



Guidelines on Labour Market Conflicts

Guidance, advice, and support

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Preface

Sveriges Ingenjörer's ambition is always to solve matters through negotiation and through agreement. If, despite great effort, it is not possible to reach an agreement and find a solution, Sveriges Ingenjörer can as a final measure use industrial action. This is not something Sveriges Ingenjörer strives to do, but if all other possible solutions are exhausted, not a measure Sveriges Ingenjörer is afraid to use.

How and where a labour market conflict occurs is never a coincidence, but rather the result of a long attempt to resolve the matter through negotiations. Before a decision is made to give notice of industrial action, Sveriges Ingenjörer has carefully considered the situation and been in contact with the members. A labour market conflict may never be dangerous to society and an important part of the preparations before an eventual labour market conflict, therefore, is to ensure that such consequences are not a result of the labour market conflict.

A successful labour market conflict requires that all parts of Sveriges Ingenjörer collaborate successfully. These guidelines on labour market conflict explains how the different areas of responsibility are allocated between Sveriges Ingenjörer's central strike organisation, local union representatives in the workplace and the members.

The guidelines on labour market conflict also gives you as a member or local union representative information, support, and guidance on how you and your local union board in the best way can prepare if there is a risk of a labour market conflict at your workplace.

If you are unsure on what applies in a specific situation, you can always visit Sveriges Ingenjörer's website or call our advice helpline at 08-613 80 00.

How does The Swedish Model work?

In Sweden, the labour market parties, i.e. unions and employer associations, are responsible for negotiating wages and most of the terms regarding employment. This way of collaborating in order to agree on collective bargaining agreements that are adapted for each respective industry is called “The Swedish Model”.

Sveriges Ingenjörer’s goal as a labour market party is to improve working life and the terms of employment for our members. By influencing public opinion and by negotiating, Sveriges Ingenjörer works towards collective bargaining agreements that ensure fair terms concerning wages and wage development, better work-life balance, a more equal working life and better opportunities for skills development.

Why does a labour market conflict break out?

Sometimes, advocacy and good will is not enough to find success in negotiations. If that is the case, the negotiations might end in disagreement without a result that both parties of the negotiation can accept. In these situations, a labour market conflict might break out in order to apply pressure towards the other party to get them to agree on certain terms in a collective bargaining agreement.

A labour market conflict is a natural part of labour market negotiations and can break out when the parties do not agree in central negotiations on matters regarding wages and general terms of employment. However, industrial action may not be called for during a period of time when the collective bargaining agreement between the parties is valid. During that time there is a duty of industrial peace. It is only when the collective bargaining agreement has expired that either party can call for industrial action.

The right to industrial action is a constitutional right. Other statutory regulations that apply can be found in Sections 41-49 of the Co-determination Act.

Even if the negotiating parties always aim to reach an agreement, there is always the possibility to use a labour market conflict as a last resort to apply pressure towards the other party to continue negotiating and hopefully agree on a collective bargaining agreement.

Duty of industrial peace

When the parties are bound by a collective bargaining agreement, there is a duty of industrial peace. To be able to call for industrial action, there can be no duty of industrial peace between the parties.

State of non-agreement

If a collective bargaining agreement ceases to be valid without immediately being replaced by a new agreement, the terms of employment as a rule do not change immediately. Rather, in many cases the employer continues to apply the terms of the collective bargaining agreement.

However, since the employer is not obligated to continue applying the terms of employment, the parties usually first agree on an extension of the agreement to have the time to be able to negotiate a new agreement. If the negotiations during the extension period do not lead to a new collective bargaining agreement, there follows a state of non-agreement. During a state of non-agreement, Sveriges Ingenjörer can call for industrial action in order to reach a binding collective bargaining agreement. It is worth noting that local union representatives may not call for industrial action. Rather, it is only Sveriges Ingenjörer's Association Board that has the right to make that decision.

An employer who is not a member of an employer association nor has signed a so-called tie-in agreement is in a state of non-agreement. For such an employer it is possible for Sveriges Ingenjörer to give notice of industrial action to ensure that the members working there are given good terms of employment through collective bargaining agreements. This only occurs if first the possibility to reach an agreement through negotiations has been exhausted. A labour market conflict in order to sign a collective bargaining agreement at a workplace can occur at any time, not only during a bargaining round.

Different types of industrial action

Strike

Complete stoppage of work, a so-called strike, means that the members that are taken out on strike by Sveriges Ingenjörer must leave the workplace and their work tasks during the time that the labour market conflict is ongoing. In other words, they are not allowed to work and no one else is allowed to perform their work tasks. Work equipment such as mobile phones, laptops, and service cars (also salary sacrifice cars are included) shall be left at the workplace or stored elsewhere if agreed upon with the immediate manager. There are some exceptions to these rules regarding local union representatives.

Overtime ban, additional hours ban and blockade on new employment

A ban on overtime or additional hours or a blockade on new employment can be used to apply pressure on the employer as a first step before a complete stoppage of work, i.e. strike, is chosen. In case of a ban on overtime and/or additional hours, the employer is prohibited from demanding work hours that exceeds the members' regular working hours. A blockade on new employment can be used at a company or in an industry that has a great need of employing new staff and means that the employer is prohibited from employing new staff. Blocking the employer from employing new staff can be done in an attempt to get the employer to continue negotiating.

Lockout

A lockout is an industrial action that can be taken by the employer. A lockout means that the employees in different ways are shut out from the workplace without pay during the time the lockout is in place. Usually, lockout is used as a response to a strike and can also include employees that are not on strike. Notice regarding lockout must be given in advance in the same

way as other industrial action, see more under the section “Notice of industrial action”.

Sympathy action

A sympathy action occurs when a union or employer association calls for industrial action to support another union’s or employer association’s labour market conflict. It is Sveriges Ingenjörer’s central office that decides which companies and workplaces are subjected to industrial action during a sympathy action. As long as the members do not receive word from Sveriges Ingenjörer that they are a part of the labour market conflict, they should perform their work tasks as usual. A sympathy action requires preparation and therefore must be preceded by discussions with the other union/unions at an early stage. An individual member cannot refuse to work as a sympathy action as this would be viewed as a refusal of work which in turn could have legal ramifications to the member’s employment.

Neutrality

When a union has called for or intends to call for industrial action at a workplace with members of different unions, the members of the other unions are not included in the industrial action. The union which has called for industrial action sends information to the other unions regarding the labour market conflict together with a request that other unions and their members are to remain neutral in the labour market conflict. To remain neutral in this sense means not to perform work tasks that the members that are included in the labour market conflict would have done. However, neutral employees may continue to perform their ordinary work tasks.

Cooperation between Sveriges Ingenjörer and other unions during a labour market conflict

When a labour market conflict is coordinated between Sveriges Ingenjörer and other unions, it is important to also have a close local cooperation regarding questions such as guidelines for the labour market conflict, pickets, applications for exemptions and joint member meetings.

Other Professional Associations

It is each union independently that decides on labour market conflicts. If members of other Professional Associations have questions regarding the labour market conflict, they should therefore be referred to their respective union for further instructions.

The role of the Strike Organisation

It is the Association Board that decides if Sveriges Ingenjörer is to call for industrial action and also decides on strike pay for the members. When such a decision has been taken, it is Sveriges Ingenjörer's Central Strike Committee that leads and administrates the labour market conflict, both strategically and operationally.

The Union President appoints which functions and persons that are operational in the management of the labour market conflict.

Central Strike Organisation

Central Strike Committee

The Strike Committee is always staffed but is activated before bargaining rounds and if needed. When the Union President informs the convenor of the Strike Committee to prepare for industrial action, the Strike Organisation is activated, meaning that these work tasks are have a higher priority than regular work assignments.

In summary: Who does what during a labour market conflict?

- The Head of Negotiations and the Union President informs that there is a need of industrial action,
- The association Board decides on industrials action,
- The Central Strike Committee prepares for, organizes and finishes the labour market conflict,
- The central and local strike organisations jointly plan for and support our members during the labour market conflict,
- The members carry out the labour market conflict (information and understanding as to why a labour market conflict is needed is always a requirement during a labour market conflict).

Communications Group

Sveriges Ingenjörer's Central Strike Committee and Head of Communications are responsible for the information regarding the labour market conflict. A communications platform which shall be used to mobilize the members before and during the labour market conflict is created by the Central Communications Group.

The Communications Group also helps the local strike organisations by providing material that is used jointly when continuously informing the members, and can also be helpful in supporting local union representatives that are in contact with local media.

The “On-call Group” for labour market conflicts

The On-call Group provide local union representatives and members with advice and also answer questions regarding the industrial action and the instructions governing the labour market conflict.

This group also is responsible for interpreting Sveriges Ingenjörer’s industrial action. Only Sveriges Ingenjörer as an organisation can interpret its own industrial action.

As the labour market conflict progresses, the group continuously updates the document of interpretations when new interpretations are made. If needed, they also update the instructions governing the labour market conflict.

The Strike Exemption Group

Sveriges Ingenjörer’s Central Strike Exemption Group manages and decides on requests for exemption from the labour market conflict. Typically, the question of exemptions is primarily of interest to the employer. The point of the industrial action is to apply as much pressure as possible to the other party. Exemptions, therefore, can only be given in exceptional circumstances and must be decided on a case-by-case basis.

All applications for exemptions are managed by Sveriges Ingenjörer’s central office. The local Akademikerförening cannot grant an exemption. This is in order to make it possible to assess the applications in a uniform way, also between Sveriges Ingenjörer and other unions that have a central coordination regarding the management of exemptions. However, the Akademikerförening needs to assist the Central Strike Exemption Group in evaluating any applications that have come from the employer. The Akademikerförening is also given a copy of the decision sent to the employer regarding the exemption.



Read more about how the exemption process works in the section” Guidelines on labour market conflicts for the Akademikerförening”.

Local strike organisation

In order to achieve the desired outcome of the labour market conflict, it is important that the information and contact with members, unions and the employer works satisfactorily both during, under and after the labour market conflict.

The local work with the labour market conflict, which is planned and carried out in the workplace by Sveriges Ingenjörer's local union representatives, is key if the labour market conflict is to have the desired effect and endure until a collective bargaining agreement is in place. Depending on, for example, which industrial actions are in question, the scope of the labour market conflict, the size of the workplace and the local union presence, the local strike organisation might look different.

At larger workplaces and/or workplaces with larger local union boards, a strike committee can be appointed whereas in smaller workplaces a strike representative might be more suitable. If the local union board does not appoint a local strike committee, the Akademikerförening is the strike committee. The strike committee/strike representative might in turn have need of appointing special task forces to manage, for instance, information, the occurrence of breaches of the rules of the labour market conflict, questions regarding compensation, exemptions, and management of strike measures.



Read more about different areas of responsibility and practical tasks in the section "Guidelines on labour market conflicts for the Akademikerförening".

In the event of a labour market conflict, preparatory phase

It is the members and local union representatives that are the foundation of and the most important parties in a successful labour market conflict. In the preparatory phase, focus is on informing and mobilizing the members regarding the matter at hand and trying to gain acceptance from other parts of society in the matter that the labour market conflict concerns. The work done locally by our members and local union representatives is crucial if the labour market conflict is to have the desired effect.

Notice of industrial action

Before Sveriges Ingenjörer calls for industrial action, notice must be given to the other party. The notice is given as a warning that industrial action will be taken if the parties cannot agree.

A notice act shall be given to the other party at least seven workdays in advance. The act describes why the notice of industrial action is given and shall also state which employers are targeted by the labour market conflict, which industrial action that will be called for and when it will be put into effect. A copy of the notice shall be delivered to The Swedish National Mediation Office ("**Medlingsinstitutet**") and, if the industrial action concerns a party within Industriavtalet, the Impartial Chairmen ("**OPO**"), who are responsible to appoint mediators in the labour market conflict. The notice act is an important part of the preparatory work. If there are any questions or ambiguities concerning the notice, these shall be answered by the Strike Committee at Sveriges Ingenjörer.

During the notice period, the labour market conflict has not yet taken effect and Sveriges Ingenjörer's members should therefore perform their work tasks as usual.

Preparations in the workplace

Organise

Before a labour market conflict, the local union should create an organisation that can both manage the labour market conflict locally and keep in contact with members, Sveriges Ingenjörer's central office and the representatives of the employer.

Inform

It is crucial that the members understand the purpose of the labour market conflict. Therefore, it is important to gather the members before a labour market conflict breaks out and tell them why Sveriges Ingenjörer is using a labour market conflict to try and reach our goals. Also describe to the members what efforts have been taken in order to try negotiating. Together with Sveriges Ingenjörer's central office, the Akademikerförening locally in the workplace will have to explain what type of industrial action that will be used and what that will mean for the members, which members that will be included in the labour market conflict in the first stage and when, what obligations members have during the labour market conflict and how Sveriges Ingenjörer compensates the members financially. It is not unusual that the employer prevents members that are a part of the labour market conflict from using their e-mail address for work or work phones during the labour market conflict. The local union board, therefore, needs to inform the members that they need to give their private phone numbers and e-mail addresses to Sveriges Ingenjörer's central office and to their local union representatives in order to be able to be reachable during the labour market conflict.

At this point in time, it can be a good idea to collaborate with other unions that also are a part of the labour market conflict regarding the information provided.

Invite more participants

Recruiting engineers that are not yet members is one of the local union boards most important tasks. A high level of union organisation at the workplace means the industrial action will have a bigger impact. Invite everyone at the workplace to your information meetings when notice of a labour market conflict has been given and a labour market conflict is impending. Even persons that become members during the preparation phase and until the labour market conflict starts can receive strike pay, which is an important argument towards union membership in a situation like this.

Organising local information to the members

In the local work during a labour market conflict, the local union board needs to make sure that there is someone responsible for receiving and distributing information to the members before, during and after the conflict.

Those responsible also have contact with the business management both to give and to receive information and to make sure that the business management has received a complete notice act and understood its contents. In this lies among other things to give a list of names of the members that are to be exempted from the labour market conflict due to the fact that their role, if affected, can be a danger to society.

Questions from members that cannot be answered locally shall be sent to Sveriges Ingenjörer's central office via the person in the local strike committee that is responsible for that channel.

The person responsible for information locally shall also make sure that the information is coordinated with other local unions.

Prepare the organisation and the members of what a labour market conflict means

The members need to receive information concerning

- The scope of the labour market conflict,
- The purpose of the labour market conflict and what industrial actions will be called for,
- Which employees are exempted,
- How the local strike organisation is organised, how members will receive information and who is responsible locally for distributing information,
- How they apply for strike pay,
- The members' obligations during and after the labour market conflict.

The labour market conflict breaks out, during the ongoing conflict

The local strike organisation needs to ensure that the members that are affected by the labour market conflict always have the right information.

Information

It is important that the Akademikerförening constantly keeps itself informed of the developments of the labour market conflict and informs the members of what is going on. It is also important that the members keep themselves informed about the developments of the labour market conflict. Before and during a labour market conflict, things often happen very fast and there is a lot of information going around. The most important and fastest ways of communication are digital channels such as e-mail, text messages and Sveriges Ingenjörer's website.

Employees that are not a part of the labour market conflict shall continue to work as usual with their ordinary work tasks and may not perform any tasks that are included in the labour market conflict.



To-do list for the local strike information group:

- Share the information you receive from Sveriges Ingenjörer's central office with affected members and other employees and, if needed, other local unions,
- Keep up with news reports and social media,
- Hold member meetings when needed.

Managing exemptions

The purpose of a labour market conflict is to apply pressure towards the other party, and it is natural that an employer during a labour market conflict cannot fulfil all its obligations.

An exemption from the labour market conflict refers to an exemption from the industrial action that an employer, by using a special application procedure, wishes for an individual employee. Exemptions, therefore, are primarily of interest to the employer who applies for exemptions to reduce the impact of the labour market conflict. Sveriges Ingenjörer provides the affected employer organizations with a strike exemption form as an appendix to the notice of industrial action.

A complete application shall include the following information: name, role, union affiliation, time period and number of hours, the desired exemption and the reason why an exemption should be granted. Outside of the exemptions that are stated in the notice act, exemptions must be applied for in each case. There are no general exemptions.

The employer shall send the strike exemption form to Sveriges Ingenjörer's Central Exemption Group. Thereafter, the Central Exemption Group will contact the local exemption committee and ask for their opinion on the requested exemption. Applications for exemptions concerning risks to life, health or safety, i.e. protective work, have priority.

The decision regarding the exemption is sent to the employer directly from Sveriges Ingenjörer's central office and the local strike committee or similar receives a copy.

The employer may under no circumstances take part of the Akademikerförening's statements regarding applications for exemptions. The statements are only meant as internal union information.

It is not possible to speed up the process regarding the employer's application for an exemption through contact with the central office as an attempt from the employer to mitigate the effect of the labour market conflict. Phone calls or visits to the Central Exemption Group's office in order to try and affect the process will not be accepted.

Pickets, instructions to pickets

Prior to an industrial action in the form of a strike, a picket organisation should be appointed by the strike committee/strike representative. The picket organisation appoints pickets and organises their assignments. The pickets need to know the names of the salaried employees that are exempted from the industrial action and therefore shall have access to the workplace. If someone who is included in the labour market conflict enters the workplace and performs work tasks, this constitutes a breach of the rules governing strikes. It is the pickets' task to make sure that such breaches are documented and that the members receive information that any member that performs work tasks despite being a part of the labour market conflict, ultimately may be expelled

from Sveriges Ingenjörer.

The work with organising the pickets must commence simultaneously with the notice of industrial action being given, as there is a short time frame, seven workdays, to get the organisation ready. Pickets can be recruited among the members, for example by using application lists (a template can be found on Sveriges Ingenjörer's website) during member meetings. The local strike organisation needs to organise the communication both between pickets and between pickets and the picket organisation (e.g. private phone numbers).

Protective work

Regarding protective work, the main principle is that the employer must apply for an exemption for such work, but the work may be carried out pending the processing of the application. Examples of protective work can be work carried out due to an accident – a breakdown or similar – which might mean a danger to people's life and health, or extensive damage on buildings, facilities, or warehouses. The employer should immediately apply for an exemption, but the protective work may be carried out pending Sveriges Ingenjörer's decision.

Breach of the rules governing strikes

The purpose, content and scope of the labour market conflict is stated in the notice act. A breach of the rules governing strikes, or an act of strikebreaking occurs when someone, despite an occurrence of industrial action, continues to work or perform work tasks that an employee on strike would have performed. It can also occur if the employer plans to circumvent or violate the rules of the labour market conflict, or act in a way that does not adhere to the rules of the labour market conflict. The local strike committee/strike representative shall document any breaches of the rules governing strikes and immediately inform the employer that the act constitutes a breach, for instance if the employer employs other staff or in any other way reorganises the business so that work that is included in the strike is performed.

All observations that suggest an attempt from the employer to circumvent the labour market conflict shall be reported. A breach of the rules governing strikes can also occur when a member refuses to accept the labour market conflict and continues to perform his or her work tasks despite the current strike. These observations need to be made known to the Central Strike Breach Committee. A form for reporting these observations can be found on Sveriges Ingenjörer's website and can be sent from the local strike committee.

Please report any breaches of the rules governing strikes or suspected breaches to Sveriges Ingenjörer's Central Strike Breach Committee using the form that can be found on Sveriges Ingenjörer's website.



Report a breach of the rules governing strikes:

- What breach has occurred,
- Who has participated,
- How has the employer acted,
- Contact person/s at the local union, including telephone number,
- Send the form to konflikt@sverigesingenjorer.se.

Information to the employer

Make sure the employer has received the notice act and inform them what the labour market conflict is about, which members are affected, and which members have been exempted. Also inform the employer that any attempt to exert pressure on an individual person can lead to an escalation of the labour market conflict.

It is Sveriges Ingenjörer that has the exclusive right to interpret its own notice of industrial action, which also includes information connected to the notice, and also decides on all applications for exemptions.

Strike pay to the members

During an overtime ban, the employer pays out wages as usual and therefore no strike pay is given. During a strike or lock-out, the employer does not pay out wages and Sveriges Ingenjörer therefore pays out compensation for the loss of income to its members.

It is the Association Board that decides on the rules of compensation that shall apply during each labour market conflict. The compensation is based on the member's gross salary at the time of the outbreak of the labour market conflict and is by law exempted from tax. The strike pay, therefore, amounts to the loss of salary after tax deductions.

Insurance cover during a strike

All members that are included in the strike are covered by a work injury insurance from Sveriges Ingenjörer if something were to happen during the period the strike is in effect unless you are covered by your own work injury insurance. If you work as a picket or have another assignment for Sveriges Ingenjörer during the strike, you are also insured.

The labour market conflict ends, return to work

A labour market conflict can end when a party on its own initiative resumes negotiations and agrees on a new collective bargaining agreement. After mediation, the parties can agree that the labour market conflict ends when both parties have accepted a final offer from the mediator.

When Sveriges Ingenjörer announces that the labour market conflict is at an end, the members should resume work without delay.

The strike organisation informs all affected that they can return to work and cease the industrial action. Usually, the information is given on Sveriges Ingenjörer's website, via e-mail and most likely through mass media. It is important that the strike organisation has contact information to the members included in the industrial action so that they can be informed that work shall be resumed.

After the labour market conflict has ended, an assessment of the labour market conflict should be made, and the conflict summarized to use lessons learned to identify any need for adjustments centrally or locally.

Communication to others

It is the central strike organisation that manages the external communication regarding the solution of the labour market conflict and what the parties have agreed on.

Appendix:

Guidelines on labour market conflicts for the Akademikerförening

Local strike committee

General information before a labour market conflict breaks out

Start by reading the notice act to gain an understanding of what the labour market conflict means at your workplace. In the event of difficulties with interpretations, contact Sveriges Ingenjörer. The strike instructions are, as previously mentioned, a supplement to the notice act.

Measures that the local union board should take:

- Appoint a strike committee, or in smaller companies a strike representative, that shall be responsible for contact between members, Sveriges Ingenjörer and the business management,
- Make a telephone list of the people who are part of the local strike organisation. Inform Sveriges Ingenjörer of this information, including e-mail addresses,
- Inform other unions at the company about the labour market conflict,
- Make a thorough review of which employees might be exempted in the event of a labour market conflict (see the notice act),
- Call for a general member meeting, preferably with the other union parties of the labour market conflict.

Give the following information during the meeting:

- The purpose and scope of the labour market conflict,
- Which employees are included in the labour market conflict,
- Which groups that are exempted,
- The local strike committee's tasks and composition. At larger companies, it might be best or even necessary to arrange for meetings per business unit.



Follow the information on Sveriges Ingenjörer's website. Keep in close contact with Sveriges Ingenjörer's central office who can provide help and support.

If it is unclear how the strike committee/strike representative should work, or are there other local difficulties, contact Sveriges Ingenjörer's advice helpline immediately.

Make sure you have contact information to the members so that you can communicate with them. Private telephone numbers and e-mail addresses need to be gathered in and updated. In the event of a complete stoppage of work, the members may be forced to leave their work phone and computer at the workplace. It is important to always be able to reach the members with information on how the labour market conflict is progressing, but also when the labour market conflict has ended, and the members therefore shall return to work as usual. It can also be a good idea to have a place to meet outside of the workplace where the local strike organisation can gather and where member meetings can be held.

In the event of a labour market conflict, strike pay is paid out to the members according to the rules regarding compensation during labour market conflicts. When the labour market conflict breaks out, it means that all members that are included in the labour market conflict are at Sveriges Ingenjörer's disposal to assist in the labour market conflict. The members are not on leave due to the labour market conflict, but rather Sveriges Ingenjörer has the right to instruct the members to work within the own organisation. But in order to succeed in getting the members actively involved in the issue that has led to the labour market conflict, it is important with plenty information to the members beforehand.

If there are several unions in the workplace that are a part of the labour market conflict, it is generally a good idea to start coordinating with these unions locally.

In order to be successful in the labour market conflict, it is paramount that each member follows the strike instructions. Also, remember that it is the local strike committee that plays the greatest part in the labour market conflict.

Afterwards, it is suitable to as soon as possible evaluate how the strike organisation held up locally. The evaluation can be a part of Sveriges Ingenjörer's general evaluation of the labour market conflict.



Local strike committee (strike representative)

The strike instructions are applied after the strike committee has been appointed and is a check list for the Akademikerförening/members. The instructions must be followed. In order to achieve the result we expect, it is key that we behave in a uniform way.

Tasks for the local strike organisation:

- Together with the local union board be responsible for information to the members before, during and after the labour market conflict,
- Make sure the employer receives the notice act together with any appendices,
- Within the company ensure that the rules governing strikes are followed,
- When necessary, instruct pickets on the meaning of the labour market conflict and which employees are exempted,
- Find a place where the local strike committee can operate from,

- Together with the Akademikerförening inform the employer that:
 - The labour market conflict applies to all blocked work regardless of the employee's union affiliation,
 - That every attempt to pressure an individual person will be met with sanctions. Make it clear to the employer that we will consider escalating the labour market conflict at companies that do not respect the labour market conflict, for instance by letting non-union members perform blocked work tasks,
- 
- Names of personnel or other salaried employees that have been exempted from the labour market conflict. The exemptions can be found in the notice act,
 - That Sveriges Ingenjörer on a central level will process all applications for exemptions, but that the application for exemption shall be delivered to the local strike committee (strike representative),
 - To send any applications for exemptions on to the own local exemption group or, if such a group does not exist, to Sveriges Ingenjörer's Central Exemption Group. See further "Local exemption group" below. The strike committee/representative shall make notes of the applications for exemptions and the effects any exemption may have.

Local information group

Tasks:

- Follow Sveriges Ingenjörer's instructions and information,
- Be responsible for, together with the strike committee (strike representative), providing advice and support to individual members,
- Plan, design and distribute member information (plan for two scenarios: either if there are members in the workplace, for example during an overtime ban, or if there are no members at the workplace due to a strike or lock-out),
- Plan for member meetings,
- Inform the other local unions,
- In the event of difficulties with interpreting the notice of industrial action, help the strike committee (strike representative) with asking for advice from Sveriges Ingenjörer's advice helpline,
- Together with the strike committee be responsible for contact with mass media – press releases, interviews, press conferences. Before any contact with media, you should contact Sveriges Ingenjörer's Press Secretary.

Sources of information for the local union board

- Sveriges Ingenjörer's website sverigesingenorer.se,
- E-mail from Sveriges Ingenjörer's central office,
- Direct contact with Sveriges Ingenjörer's central office,
- Ingenjoren.se together with associated newsletters (Sveriges Ingenjörer's member magazine),
- Mass media.

Organisation of local information to members

- Allocate the different areas of responsibility within the committee: member information, mass media,
- Fliers,
- Member meetings,
- Bulletin boards,
- Staffing of normal or temporary offices,
- Chain of communication by telephone,
- Responsible for information and mass media management.

Produktion av informationen

- Use previous experience among the members/local union representative when creating information material,
- Tips when writing: short, to the point, the most important information first,
- Where can the information be produced/printed?
(Remember that the employer's paper and printer cannot be used)

Local exemption group



Tasks:

If an exemption group is appointed, the group's work tasks are to:

- Provide its opinion on and forward any applications for exemption to Sveriges Ingenjörer's Central Exemption Group,
- Inform the employer on the exemption process,
- Keep the person responsible for information informed of any interpretations of exemptions,
- Inform pickets of any exemptions that have been granted,
- Manage any issued exemption permits,
- Notify the strike committee of all actions that may be an attempt by the employer to circumvent the labour market conflict.

General information regarding the exemption process

Matters of exemptions are typically solely of interest to the employer. The Akademikerförening, therefore, should refrain from actively participating in exemptions during the labour market conflict.

Only Sveriges Ingenjörer's central office can grant an exemption, not the Akademikerförening. This is in order to be able to assess each application in a uniform way. The employer may not under any circumstance take part of the Akademikerförening's statements regarding the applications for exemptions. The statements are only meant as internal union information.

Trying to speed up the process of the employer's applications for exemptions through contact with Sveriges Ingenjörer's central office counts as performing work for the employer to mitigate the effects of the labour market conflict. Phone calls or personal visits to Sveriges Ingenjörer's central office to try and expedite the process will not be accepted.

Application for exemption

A complete application shall include the following: name, role, union affiliation, time period and numbers of hours, the desired exemption, and the reason why the exemption should be granted. Outside of the exemptions that are stated in the notice act, all other exemptions shall be applied for in each individual case. There are no general exemptions.

The company writes the application for exemption on the special exemption form, which is then delivered to the strike committee/exemption group/strike representative. After the Akademikerförening has given its opinion regarding the exemption, the Akademikerförening sends the application directly to Sveriges Ingenjörer's Central Exemption Group.

The decision to grant an exemption or not is sent directly to the company from Sveriges Ingenjörer's central office, and the strike committee or similar receives a copy. An application for exemption that concerns life, health or safety, i.e. protective work, is treated with priority.

Local strike breach group

In the event of a dispute regarding the interpretation of the notice of industrial action, it shall be made clear to the employer that it is Sveriges Ingenjörer that interprets and gives instruction regarding our industrial action. The group shall have an overview of the Akademikerförening's workplace/places so that the employer or individual persons do not breach the rules of the labour market conflict. In the event of a breach of the rules or suspicion of such, the group shall inform the employer regarding the occurrence of a breach in an attempt to rectify the situation. The employer must then take measures to ensure that no further breaches occur and inform the Akademikerförening about the measures taken.

Inform the employer that if the breaches continue or that our instructions are not followed, the employer risks a further escalation of the labour market conflict at the company or related companies or business units.

The group shall report any breaches of the rules of the labour market conflict or suspicions of such breaches to Sveriges Ingenjörer's Central Strike Breach Group. The report shall describe what type of breach has occurred and who has participated, how the employer has acted and contact person/persons to the Akademikerförening together with telephone numbers. The report shall be sent to Sveriges Ingenjörer's Central Strike Breach Group. Afterwards, we will send over a form to make it easier to manage any possible breaches of the rules of the labour market conflict.

Local strike pay group

A local strike pay group (at larger Akademikerförenings) should be appointed by the strike committee or the strike representative. The strike pay group receives information from Sveriges Ingenjörer's central office regarding which rules for remuneration that applies so that the members then can be informed. In the event of uncertainty, the group contacts our advice helpline.

The Association Board determines from case to case which rules for remuneration shall apply during a labour market conflict. Historically during previous labour market conflicts, the members loss of income has been remunerated to 100 per cent after deductions for standardized tax.

Pickets

If the labour market conflict is escalated to a strike, a picket organisation should be appointed by the strike committee/strike representative. The picket organisation appoints pickets and organises the tasks for the pickets. The work with organising must start when notice of industrial action is given, as there is a short time period, seven workdays, to get the organisation ready. Pickets can be recruited either by using lists or through the Akademikerförening's contact person or similar. The picket organisation must also organise the communication between pickets on the one hand and between the pickets and the strike/picket organisation (e.g. mobile phones) on the other.

Seeing as more and more salaried employees work remotely or from home, it is important to make sure that this group also does not work during the strike. One way to do so can be to use digital platforms to make sure that everyone is still taking part in the industrial action.

Local initiatives to negotiations/agreements

Local dialogues with the employer, that can lead to a collective bargaining agreement, should cease during the ongoing bargaining round and the labour market conflict. It is important not to disturb Sveriges Ingenjörer's negotiations with the employer organisations by entering into local agreements that then become binding collective bargaining agreements, regardless of if a nationwide agreement is later signed on a central level.

All invitations from the employer, therefore, shall be rejected in these regards. In the event of uncertainty, contact our advice helpline. It is our unity and combined forces towards common goals that is the key for success during the bargaining round!

The application of the Representatives Act

The application of the Representatives Act during the notice period and during the labour market conflict depends on the nature of the union work performed. Working with a labour market conflict does not entitle to pay, neither during the notice period nor the period when the labour market conflict is in effect. However, the union representative is entitled to leave. For other type of union work, regular rules apply during the notice period and during regular working hours during an overtime ban. In other words, the union representative generally has a right to paid leave. However, union work performed during overtime or during a strike (total stoppage of work) in these instances does not give a right to pay. In the event of uncertainty, contact the advice helpline.

Checklist: Labour market conflict in summary

For Sveriges Ingenjörer's on-call group for labour market conflict or on-call group for press matters, call Sveriges Ingenjörer's reception desk at 08-613 80 00 and ask to be referred.

Name and telephone number to the local strike group:

.....

.....

.....



Before the labour market conflict and when notice has been given: Organize the local work with the labour market conflict N.B, do not sign any local agreements!

Rolles: Suggested allocation of responsibilities:

- Coordinator of the labour market conflict
- Person/persons responsible for information
- Person/persons responsible for breaches of the rules governing strikes



This is what you should do:

- **Study and interpret the notice act,**
- **Appoint a local strike committee/strike representative,**
These persons are responsible for contact between members, Sveriges Ingenjörer, employers, and coordinates the local assignments.
- **Appoint a person responsible for information,**
This/these person/persons is/are responsible for information to the members and the local coordinator of the labour market conflict.
- **Establish telephone and e-mail lists,**
Here, private contact information is required that is not connected to the employer, as members might have to turn in their work phones.
- **Inform other local parties,**



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- Plan for how and when you shall inform the members, plan for member meetings,
- Recruit new members,
- Call for member meetings and inform about the labour market conflict.

The purpose of the labour market conflict:

- Which employees are included in the labour market conflict,
- The members' obligations,
- The state of the negotiations,
- Which members/groups are exempted,
- Which people make up the local strike management group,
- The exact time when the labour market conflict breaks out and how to find out when it ends,
- How the members apply for compensation for loss of income for the days the labour market conflict is ongoing.



During the conflict: The local strike organisation's responsibilities

This is what you should do:

- **Information Information** Inform the members on what is going on and what rules apply, make sure you always have the latest version of the information and that you pass on that information to the members through the channels you have established.
- **Logistics** Create a digital or physical meeting place outside the workplace where you can give information.
- **Control** You are responsible for ensuring that the rules of the labour market conflict are adhered to at the workplace.
- **Contact with the employer** Make sure the employer has received the notice act and that they understand it.
- **Picket management** Instruct pickets on the meaning of the labour market conflict and what employees are exempted.
- **Breaches of the rules** If the employer breaches the rules governing the strike, e.g. by letting other employees perform work tasks from someone who is a part of the labour market conflict. The employer shall be notified if this occurs and if the employer does not correct the breach, the local union representatives shall file an official report to Sveriges Ingenjörers Central Strike Breach Group.

After the labour market conflict has ended:

Make sure that all members that are a part of the labour market conflict receives information that they are to return to work. Also convey what results have been achieved through the industrial action.

Inform the members that they must send in the form for claiming compensation without delay for the days the labour market conflict has been ongoing.

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