



Agreement Parties	
EMPLOYER	CORP. ID No.
ADDRESS/ POSTAL ADDRESS	
POSTAL CODE AND TOWN	
E-MAIL	PHONE
SWEDISH ASSOCIATION OF GRADUATE ENGINEERS BOX 1419 111 84 STOCKHOLM	CORP.ID No. 802003-4586

Agreement area

SWEDISH ASSOCIATION OF GRADUATE ENGINEERS AND	COMPANY'S PRIMARY BUSINESS
---	----------------------------

The Parties agree that the employment conditions of the Company's white collar employees will be regulated according to applicable collective agreements for the above-stated agreement area.

The Parties agree to the negotiation and contract terms set out below.

This agreement is effective from the date stated below and until 31 March of the following year.

If notice to cancel this Agreement is not given by either party three months before its expiry it will be extended for a year at a time.

The undersigned employer hereby applies to join the ITP Plan (additional pension plan) and the TGL Agreement and undertakes to notify Collectum about all white collar employees.	<input type="checkbox"/>
The undersigned employer will apply for ITP 1 for all white collar employees, irrespective of age. See below, Item 6 of the terms of the agreement.	<input type="checkbox"/>
The undersigned employer will apply for ITP 1 and ITP 2 as the year of birth determines the pension plan to be applied. See below, Item 6 of the terms of the agreement.	<input type="checkbox"/>
The number of people that employers wish to exclude from the system. See below, Item 6 of the terms of the agreement. Collectum provides forms for application for exemption.	<input type="checkbox"/>

The undersigned employer undertakes to apply for affiliation to Trygghetsrådet, TRR.

The undersigned employer undertakes to, at Fora, subscribe to employee occupational injury insurance with AFA Insurance and to maintain this insurance.

Group life insurance (TGL) will be/has been signed with

<input type="checkbox"/> Alecta	<input type="checkbox"/> Folksam	<input type="checkbox"/> Skandia Liv	<input type="checkbox"/> Movestic (formerly Moderna)
<input type="checkbox"/> Bliwa	<input type="checkbox"/> Länsförsäkringar Grupplivförs.ab.	<input type="checkbox"/> SEB Pension & Försäkring AB	<input type="checkbox"/> SEB Trygg liv Gamla Livförsäkringsab.

Signatures

.....
Place and date
Employer

.....
(Signature)

.....
(In capitals)

.....
Valid form (date)
Swedish Association of Graduate Engineers

.....
(Signature)

.....
(In capitals)

Negotiating procedures

It is assumed that employers and employees, through mutual respect, seek consensus in order to organize their common concerns and, if possible, prevent the emergence of dispute.

If a legal dispute arises, the employer must immediately refer the dispute to the Swedish Association of Graduate Engineers.

Negotiations will be convened by the Party within four months of learning of the circumstances to which the dispute relates, and within two years after the fact.

If the dispute has subsequently not been resolved in negotiations, it will be brought before the labour court within three months of the date the negotiations are declared closed. If a case is not filed within the prescribed time period, all claims are null and void.

If the condition to which the legal dispute relates is governed by Employment Security Act, the deadlines specified in the act will apply instead of the deadlines stated above.

The deadlines applicable for convening negotiations and for instituting proceedings in court can be found in Sections 34, 35, 37, 64 and 65 of the Co-determination Act and in Sections 40 and 41 of the Employment Security Act.

The obligation not to take industrial action does not apply to matters that are not expressly regulated under this agreement.

Terms and Conditions

1. If, via the current agreement or regulations or through future agreements or regulations, benefits are granted beyond the collective agreement, the current agreement or regulations will apply in this part. The same is true if the employer, according to practice, provides or will provide benefits beyond the stipulations of the collective agreement.
2. The Swedish Association of Graduate Engineers undertakes to, as soon as possible when the new agreement has been concluded or when agreement on changes to the previously-existing agreement is reached, provide the employer with a new agreement in print or to supplement the existing agreement with the new text.
3. The employer undertakes to keep the Swedish Association of Graduate Engineers informed of name and address changes and other operational changes e.g. change of ownership, sale of business or part thereof etc. that are of importance to the contractual relationship. This is so that the Association is able to keep the employer informed of changes to the agreement.

4. The agreement means that the employer applies for membership of the Job Security Foundation (TRR) for all company white collar employees and - if membership is obtained - commits the employer to:
 - to apply the rules of the Transition Agreement between the Confederation of Swedish Enterprise and PTK, along with the rest of the contracting parties' agreements related to the Transition Agreement.
 - to follow TRR decisions or recommendations.
 - to pay the contribution established by TRR.
 - to provide payment details for Fora.
5. The employer undertakes to, at Fora, take out occupational injury insurance in AFA insurance and to maintain this insurance.
6. The employer agrees to take out occupational pension insurance (ITP) and group life insurance (TGL) for their employees, either in Alecta or an insurance company approved by Collectum. (See first page). Cover will apply to all white collar employees who fulfil the Agreement age and employment preconditions. The cover may also include the following categories:
 - A. *CEO and upper management and those in senior management positions.*
 - B. *Employees who, along with wife/husband and/or child/parent, owns one third or more of the shares in the company.*
 - C. *The company owner personally (the owner of the sole trader company, partners in partnership etc.).*
7. The Swedish Association of Graduate Engineers, as party to a local agreement, represents graduates who are members of their collaborative academic unions currently: the Union for Professionals, the Swedish Association of Graduates in Business Administration and Economics, DIK Association, JUSEK, Church Graduates Association, Registered Physiotherapists' National Association, National Union of Teachers, the Swedish School Management Association, the Swedish Association of Architects, the Swedish Pharmaceutical Association, the Swedish Association of Professional Scientist, the Swedish Psychological Association, the Swedish Association of University Teachers and Researchers and the Swedish Veterinary Association.

It is not possible to take out such cover for employees under 18 years of age.

Collectum confirms received notification of cover through an insurance confirmation, which means the pensions agreement has been concluded between the employer and the insurance company. Otherwise, the insurance company applies current insurance conditions.

Collectum examines applications for ITP 1 for all white collar employees on behalf of the central parties. In the event that such an application cannot be approved, a pension agreement with both ITP 1 and ITP 2 will be established. ITP 1 is for white collar employees born in 1979 and later, and ITP 2 for white collar employees born in 1978 or earlier. For more information, see www.collectum.se.

Exemptions from ITP insurance may be granted to employee who, before the company joined, already enjoyed an occupational pension benefit and who will remain in this system. Written agreements on this must be established between the employer and the employee and appended to this agreement. TGL insurance for them must, however, be taken out.