the corresponding provisions of the Industrial Accidents Insurance Act.

RISK OF
INFECTION

MOMENT 1:11 Employees may in order to prevent the spread of infectious diseases be prohibited from working while the result of a requested medical examination or doctor's opinion is awaited. Employees shall retain all their emoluments during any such period.

§ 8 MOMENT 2 PARENTAL LEAVE ETC

QUALIFICATIONS

Employees that have been employed by the employer for a minimum of 365 calendar days, irrespective of form of employment, during the closest period of three years prior to leave with parental allowance shall receive parental allowance supplement during parental leave, as set out below.

Parental allowance supplement shall only be paid to employees that according to Socialförsäkringsbalken (SFB) are entitled to parental allowance above the guaranteed minimum level. If the parental allowance has been reduced or stopped, the parental allowance supplement shall be reduced by a commensurate amount.

The parental allowance supplement is granted for a maximum of three periods, provided that the parental leave is been taken at least 30 consecutive days. The parental allowance supplement is not paid for parental leave taken after the child has passed 24 month of age, at adoption 24 months after the adoption or receive.

PARENTAL
ALLOWANCE
SUPPLEMENT

MOMENT 2:1 The parental allowance supplement shall be 10% of loss of pay. Parental allowance supplement shall be paid in respect of the number of calendar days of parental leave, maximum of 180 days for children born 2013-04-01 or later.

COMPLEMEN-
TARY PARENTAL
ALLOWANCE

MOMENT 2:2 Employees with annual pay (consisting of the fixed cash monthly pay) in excess of 7.5 price base amounts as provided in Socialförsäkringsbalken (SBF), and that fulfil the requirements of mom 2, shall receive payment as stipulated in that mom when parental allowance is paid.

The allowance shall be payable for a maximum of 270 calendar days per birth.

The amount paid shall be equivalent to the difference between 80% of loss of pay – calculated per calendar day – and the maximum amount of parental allowance, 10 price base amounts,

Calculation of loss of pay shall be effected on the same grounds as calculation of parental allowance in accordance with the provisions of Socialförsäkringsbalken (SBF), in other words in case of parental allowance calculated per calendar day

$$\frac{\text{monthly pay} \times 12}{365}$$

DISBURSEMENT/
ALLOWANCE

MOMENT 2:3 Parental allowance supplement as referred to in mom 2:1 shall be payable once per birth and paid at the start of the leave and shall include holiday pay and any pay in lieu of holiday in the amounts provided in the Annual Leave Act (SemL).

It can be agreed upon that parental allowance supplement can shall be paid monthly. The parental allowance supplement can be shared between parents working on the same workplace.

The allowance referred to in mom 2:2 shall be paid monthly and includes holiday pay and pay in lieu of holiday in the amounts provided in the Annual Leave Act (SemL).

VARIATION OF
STATUTES

MOMENT 2:4 Employers and employee organizations may enter into collective agreement concerning variation of § 13 first part and § 15 second part concerning the more detailed application of §§ 11 and 12 of the Parental Leave Act.

§ 8 MOMENT 3 LEAVE CONCERNING IMPORTANT PERSONAL MATTERS ETC

PERSONAL MATTERS

MOMENT 3:1 During leave for personal matters, the employee can, at the close relative serious illness and death, funeral and burial of the urn and probate after such family member, be permitted to retain pay for a period not exceeding ten working days per calendar year.

With close relatives means husband, wife, partner or person you live with in a partnership approach, children (including adoptive and foster children), parents (including adoptive or foster parents), siblings, in-laws, grandchildren, grandparents and persons in parent's place.

During children's or close relatives serious illness pay will only be permitted if the employee are not entitled to compensation under the Socialförsäkringsbalken (SFB).

VISIT TO DOCTOR OR DENTIST

MOMENT 3:2 If it necessarily must be done in working hours, employees shall be entitled to visit doctors or dentists and retain 100% of their pay during the period of leave during the time that must necessarily be committed for a maximum of ten occasions per calendar year in following cases;

- a) First-time visit to the doctor or dentist for acute illness or after an accident,
- b) Visit to the doctor, physiotherapist or equivalent or hospital for after-treatment after referral by a physician,
- c) Visit a pre-natal clinic during pregnancy as a prospective parent on a maximum of two occasions

Note

During treatment of serious illness can the employee retain pay for more than ten occasions.

The stipulations in the sub-clauses shall not apply to leave referred to in § 8 mom 1:1 in respect of time for which sick pay is paid pursuant to the Sick Pay Act (SjLL) or this collective agreement or sickness benefit is paid pursuant to Socialförsäkringsbalken (SFB) or the Occupational Injuries Insurance Act (LAF).

§ 8 MOMENT 4 TRAINING LEAVE AND BENEFITS

TRAINING PAY	<p>MOMENT 4:1 Employees may be granted a right to retain their pay or part thereof when on training leave.</p> <p>Part-term employees may also be given a right to additional pay or part thereof. Employers may prescribe certain conditions for employees to be permitted to receive and retain any pay provided in respect of leave dealt with herein.</p>
RETENTION OF EMOLUMENTS	<p>MOMENT 4:2 Employees shall, when participating in training, courses, conferences and similar in the course of their employment, in addition to retained pay – if the duration of the training does not exceed seven calendar days – retain any unsocial working hours compensation that would have been paid if the employee had been performing his or her normal work duties.</p>
HOUR FOR HOUR	<p>MOMENT 4:3 Employees shall, for each completed hour of training on a day that according to normal scheduling of working hours would have been a non-working day or on any part of the day that is outside normal working hours be compensated by one hour for each hour of training. Payment shall be made in the form of additional pay.</p>
WORK FREE DAY	<p>MOMENT 4:4 Compensation for training commanded or required information on a day that is work free for the employee, can be agreed upon between the employer and local employee organization.</p>

§ 9 COMPULSORY AND OPTIONAL ACCOMMODATION PROVIDED BY THE EMPLOYER

(THIS § IS ONLY VALID FOR THE AGREEMENTS CARE, EDUCATION, TOURISM AND LEISURE AND WATER)

COMPULSORY AND OPTIONAL ACCOMMODATION PROVIDED BY THE EMPLOYER

MOMENT 1 Any tenancy occasioned by employment shall be governed by applicable law in so far as this clause does not stipulate otherwise.

DEFINITION

MOMENT 2 Compulsory accommodation shall mean any dwelling owned by the employer or at its disposal that the employer directs an employee to occupy on the grounds that this is necessary for performance of employment duties and the employer therefore provides for the employee in connection with employment involving compulsory residence.

Optional accommodation shall mean any dwelling owned by the employer or at its disposal that the employer provides for the employee in connection with employment.

RENT

MOMENT 3 The employer shall set the rent for compulsory and optional accommodation in amounts that are reasonable taking into account any inconvenience that may be occasioned by the accommodation being in the nature of compulsory or optional accommodation provided by the employer and its location.

CONDITIONS

MOMENT 4 The employer's consent shall be required for:

- a) assignment of tenancy of compulsory or optional accommodation,
- b) the tenant to sub-let compulsory or optional accommodation.

NOTICE OF TERMINATION OF TENANCY AGREEMENT

MOMENT 5 Tenancy agreements for compulsory and optional accommodation may be terminated by the giving of a minimum of one month's notice in the following instances:

- a) when the employee's employment is to terminate,
- b) when the employee has failed to pay rent,
- c) when the employee has taken any action in breach of the above conditions.

The following shall apply on termination of the employee's employment,

- a) if the employee, at the time when notice of termination of the tenancy agreement is given, is entitled to a notice period as regards termination of employment that is longer than one month, the employer shall observe an equivalent notice for period termination of the tenancy agreement,
- b) the notice periods provided in the Tenancies Act shall apply if the employment is terminated on the employee's death,
- c) the notice period stipulated in the mom shall apply to tenancy agreements for fixed periods in excess of three months and to tenancy agreements of an indefinite duration. The tenant and any co-tenant shall not be entitled to extension of the agreement if the employer has terminated the tenancy agreement for the compulsory/ optional company accommodation in connection with termination of employment.

§ 10 PENSION BENEFITS, EMPLOYMENT SECURITY INSURANCE AND SECURITY AGREEMENT

PENSION AGREEMENT WITHIN KFS, PA-KFS

MOMENT 1 The parties in the KFS area have entered into a central collective pension agreement - PA-KFS. PA-KFS 09 is valid for new member companies or if appropriate former PA-KFS (Gamla PA-KFS)

Local collective agreement about other pension plan can be agreed upon

Note

Local collective agreement about pension is signed with central party at Kommunal.

OCCUPATIONAL INJURIES INSURANCE

MOMENT 2 The employer shall effect TFA-KL, or, when applying other pension plan, other insurance with corresponding contents.

The employee shall not be entitled to bring any action in damages against the employer or any of its employees based on personal injury constituting occupational injury.

EMPLOYMENT GROUP SICKNESS INSURANCE

MOMENT 3 The employer shall effect AGS-KL, or, when applying other pension plan, other insurance with corresponding contents.

EMPLOYMENT GROUP LIFE ASSURANCE AND FUNERAL BENEFIT

MOMENT 4 The employer shall effect TGL-KL or other Employment Group Life Assurance.

If the employer fails to do so, the stipulations in § 28 of the Insurance Conditions for Employment Group Life Assurance, TGL-KL, shall apply in respect of penalty etc.

If the employee dies and no sum insured is paid under the group life protection conditions for municipal or other employment (death risk cover), payment shall be made to the estate of the deceased of an amount equivalent to half the base amount that pursuant to the National Insurance Act (AFL) applies to the year when death occurs.

EMPLOYMENT SECURITY AGREEMENT

MOMENT 5 Employers that are covered by the central collective agreement concerning Trygghetsavtal KFS shall, according to the central collective agreement, make annual contributions to the collective agreement foundation KFS-Företagens Trygghetsfond.

§ 11 ADJUSTMENT OF PRELIMINARY PAY

ADJUSTMENT OF PRELIMINARY PAY

Collective agreements relating to adjustment of preliminary pay shall apply as per appendix.

COLLECTIVE AGREEMENT CONCERNING ADJUSTMENT OF PRELIMINARY PAY

§ 1 THE PARTIES NOTE

The parties note that pay and other emoluments in the accounting period shall be calculated preliminarily and paid without fully taking into account the employee's absence or other circumstances in the period. A final calculation of emoluments according to collective agreement shall be made in connection with a payment occasion (normally the subsequent), when all circumstances that affect this matter in the period are known. The parties agree in this connection that the following stipulations shall apply:

§ 2 PRELIMINARY PAY

MOMENT 1 If the employee receives any preliminary pay, as referred to in § 1, that exceeds what should according to collective agreement have been paid to the employee in respect of the accounting period, the employee shall be obliged to permit deduction thereof, on a later occasion, from emoluments due (adjustment of preliminary pay) or to repay the amount.

MOMENT 2 If preliminary pay has not been adjusted at the latest in the fourth calendar month after that in which the preliminary pay was disbursed, the employer shall within one further month notify the employee of the debt and endeavour to reach agreement about repayment method.

Such agreement may also be entered into prior to the end of the aforementioned fourth calendar month.

MOMENT 3 If the employer and the employee have not agreed how the debt is to be repaid, the employee shall in a written repayment demand be notified that his or her local employee organization is entitled to negotiation in the matter. If the organization does not request negotiation within two months of the employee's receipt of the written demand, the organization shall forfeit its right to negotiation.

If negotiation is requested in such a matter as referred to in the above paragraph, the negotiation shall – notwithstanding what may otherwise follow from statute or other agreement – only be conducted as a local negotiation.

Any statutory or contractual obligation to negotiate prior to submission to a court of law shall be performed by the conclusion of the local negotiation or by forfeiture of the right to such negotiation.

MOMENT 4 If the employer is in breach of any stipulation in mom 2 and 3 above, the matter of the obligation to repay the debt shall be dealt with in accordance with the stipulations in § 3 below.

§ 3 INCORRECTLY
DISBURSED PAY
– NEGOTIATION
PROCEDURE ETC

MOMENT 5 The employer shall notify the employee if the latter has, otherwise than as referred to in § 1 first part, received any pay or other emolument in excess of what is due to the employee by agreement.

If the employer and the employee have not reach agreement about repayment of the debt and if the employer wishes to demand repayment, the employee shall in a written repayment demand be notified that his or her local employee organization is entitled to legal dispute negotiation in the matter. If the organization does not request negotiation within two months of the employee's receipt of the written demand, the organization shall forfeit its right to negotiation.

Any obligation to negotiate before submitting the matter to a court of law that may follow from statute or agreement shall be performed by conclusion of the negotiation or forfeiture of the right thereto. The stipulations of the parties' negotiation procedure and main collective agreement and the Co-determination in Industry Act (MBL) shall otherwise apply to legal dispute negotiations and to the continued dispute procedure.

§ 4 VALIDITY

This collective agreement shall be in force between the parties without time limit and with a mutual period of notice of termination of six months. Notice shall, in order to be valid, be in writing and accompanied by a draft new collective agreement.

APPENDIX

LIST OF OTHER AGREEMENTS WITHIN THE KFS AREA

- The Swedish Organisation for Local Enterprises (KFS)
- The Swedish Municipal Workers' Union (Kommunal)
- The Union for Service and Communication Employees (SEKO)
- The Swedish National Union of Local Government Officer (SKTF)
- The Salaried Employees' Union HTF
- The Association of Management and Professional Staff (LEDARNA)
- The Swedish Association of Salaried Employees, the Hospital and Public Health Service
- The Swedish Association of Graduate Engineers (CF)/the Swedish Association of Business Administration Graduates (CR) and
- Listed member associations of the Swedish Confederation of Professional Association (SACO)
 - Negotiation Procedure for enterprises in the KFS Area
 - Agreement concerning Employment Group Life Assurance (TGL-KL) or equivalent assurance
 - Agreement concerning Occupational Injuries Insurance (TFA-KL) or equivalent insurance
 - Agreement concerning Occupational Sickness Insurance (AGS-KL) or similar insurance
 - Pension Agreement (PA-KFS)
 - Agreement concerning remuneration for the use of employees' own cars (Bil 01)
 - Subsistence Allowance Agreement (Trakt 9I-KFS)
 - Trygghetsavtal KFS
 - Agreement concerning the collective agreement foundation KFS-Företagens Trygghetsfond and agreement concerning contribution to KFS-Företagens Trygghetsfond

NOTES TO THE RECORD

- 1 The scope for working hours measures is regulated for the bransch Consultant and Service to 27 hours a year (note that the amount of hour per year varies in KFS different agreements or for different union groups, so you have to look at the agreement for your own bransch).
- At individual companies an agreement may have been reached for another number of hours or that the working hours account does not apply to the company. The regulations for the working hours account are the same as was valid for the previous period of agreement.
- There can be local agreements concerning the application to the regulations. Individual working hours account applies if no local agreement concerning other working hours measures is agreed upon.
- 2 Salary when transferred to other duties for organizational reasons or illness
- If there are no agreement between employer and employee and/or union the following is valid;
- When an employee with monthly pay is for organizational reasons or as a consequence of illness transferred to other duties outside the employment agreement and agreement has been done about a lower salary, the employee is entitled to a supplement. The supplement represents a value of the difference between the former and the new payment. The first 12 month the total supplement are paid. The 12 month after that, the supplement is reduced with 1/12 of the supplement each month.
- If the new employment involve a lower grade of employment, the supplement is reduced as follows;
- $(a-b) \times c = d$
- a = former payment
- b = new fulltime payment
- c = new part-time employment grade
- d = supplement

If local regulations concerning this matter has been agreed upon, that agreement is still valid.

(Some special regulations are valid according to the pensions system. This regulations can differ between KFS bransch agreements. Please contact KFS if the employee are in the age of 60 to 65 or are a member of Kommunal.)

Employee who is transferred for organizational reasons are entitled to leave of absence up to a period of one year during above stated time of 24 month, to try another employment or start a company according to the regulations in the law of leave for business activities.

3

The parties agree that the following rules shall apply:

It is part of the individual employment agreement that the employee is obliged, when required, to show a doctor's certificate to the effect that he or she is fit for work, submit himself or herself to drug tests and medical examinations if it has become apparent that the employee has been incapable of performing his or her duties and the cause of this may be assumed to be drugs or illness. The employer shall be obliged, when necessary, to arrange for a rehabilitation report and to rehabilitate and/or transfer the employee to other duties. The employer may, within the scope of its right to direct the business, temporarily suspend the employee.

Employees that have been suspended on the ground that they have become safety risks because of the influence of alcohol or other drugs shall forgo all emoluments while suspended.

The stipulations concerning a drug-free work environment and the handling of drug questions are linked to the provisions of the Work Environment Act concerning a safe work environment and may be discussed by the safety committee or equivalent or by local collective agreement.

4

Member enterprises' membership of various sector committees within KFS and associated sector agreements shall be listed separately. When a new enterprise is admitted to KFS, it must be shown to what sector it belongs. Change of sector membership shall mean a future change of collective agreement and shall thus be negotiated/agreed.

- 5 The central parties agree to commence negotiation if amendments are effected to national insurance or other legislation. The result of such negotiations shall be that changes in benefit levels or national insurance rules are reflected in corresponding adjustments of the sector agreements.
- 6 If an employee on the employers assignment do duty abroad shall the terms of employment be settle either through an agreement or through a regulation, local collective agreement och similar at the company. It is central parties view that the working conditions during the duty abroad as a rule shall be regulated before the stay abroad.

CERTAIN TABLES

6 CALENDAR DAY FACTOR TABLE

Calendar day factor refers to the factor employed when calculating the number of calendar days of leave in case of a right to leave without pay for part of a month.

1 WEEK SCHEDULE		2 WEEK SCHEDULE		3 WEEK SCHEDULE	
Number of working days in the period	Factor	Number of working days in the period	Factor	Number of working days in the period	Factor
1	7,00				
2	3,50	2	7,00		
3	2,33	3	4,66	3	7,00
4	1,75	4	3,50	4	5,25
5	1,40	5	2,80	5	4,20
6	1,16	6	2,33	6	3,50
		7	2,00	7	3,00
		8	1,75	8	2,62
		9	1,55	9	2,33
		10	1,40	10	2,10
		11	1,27	11	1,90
		12	1,16	12	1,75
				13	1,61
				14	1,50
				15	1,40
				16	1,31
				17	1,23
				18	1,16

4 WEEK SCHEDULE Number of working days in the period	Factor	5 WEEK SCHEDULE Number of working days in the period	Factor	6 WEEK SCHEDULE Number of working days in the period	Factor
4	7,00				
5	5,60	5	7,00		
6	4,66	6	5,83	6	7,00
7	4,00	7	5,00	7	6,00
8	3,50	8	4,37	8	5,25
9	3,11	9	3,88	9	4,66
10	2,80	10	3,50	10	4,20
11	2,54	11	3,18	11	3,81
12	2,33	12	2,91	12	3,50
13	2,15	13	2,69	13	3,23
14	2,00	14	2,50	14	3,00
15	1,86	15	2,33	15	2,80
16	1,75	16	2,18	16	2,62
17	1,64	17	2,05	17	2,47
18	1,55	18	1,94	18	2,33
19	1,47	19	1,84	19	2,21
20	1,40	20	1,75	20	2,10
21	1,33	21	1,66	21	2,00
22	1,27	22	1,59	22	1,90
23	1,21	23	1,52	23	1,82
24	1,16	24	1,45	24	1,75
		25	1,40	25	1,68
		26	1,34	26	1,61
		27	1,29	27	1,55
		28	1,25	28	1,50
		29	1,20	29	1,44
		30	1,16	30	1,40
				31	1,35
				32	1,31
				33	1,27
				34	1,23
				35	1,20
				36	1,16

7 WEEK SCHEDULE		8 WEEK SCHEDULE	
Number of working days in the period	Factor	Number of working days in the period	Factor
7	7,00		
8	6,12	8	7,00
9	5,44	9	6,22
10	4,90	10	5,60
11	4,45	11	5,09
12	4,08	12	4,66
13	3,76	13	4,30
14	3,50	14	4,00
15	3,26	15	3,73
16	3,06	16	3,50
17	2,88	17	3,29
18	2,72	18	3,11
19	2,57	19	2,94
20	2,45	20	2,80
21	2,33	21	2,66
22	2,22	22	2,54
23	2,13	23	2,43
24	2,04	24	2,33
25	1,96	25	2,24
26	1,88	26	2,15
27	1,81	27	2,07
28	1,75	28	2,00
29	1,68	29	1,93
30	1,63	30	1,86
31	1,58	31	1,80
32	1,53	32	1,75
33	1,48	33	1,69
34	1,44	34	1,64
35	1,40	35	1,60
36	1,36	36	1,55
37	1,32	37	1,51
38	1,28	38	1,47
39	1,25	39	1,43
40	1,22	40	1,40
41	1,19	41	1,36
42	1,16	42	1,33
		43	1,30
		44	1,27
		45	1,24
		46	1,21
		47	1,19
		48	1,16

7 ANNUAL LEAVE COEFFICIENT TABLE

Annual leave coefficient refers to the coefficient used when calculating the number of days that shall be deemed part of annual leave.

1 WEEK SCHEDULE Number of working days in the period	Annual leave coefficient	2 WEEK SCHEDULE Number of working days in the period	Annual leave coefficient
1	5,00		
2	2,50	2	5,00
3	1,66	3	3,33
4	1,25	4	2,50
5	1,00	5	2,00
6	0,83	6	1,66
		7	1,42
		8	1,25
		9	1,11
		10	1,00
		11	0,90
		12	0,83

3 WEEK SCHEDULE Number of working days in the period	Annual leave coefficient	4 WEEK SCHEDULE Number of working days in the period	Annual leave coefficient
3	5,00		
4	3,75	4	5,00
5	3,00	5	4,00
6	2,50	6	3,33
7	2,14	7	2,85
8	1,87	8	2,50
9	1,66	9	2,22
10	1,50	10	2,00
11	1,36	11	1,81
12	1,25	12	1,66
13	1,15	13	1,53
14	1,07	14	1,42
15	1,00	15	1,33
16	0,93	16	1,25
17	0,88	17	1,17
18	0,83	18	1,11
		19	1,05
		20	1,00
		21	0,95
		22	0,90
		23	0,86
		24	0,83

5 WEEK SCHEDULE Number of working days in the period	Annual leave coefficient	6 WEEK SCHEDULE Number of working days in the period	Annual leave coefficient
5	5,00		
6	4,16	6	5,00
7	3,57	7	4,28
8	3,12	8	3,75
9	2,77	9	3,33
10	2,50	10	3,00
11	2,27	11	2,72
12	2,08	12	2,50
13	1,92	13	2,30
14	1,78	14	2,14
15	1,66	15	2,00
16	1,56	16	1,87
17	1,47	17	1,76
18	1,38	18	1,66
19	1,31	19	1,57
20	1,25	20	1,50
21	1,19	21	1,42
22	1,13	22	1,36
23	1,08	23	1,30
24	1,04	24	1,25
25	1,00	25	1,20
26	0,96	26	1,15
27	0,92	27	1,11
28	0,89	28	1,07
29	0,86	29	1,03
30	0,83	30	1,00
		31	0,96
		32	0,93
		33	0,90
		34	0,88
		35	0,85
		36	0,83

7 WEEK SCHEDULE Number of working days in the period	Annual leave coefficient	8 WEEK SCHEDULE Number of working days in the period	Annual leave coefficient
7	5,00		
8	4,37	8	5,00
9	3,89	9	4,44
10	3,50	10	4,00
11	3,18	11	3,63
12	2,91	12	3,33
13	2,69	13	3,07
14	2,50	14	2,85
15	2,33	15	2,66
16	2,18	16	2,50
17	2,05	17	2,35
18	1,94	18	2,22
19	1,84	19	2,10
20	1,75	20	2,00
21	1,66	21	1,90
22	1,59	22	1,81
23	1,52	23	1,73
24	1,45	24	1,66
25	1,40	25	1,60
26	1,34	26	1,53
27	1,29	27	1,48
28	1,25	28	1,42
29	1,20	29	1,37
30	1,16	30	1,33
31	1,12	31	1,29
32	1,09	32	1,25
33	1,06	33	1,21
34	1,02	34	1,17
35	1,00	35	1,14
36	0,97	36	1,11
37	0,94	37	1,08
38	0,92	38	1,05
39	0,89	39	1,02
40	0,87	40	1,00
41	0,85	41	0,97
42	0,83	42	0,95
		44	0,90
		45	0,88
		46	0,86
		47	0,83
		48	0,83

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