

Welcome to Veidekke! Union information YA

Veidekke is a value-driven company that places great emphasis on compliance with laws and agreements in the construction market. This applies equally to the white-collar and blue-collar workers who work in companies that are suppliers and subcontractors to Veidekke.

Here Veidekke provides brief information about your rights and where to turn if you suspect irregularities with your salary, (including pension contributions, social security, weekend and public holiday pay, reduced working hours and subsistence allowances) or applicable working time rules.

Salary

In Sweden, employers and trade unions agree on the conditions that apply in the labour market via **collective agreements**. This is why Sweden does not have a statutory minimum wage. Pay is determined by the labour market parties, i.e. employers and trade unions. All companies with collective agreements are obliged to comply with the agreements they have signed. This applies regardless of whether the company has an agreement via membership of the employers' organisation Byggnads or a so-called "hanging agreement" with Byggnads or **Elektrikerförbundet**, which are two trade unions that are active in the construction market. In Sweden this is called the **Swedish model**.

Veidekke requires all companies working on a Veidekke project to have collective agreements.

Join the union!

Since the Swedish model is based on both employees and employers belonging to organisations, Veidekke encourages you as an employee to join the union. Find out which trade union organises your particular occupational group.

If you suspect that your terms and conditions are not correct, contact your trade union, which can also provide support in the event of illness, unemployment or accidents.

Your trade union affiliation depends on your occupation. .

Byggnads organises construction workers, glaziers, machine operators, sheet metal workers and painters, among others. **Elektrikerförbundet** organises electricians and fitters, among others.

Laws that support trade union organisation and trade union members

Under Swedish law, no one may try to prevent an individual from joining a trade union. Veidekke also takes a serious view if a subcontractor prevents employees from joining the union. If this should happen, Veidekke will act forcefully. Are you being actively hindered or experiencing implicit resistance? Contact your trade union immediately **or a trade union representative at Veidekke, such as a foreman or safety representative.**

Basic information

The salary in the Construction Agreement means that you are paid according to your occupational skills. You should be paid in full according to the collective agreement if you have more than 6 years of work experience or hold a professional qualification. This applies regardless of whether you acquired the experience in Sweden or another country.

If you have 1-6 years of work experience, you will receive 88% of the collective agreement salary.

You will receive 70% of the collective agreement salary if you have up to 1 year's work experience.

Full-time, permanent employment is the main rule in the collectively agreed construction industry in Sweden. Fixed-term contracts may only be used in certain situations. Probationary periods are only allowed for a maximum of six months.

Some days of the year are public holidays. You will then be entitled to **full-time pay**, i.e. the same pay as if you had been working.

Byggnads has negotiated **higher holiday pay** than the Holiday Act provides. Depending on the collective agreement you belong to, holiday pay ranges from 13% to 13.2% of your earned salary.

You are also entitled to reduced working hours, **ATF**, which means you get an extra 40 hours off per year!

Sweden has working time legislation, but the Swedish model allows employers and unions to enter into a **written working hours agreement** with different hours.

Under the collective agreement **you may be** entitled to subsistence allowance. **The construction contract describes the rules that apply depending on the distance between your home and the workplace, what your registered address is etc.**

Your accommodation must be of a good standard if you have to stay overnight because of work. **Contact Byggnads for their guidelines.**

Pay slip

Your pay slips should contain the following information:

Current month, number of hours worked/monthly salary, working time reduction, gross salary, tax and social security deductions specified, salary paid, accrued days of holiday and working time reduction.

If you suspect irregularities, you can contact:

Your trade union, [Byggnads](#) or [Elektrikerna](#).

Veidekke's integrity group, which works against fraud and crime, can be reached by email seriositet@veidekke.se

The integrity group handles individual cases, but also carries out various types of company checks to ensure compliance with laws and agreements..

In case of trade union or ethical violations, you also have the opportunity to contact [Veidekke's whistleblower function](#), which is handled by Veidekke's company lawyer, which guarantees full personal confidentiality.

In the Stockholm area, it is also possible to contact Fair Play Bygg, which is a joint monitoring organisation for employers and trade unions. Via the [Fair Play Bygg website](#) you can report tips on misconduct with guaranteed anonymity.

For more information:

