

# Teknikavtalet IF Metall and Teknikavtalet Unionen/Sveriges Ingenjörer/Ledarna 2025–2027

New collective agreements on wages, salaries and general conditions of employment between Teknikarbetsgivarna and IF Metall, Unionen, and Sveriges Ingenjörer take effect from 1 April 2025.

## 1 New Wage and Salary Agreements

The parties within the Teknikavtal have concluded collective agreements for a 24-month period, running from 1 April 2025 up to and including 31 March 2027. Unless the local parties agree otherwise, wage/salary reviews take place on 1 April 2025 and 1 April 2026.

The total agreement value is 6.4 percent. The agreement cannot be terminated prematurely.

The following text describes the changes in the wage/salary agreements and in the agreement on general conditions of employment.

### 1.1 Wage Agreement IF Metall

For the Teknikavtalet IF Metall:

- 6.1 percent constitutes the wage agreement value.
- 0.3 percent concerns higher pension premiums for part-time pension, of which 0.2 percent is contributed from 1 April 2025 and 0.1 percent from 1 April 2026. After that, the total pension premium for part-time pension amounts to 2.9 percent.

#### 1.1.1 Wage Pools (lönepott)

- A wage pool of 3.2 percent of monthly wages is formed on 1 April 2025. When forming the wage pool on 1 April 2025, the lowest monthly wage used in the calculation of the pool is SEK 29 100.

- A wage pool of 2.9 percent of monthly wages is formed on 1 April 2026. When forming the wage pool on 1 April 2026, the lowest monthly wage used in the calculation of the pool is SEK 30 031.

Local parties may agree on a different date for distributing the wage pool. However, the size of the pool is mandatory, meaning the local parties cannot agree on a different calculation.

This time, the agreement does not contain any provision on wage reviews (löneöversyn).

## Summary of Agreement 2025

### IF Metall

Two wage pools:

- 3.2 % with a lowest calculation wage of SEK 29 100 on 1 April 2025
- 2.9 % with a lowest calculation wage of SEK 30 031 on 1 April 2026
- Individual guarantees and higher minimum wages
- Pension premiums for part-time pension

### Unionen and Sveriges Ingenjörer

Two salary reviews:

- 2.9 % on 1 April 2025
- 3.0 % on 1 April 2026
- Individual guarantees and higher minimum salaries for Unionen
- Additional accrual of time to the time bank

### Other Provisions:

- Negotiating procedure in the event of disputes about temporary agency workers
- Changed agreement on general conditions of employment for white-collar employees



### 1.1.2 Minimum Wage Increases (Individual Guarantees)

If the local parties do not agree otherwise, wages shall increase by at least:

- SEK 630 for the period 1 April 2025 through 1 June 2025
- SEK 590 for the period 2 June 2025 through 1 June 2026
- Only those who have been employed throughout the reconciliation period are covered by this minimum wage increase.

In many cases, it is advisable to handle the individual guarantee when distributing the wage pool.

### 1.1.3 Lowest Monthly Wage

A worker who has turned 18 shall receive a monthly wage of:

- SEK 23 952 after the wage review on 1 April 2025
- SEK 24 647 after the wage review on 1 April 2026

For particularly qualified work, the lowest monthly wage is:

- SEK 26 306 after the wage review on 1 April 2025
- SEK 27 069 after the wage review on 1 April 2026

Any resulting impact on the lowest wages shall be deducted from the wage pool.

For employees with at least one year of continuous employment, the monthly wage shall be higher; see the calculation appendix (räknebilagan).

### 1.1.4 Hourly and Piece-Rate Employees

For employees paid by the hour or piece rate, wage pools are calculated by converting the specified percentages of the workshop's current average hourly/piece-rate earnings into öre amounts, then multiplying that figure by the number of workers at the time the pool is formed. However, the lowest wage used in the calculation must be based on the same principle that applies to the lowest monthly wage when calculating the wage pool.

### 1.1.5 New levels for the following compensations can be found in the attached calculation appendix:

- Minimum vacation pay (§ 6 sec. 11).

- Allowances for inconvenient working hours and overtime (§ 5 sec. 1 and sec. 2).
- Offset for reassignment pay (§ 10 sec. 2).

## 1.2 Wage Agreement Unionen

For the Teknikavtalet Unionen:

- 5.9 percent constitutes the salary agreement value.
- 0.5 percent corresponds to additional accrual of time to the time bank.

### 1.2.1 The value and timing of the salary review are open to local negotiation

The starting point is that the local parties shall reach an agreement on the salary review. There is, however, a fallback rule (stupstock) indicating what applies if the local parties cannot agree. According to this rule:

- 2,9 % shall apply from 1 April 2025
- 3,0 % shall apply from 1 April 2026
- The employer may, without an agreement, adjust (up or down) the value by up to one-third per review.

### 1.2.2 Minimum Salary Increases (Individual Guarantees)

If the local parties do not conclude another agreement, salaries shall increase by at least:

- SEK 630 for the period 1 April 2025 through 1 June 2025
- SEK 590 for the period 2 June 2025 through 1 June 2026

In many cases, it is advisable to handle the individual guarantee during the salary review.

### 1.2.3 Lowest Monthly Salary for Unionen

Unless the local parties agree otherwise, the following applies:

The lowest monthly salary for a full-time employee who has turned 18 shall amount to:

- SEK 21 819 after the salary review on 1 April 2025
- SEK 22 474 after the salary review on 1 April 2026

The lowest monthly salary for a full-time employee who has one year of continuous employment with the company shall amount to:



- SEK 23,197 after the salary review on 1 April 2025
- SEK 23,893 after the salary review on 1 April 2026

Any resulting impact on current salaries shall be deducted from the economic scope.

#### 1.2.4 Salary Revised Between Two Salary Reviews

A white-collar employee whose salary has been revised between two salary reviews shall be fully excluded from the later of the two reviews, unless the employee and the employer agree otherwise. Here, “salary reviews” refers to reviews under the central salary agreement or under local agreements made pursuant to the central salary agreement.

### 1.3 Wage Agreement Sveriges Ingenjörer

For the Teknikavtalet Sveriges Ingenjörer:

- 5.9 percent constitutes the salary agreement value.
- 0.5 percent corresponds to additional accrual of time to the time bank.

#### 1.3.1 The value and timing of the salary review are open to local negotiation

Through a reference clause to the Unionen salary agreement, there is a fallback rule (stupstock) indicating what applies if the local parties cannot agree.

The employer may, without an agreement, adjust (up or down) the value by up to one-third per review.

### 1.4 Time to Time Bank

For the Teknikavtalet Unionen/Sveriges Ingenjörer/Ledarna, on 1 April 2025, the accrual of time to the time bank increases by 10 minutes per completed working week for daytime work, two-shift work, and other shift work. This increase corresponds to a value of 0.5 percent, which is included in the agreement value. After the increase, the following minutes per week apply for full-time employees, as per § 2 sec. 1:3 of the working hours agreement:

- Daytime work: 92 minutes
- Two-shift work: 212 minutes
- Other shift work (e.g., three-shift work, continuous night): 92 minutes

## 2 Agreement on General Conditions of Employment – Teknikavtalet Unionen/Sveriges Ingenjörer

### 2.1 Scheduling of Time Off

White-collar employees covered by the working hours agreement accrue time in an individual time bank for each completed working week. The employer and the local union organization may agree to schedule time off instead of transferring time to the time bank.

A new provision allows the employer, on a unilateral basis, to schedule up to three days off per year instead of transferring time to the time bank. The employer determines when the time off will be scheduled (e.g., in response to demand fluctuations, planned production stoppages, or bridging days). The intention is to allow the employer to schedule the off-days so it suits business needs. This provision thus strengthens the employer’s right to determine working hours.

Only time not already governed by a local agreement can be scheduled in this manner. For example, if the local parties have agreed to schedule two off-days, the employer may still unilaterally schedule three off-days in total.

#### Requirements for unilateral Scheduling of Off-Days

- The scheduling must apply to all white-collar employees within the company or within an organizational unit (meaning a permanent, clearly defined group, such as a department, a business area, or an operational unit).
- Scheduling must encompass whole days off; partial days cannot be scheduled this way.
- The decision to schedule off-days must be preceded by negotiations under the Swedish Co-Determination Act. A decision may apply for one year, several years, or until further notice. If the employer wants to change which days are off in a new calendar year, further negotiations are normally required.
- The employer must notify the relevant white-collar employees of the scheduling for the coming calendar year no later than the end of the current year. If the employer fails to notify the employees before year-end, the right to schedule time off in the coming calendar year is



forfeited. Due to this notification requirement, scheduled off-days can first be applied in 2026.

- For off-days scheduled in January, the employer must inform the affected employees of the scheduling at least one month before the first scheduled off-day. For instance, if the employer plans an day off on 3 January 2026, the employer must notify employees by 3 December 2025.
- For each day off that the employer schedules, the employee's time bank accrual is reduced by 10 minutes per week in that calendar year.
- Only future, not-yet-accrued time can be scheduled in this manner. Time already accrued in the time bank is handled under the normal procedures of the collective agreement.
- Scheduling applies to all white-collar employees employed at that organizational unit when the off-day occurs. No compensation is paid to an employee who leaves before the scheduled off-day. Nor does an employee who has taken scheduled off-days but leaves before year-end owe any reimbursement to the employer.

These new provisions are found in § 2 sec. 1:3 of the working hours agreement.

## 2.2 Removal of Excess Hours (Mertid) Compensation

In EU law, it is a fundamental principle that part-time employees may not be disadvantaged. The Court of Justice of the European Union has ruled that it constitutes discrimination if part-time employees receive lower compensation than full-time employees for work beyond their normal working hours.

Previously, the Teknikavtalet Unionen/Sveriges Ingenjörer/Ledarna provided different compensation levels for part-time vs. full-time employees working beyond their ordinary hours, even though the employer's right to assign such work was essentially the same. Full-time employees received overtime pay, while part-time employees received "excess hours" (mertid) compensation, which was lower than overtime pay. Under EU law, that lower excess-hours compensation may constitute discrimination against part-time employees.

Accordingly, it was essential to amend the collective agreement. This has been done by removing the rules on excess hours as of 1 April 2025. A part-time white-collar employee who works beyond their daily working-hours quota will now instead receive overtime compensation under § 7 sec. 3:2 of the agreement on general conditions of employment. The same principles as for any other overtime work apply, meaning that the work must be pre-approved or retroactively approved by the employer.

As before, for part-time employees, work beyond ordinary working hours is deducted from the overtime quota under the working hours agreement.

## 2.3 Higher Age Limit for Taking Part-Time Pension

Part-time pension provides white-collar employees the option to reduce their working hours as part of retirement planning. The age limit at which a white-collar employee may apply for part-time pension is now raised from 61 to 62 years.

The new age limit applies from 1 January 2026.

This provision is found in § 3 sec. 4:1 of the agreement on general conditions of employment.

## 2.4 Parental Leave During the Main Vacation Period

To give employers better conditions to plan operations during the summer, a new rule has been introduced allowing the employer to require that white-collar employees who plan to take parental leave during the main vacation period apply for such leave well in advance.

The employer must inform staff by 15 March that anyone intending to take parental leave between June and August should apply by 1 April.

If there are special reasons, an employee may apply after 1 April or make changes to an existing application. This should be done as soon as possible. Typically, changes to childcare arrangements can count as special reasons, whereas adjusting to a partner's vacation schedule or changed travel plans ordinarily does not.

If the employer does not request that white-collar employees apply under this new provision, Section 13 of the Swedish Parental Leave Act applies as usual.



This means the employee must apply for parental leave at least two months before the leave begins. Although this rule takes effect on 1 April 2025, for practical reasons it can first be applied for planning the 2026 vacation period.

The new provision is found in § 5 sec. 3:4 of the agreement on general conditions of employment. The same rule has previously existed in the Teknikavtalet IF Metall.

## 2.5 Alteration in Working Hours

Compensation for alteration in working hours is paid when a white-collar employee works outside the normal working hours on the employer's premises (for daytime work). A new provision now allows the employer and the employee to agree that, instead of monetary compensation, the employee shall receive time off. In such cases, time corresponding to the monetary value is credited to the employee's time bank as follows:

- 18:00–24:00 (monthly salary ÷ 600) = 18 minutes per hour
- 00:00–07:00 (monthly salary ÷ 400) = 26 minutes per hour
- 07:00 on a non-working day to 00:00 the following workday (monthly salary ÷ 300) = 35 minutes per hour
- From 19:00 on Maundy Thursday, New Year's Eve, and the day before Christmas Eve; from 07:00 on Midsummer's Eve; and from 00:00 on May 1 and National Day to 00:00 on the first weekday after each of these holidays (monthly salary ÷ 150) = 70 minutes per hour

Note that this new provision applies only to white-collar employees who are not excluded from compensation rules by a local or individual agreement.

The new provision can be found in point 4 of the agreement on alteration in working hours.

## 2.6 Employees With No Right to Overtime Compensation

By default, a white-collar employee is entitled to special compensation for overtime. However, the

employee and the employer may agree that the employee will receive no right to overtime compensation (overtime-exempt status). In exchange, the employee may receive monetary compensation and/or five or three extra vacation days instead of overtime pay. Previously, such an agreement applied only for a one-year period corresponding to the vacation year.

The parties have now agreed that the agreement shall apply until further notice, reflecting how the rules are applied in practice. It can be terminated prior to the next vacation year with two months' notice.

Apart from that, no changes have been made. Teknikföretagen's form for overtime-exempt status has already conformed to these rules.

The agreement has also been clarified for white-collar employees who are covered by the working hours agreement but have agreed to no right to overtime compensation. A note in § 7 of the agreement on general conditions of employment now specifies that an agreement on no right to overtime compensation does not constitute an agreement to a higher ordinary working-hours quota. The employee is still obliged to work overtime under the working hours agreement.

Note that this clarification does not affect white-collar employees who have also agreed to waive §§ 2–5 of the working hours agreement.

These changes appear in § 7 sec. 1:1 of the agreement on general conditions of employment.

## 2.7 Notice of Full Sickness Compensation

An employee with permanently and fully reduced work capacity may receive full sickness compensation (hel sjukersättning) from the Swedish Social Insurance Agency (Försäkringskassan). In such cases, the employee is deemed unable to perform any work. Under the Swedish Employment Protection Act, the employer may then end the employment by providing written notice to the employee.

However, the employer can only do so if it becomes aware of Swedish Social Insurance Agency's decision. A new rule in the collective agreement thus enables the employer to require that a white-collar



employee inform the employer of such a decision—specifically, by submitting the decision on full sickness compensation.

It is sufficient that the submitted document clearly shows what decision has been made, from which date full sickness compensation is granted, and to whom the decision applies. The employee should therefore provide a “redacted” copy of the decision, omitting sensitive personal data (e.g. medical grounds).

Only when there is a final, non-appealable decision can the employer terminate the employment under the Employment Protection Act. The employer must ensure that the decision is final before ending the employment.

This new provision is found in § 6 sec. 9:2 of the agreement on general conditions of employment.

### **3 Negotiating Procedure in the Event of Disputes About Temporary Agency Workers**

A user undertaking must offer permanent employment to a temporary agency worker who has been placed at the user undertaking for a total of more than 24 months (within a 36-month period). Instead of offering employment, the user undertaking may choose to pay compensation to the worker.

Because the temporary agency worker is not employed by the user undertaking, neither Teknikarbetsgivarna’s negotiating procedures nor the rules on negotiation in the Swedish Co-Determination Act apply to this type of dispute.

Therefore, the parties have agreed on a separate negotiating procedure that governs any dispute over an individual’s right to employment at the user undertaking or, alternatively, compensation from that undertaking.

Under this procedure, central negotiation takes place immediately. No local negotiation is held in such a dispute.

Central negotiation must be requested within four months from the date on which the user undertaking should have offered employment or paid compensation. If no negotiation is requested within this period, the right to negotiate the matter is forfeited.

If the temporary agency worker’s union does not adhere to the deadline for central negotiation, the worker may bring the matter to court within one month after the four-month period has passed.

Please contact Teknikföretagen if such a dispute arises.

## **4 Ledarna**

As with Unionen and Sveriges Ingenjörer, 10 minutes per completed working week (daytime work, two-shift work, or other shift work) is added to the time bank starting 1 April 2025, as described in Section 1.4 above.

Otherwise, the collaboration agreement between Teknikarbetsgivarna and Ledarna continues unchanged.

## **5 Non-Union Employees**

Formally, the collective agreements only cover employees organized under IF Metall, Unionen, Sveriges Ingenjörer, and Ledarna. However, for many years, companies have consistently applied the collective agreements to non-union employees and to employees belonging to other unions.

Their wages/salaries should therefore be set in accordance with the same principles as for other employees.

## **6 Guidance**

We are, of course, happy to provide further information and help discuss how to apply these agreements in practice. As soon as you need advice and support, please contact your regional office, the Employer Hotline, or Teknikföretagen in Stockholm.

**Best regards,**

Pia Sandvik, CEO

## Minimum monthly wages and other provisions

### *Teknikavtalet IF Metall*

#### Monthly wage

##### **Section 3, Subsection 2**

<b>Minimum Monthly wage (SEK/month)</b>	<b>1 April 2025</b>	<b>1 April 2026</b>
---	---------------------	---------------------

Employees who have reached the age of 18	23 952	24 647
Specially qualified work	26 306	27 069

Employees with at least 12 months or 24 months of employment in the company during the last 36 months shall receive a wage exceeding the minimum wage in the following manner

at 1 year	762	784
at 2 years	1 369	1 409

##### **Wage for trainees, etc.**

(including public holiday pay  
- and holiday pay) SEK/hour

- 16-17 years	90,50	93,12
- 18 years	95,13	97,89

##### **Minimum holiday pay for monthly waged workers with at least 24 months of continued employment during the last 36 months**

1 April 2025	1 April 2026
1 637	1 684

##### **Section 5, Inconvenient hours**

##### **Compensation for work**

<b>at inconvenient hours (SEK/hour)</b>	<b>1 April 2025</b>	<b>1 April 2026</b>
---	---------------------	---------------------

A 16.30-22.30	30,40	31,28
A 22.30-06.30	38,67	39,79
B	85,07	87,54
C	189,20	194,69

<b>Compensation for overtime (SEK/hour)</b>	<b>1 April 2025</b>	<b>1 April 2026</b>
---	---------------------	---------------------

Mon- Fri	81,74	84,11
Non-working weekdays	105,11	108,16
Sat-Sun, Public holidays	140,06	144,12

##### **Collective production overtime**

<b>Overtime on shift work (SEK/hour)</b>	<b>1 April 2025</b>	<b>1 April 2026</b>
--	---------------------	---------------------

Mon-Fri	105,11	108,16
Non-working weekdays	140,06	144,12
Sat-Sun, Public holidays	163,53	168,27



**Hourly and piecework wages appendix****Minimum hourly wages (SEK/hour)**                      1 April 2025                      1 April 2026

For employees who have reached the age of 18 and who are classified in wage groups as follows

Wage Group	1	127,56	131,26
	2	134,51	138,41
	3	141,84	145,95
	4	149,56	153,90

Workers who have reached the age of		
17 years	110,02	113,21
16 years	94,26	96,99

**Employees with at least 12 or 24 months of employment in the company during the last 36 months shall receive an hourly wage exceeding the minimum wage in the category the worker is placed as follows**

	1 April 2025	1 April 2026
1 year	3,73	3,84
2 years	6,26	6,44

**Money factors (SEK/hour)**                      1 April 2025                      1 April 2026

For employees who are 18 years of age or older and belonging to

Wage Group	1	85,20	87,67
	2	94,60	97,34
	3	105,04	108,09
	4	116,51	119,89
Workers under 18 years of age		80,43	82,76

**Minimum holiday pay for employees with at least 24 months of employment at the company during the last 36 months**                      1 April 2025                      1 April 2026

(adults)	16,37	16,84
(minors)	12,01	12,36