Work that involves planting treated plants

There are currently three approved insecticides for use on forest plants:
- *Hylobi Forest*
- *Forester*
- *Merit Forest WG*
- *Imprid Skog*

At plantation of sprayed plants there are health hazards. Therefore it is important to protect oneself carefully, to not via skin, breathing in or through unintentional consumption be exposed to biocide. At work with plantation of prepared plants there shall be written handling and protection instructions about how the work shall be accomplished in your own language. Handling and protection instruction shall contain which biocide the plants are treated with and rules about safe handling.

**To avoid direct contact with the plants the employer shall supply:**
- Trousers, shirt or jacket with long sleeves, gloves, arm-protections and at rain also rainwear and boots.

The employer is responsible for washing and repairing of the clothes.

The employer shall provide for accommodation room at the working place.

In the accommodation room there shall be:
- Water for washing, soap, and towel for all in the working party.
- Storage cupboard where the own clothes can be stored during working hours. (Observe that every employee needs his own wardrobe, dress-compartment or other suitable arrangement as the directions demand separate space for private clothes and working clothes).
- The hut shall have heating installation so that clothes can be dried between working periods.
- Facilities to change clothes, facilities to eat food.

In the hut there shall also be a first-aid kit.

**NOTE!** Special demands on hygiene are directed in certain cases at work with biocide. Eye flashing-device shall be at hand when there is a risk that some substances can injure the eyes.

The employer shall see to it that there is a possibility to alert at accidents. The employer shall therefore supply: telephone, determination of position in form of coordinates, map.

The employer shall supply with personal first-aid.

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**THE SWEDISH UNION OF FORESTRY, WOOD AND GRAPHICAL WORKERS**
This information is from GS, the union that organises forestry workers. When you start working at a new working place one of the most important questions is wages. In Sweden wages are decided via collective agreement that is negotiated by the parts on the labour market, the labour unions and the employers.

There is no legislation about wages on the Swedish labour market. Wages are decided by the unions and the employers in negotiations, without interference by the State. This means in theory that one employer can pay 0 SEK in wages if there is no valid collective agreement.

This is one of the reasons that about 80% of the workers in Sweden are organised in a union with 42,58 SEK/hour shall be paid. At overtime work on unsocial working hours compensation is also paid. For work outside the daily regular working hours an overtime pay of certain companies local collective agreements have been signed about higher compensation.

What do manuel forest workers earn in average?
According to the union’s calculations the average pay for forest work is about 136 SEK/hour or slightly more than 23 600 SEK per month. This is wages without various additional pay like for example inconvenient working hours, overtime pay, etc. (The estimated wages is based upon the wage agreements that has come to the union).

At forestry work (plantation and clearing) other setting of wage rates than hourly wage can be practised under assumption that the employment is temporary. It usually is in the shape of piecework. The piecework price is a negotiation procedure from object to object. The meaning with the piecework is that it should be possible to earn a normal Swedish wage when working at normal working pace 8 hours a day. Those who work hard shall of course earn more. The employee is guaranteed the lowest wage in the agreement no matter how bad the piecework is going.

Unsocial working hours – compensation?
UNSOCIAL WORKING HOURS – compensation shall be paid if you work other times then between 06.30–17.00 weekdays.
UNSOCIAL WORKING HOURS – COMPENSATION IS:
Weekdays between 17.00–06.30: 80,12 SEK/hour
Saturdays: 53,44 SEK/hour
Sundays, holidays and non-working day before a public holiday: 220 SEK per working day.
Allowance for expenses?
Allowance for expenses for board and lodging is granted with 220 SEK per working day.

If you get ill
If you get ill the employer shall pay 80 % of wage from the second day of illness. From the 8th day of illness you should have a doctor's certificate. If the illness is of the kind that you need medical attendance or medicine you should see the nearest hospital. Medical service in Sweden is open for everyone who works in Sweden.

Questions and answers about forestry work

Working hours?
At daytime-work the working hours are 40 hours every non-holiday week (Monday – Friday).

Who pays for journeys?
The employer in the first case, but if the employee and the employer agree that the employee shall use his own car the employer shall pay 30,00 SEK/10 km + 1 SEK/10 km for every fellow passenger.

Additional compensation and rules are stated in the agreement, which our departments can inform about.

Employment agreement
SHALL CONTAIN AMONG OTHERS: employer’s and employee’s name and address, form of employment, assignment, working hour’s location and extent, wages and wage-form, payment-day.

Salary statement
The wages shall be paid on a fixed day at least once a month. Every time the employer pays your wages you shall have a salary statement. The salary statement shall contain information about how many hours you have worked, wages and all other compensations that you have the right to. It shall also state how much has been drawn for tax. The employer shall provide a form for time reporting.