

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 over 80 % of the workers in Sweden are organised in a union.

The collective agreement also regulates other benefits and the rest of the employment conditions and when wages and benefits shall be raised.

The collective agreement also guarantee that you have a satisfactory insurance coverage if you should meet with an industrial accident, get ill etc.

An employer that has signed a collective agreement is obliged to follow the agreement and the union has right to take legal proceedings if the agreement is not followed.

Swedish collective agreements are valid in Sweden, which means that foreign workers shall have at least the minimum benefits it states. You should therefore always check with GS if the company has a valid collective agreement before you start your employment.

The collective agreement prevents that employees are forced to unhealthy competition where worker stand against worker with lower wages to get a job. GS considers that competition instead shall be between the companies and concern quality and efficiency, not worsen wages and conditions for the employees.

GS represents in the first case its members. A membership is therefore an assurance that competent representatives guard your right to agreed compensations and terms of employment, and that they represent you at possible disputes. If you want the security that this means you should apply for membership in GS. Address and telephone numbers you will find at the back of this folder. We can also help you with other important civic information.

www.gsacket.se

you can reach us here:

GS has 15 local branches. If you do not know who to talk to, please call our head office **010-470 83 00** and they will help you.

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Information
på engelska



Work with forestry - 2016



THE SWEDISH UNION OF FORESTRY,
WOOD AND GRAPHICAL WORKERS



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Work that involves planting treated plants

There are currently four 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 flushing-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.

Questions and answers about forestry work

What do forest workers earn in average?

According to the union's calculations the average pay for forest work is about 142 SEK/hour or slightly more than 24 000 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: 35,37 SEK/hour

Saturdays: 55,70 SEK/hour

Sundays, holidays and non-working day before a public holiday: 83,52 SEK/hour

With certain companies local collective agreements have been signed about higher compensation.

Overtime?

For work outside the daily regular working hours an overtime pay with 44,39 SEK/hour shall be paid. At overtime work on unsocial working hours – compensation is also paid.

Working hours?

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

Holiday payment

In Sweden you also earn a holiday allowance during your employment. In forestry the holiday payment is 13%.

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.

In addition, a travel time compensation is paid for travel beyond normal working hours with 8.47 SEK with every 10 km after an initial 60 km. (A trip shorter than 60km / per day offers no additional compensation)

Allowance for expenses?

Allowance for expenses for board and lodging is granted with 220 SEK per working day.

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

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 must 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.

Employment agreement

(Shall be established in 2 copies, employer and the employee keep one copy each)

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