



# saco-s AKADEMIKER I STATEN

## Collectively agreed benefits

– negotiated by Saco-S for employees in the state sector



THE SACO-S UNIONS COVER THE WHOLE LABOUR MARKET. WE ARE EXPERTS ON YOUR EDUCATION AND PROFESSION.



# Collective agreements adapted to **your needs**

Saco-S has negotiated collective agreements with good conditions for employees with an academic education who work in the state sector.

Most major issues are covered by the agreements, so you don't need to discuss them with your employer, but for Saco-S it is important that members can influence their working conditions and adapt them to their individual needs.

**We have therefore negotiated agreements that prioritise the needs and wishes of individual members, while building on the strong foundations of collective agreements.**

Join us!







## Your salary must reflect your contributions and performance

Saco-S has signed a collective agreement on salaries that is based on **individual salary setting**, using criteria such as the difficulty of the work, responsibilities and performance. Salaries must also be **competitive** in the relevant market. The individual salary-setting model assumes that it is you, the individual employee, who knows what you have done and how you have performed. It should therefore be you who agrees your new salary with your manager, based on the salary criteria developed in consultation with the local Saco-S association at your workplace. Your salary must also be **reviewed every year**.



## Influence over your working time

We have signed collective agreements about your working time that are adapted to where you work and what you work with. For example, the agreements give you **the right to compensation if you work overtime or unsocial hours**, or in some cases flexitime. They also contain provisions that allow you and the local Saco-S association to **influence your working time and how it is scheduled**. In many cases, you can also agree with your employer what your working hours should be through an individual agreement. You are welcome to contact the Saco-S association at your workplace for more information.



## More annual holiday than most

The Swedish Annual Leave Act gives everyone the right to 25 days of holiday leave per year. Saco-S has ensured that you will receive **more than the minimum**. Depending on your age, you are entitled to 28, 31 or 35 days of holiday leave per year. Additionally, we have negotiated a supplementary payment, (holiday allowance), for each day of annual holiday leave that you take at a higher level than the amount stipulated by law. Our collective agreement also gives you the **right to take paid holiday leave** when you start working, unlike the Annual Leave Act and other collective agreements that require a certain holiday earning period. If you plan to take **parental leave**, your entire parental leave period, up to 360 days, will qualify you for holiday pay, which is more than twice as long as the law stipulates and other collective agreements provide. You can also agree with your employer to have more annual holiday leave days in return for a lower salary or to have less annual holiday leave in return for a higher salary. In some cases, you can also exchange the holiday allowance payment for three **extra days off** per year. *Read more in the Saco-S brochure "Individual agreements".*



## Take time off without losing pay

In addition to the right to leave that exists in legislation, for example parental leave, Saco-S has negotiated **more possibilities and rights to take time off**. For instance, you have the right to take time off without a salary deduction in order to visit a doctor or maternity care or to attend the funeral of a close relative. Similarly, you do not have to sacrifice a holiday day if you move house, because Saco-S has negotiated the right for you to take a day off **without losing pay**.





## Insurance and compensation

**Our agreements include a range of insurances that provide compensation** if, for example, you have an accident at work or in the event of death. You may also keep part of your salary if you are on parental leave with parental benefit or if you receive sickness benefit, pregnancy benefit or similar from the Social Insurance Agency (Försäkringskassan). That usually means that you will receive **around 90 per cent of your salary** during such leave, regardless of your salary level. The collective agreement also gives you the right to compensation for business travel, and in some cases, you can also receive compensation for national defence service assignments. You can also receive compensation from the employer if you have expenses for doctor's visits, hospital care or medicines. In some workplaces, however, this type of compensation has been replaced by other benefits. You are welcome to contact your local Saco-S association to find out what provisions apply at your workplace.



## Probably Sweden's best pension agreement

In addition to the basic state retirement pension, our collective agreement provides you with an **occupational pension**. This gives you a higher pension than you would otherwise have. Saco-S has also negotiated low fees for management and administration of your occupational pension, which provides a considerably higher pension than for employees without a collectively agreed occupational pension. For members who wish to reduce working time towards the end of their working life, the collective agreement gives scope to use part of the pension to do so. The pension agreement also provides cover **if you are unable to work due to illness** or if your work capacity is reduced and you therefore receive sickness or invalidity benefits from the Swedish Social Insurance Agency. And there is of course **survivor's cover** in the event of death. You can also agree extra contributions to your occupational pension with your employer. *Read more in the Saco-S brochure "Your occupational pension".*



## Support if your employment ends or if you wish to study

If you are made redundant due to lack of work, (for example in the event of a reorganisation or downsizing process), or due to illness, you are covered by a collective agreement that provides **opportunities for support aimed at getting back into work quickly**. Through this agreement, you may also be entitled to supplementary financial compensation, for example if you receive unemployment benefit or if you take a new job with a lower salary. Members who have had fixed-term employment for at least two years can also receive financial compensation and support to find a new job.

Additionally, you can get **advice and support if you are considering developing your competence** through further or higher education studies. Support can be given both while you are employed and if your employment ends. If you are granted job transition study support from the Swedish Board

of Student Finance (CSN), you will receive supplementary compensation through our collective agreement.

We have also signed a collective agreement to set aside funds for **activities at your workplace to provide personal and professional development** while developing the employers' operations, with the dual purpose of reinforcing your skills and contributing to a more efficient workplace.

Become  
a member  
at Saco-S.se





## This is Saco-S

Saco-S negotiates collective agreements for state-employed professionals. As we firmly believe that we are stronger together, we formed Saco-S in order to better serve the interests of our members. Saco-S brings together several Saco trade unions.

Together, we represent almost 91,000 professionals with higher education qualifications. We negotiate and sign collective agreements with the Swedish Association of Government Employers on matters such as salaries, pensions, annual holiday leave and parental leave. The agreements cover all state-employed graduate professionals.

All state-sector employees who are members of a Saco-S trade union are covered by Saco-S negotiation activities. More formally, Saco-S is usually referred to as a negotiation organisation. The S in Saco-S stands for state.

Find out more  
at **Saco-S.se**



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