

Dear Union Member,

On the 17 February a new Collective Bargaining Agreement was signed. The Agreement is valid for everyone employed in the general labour market. The Agreement took five months of dedicated work to finalise. As it was signed against the backdrop of climbing inflation and increasing difficulties in our economy we feel that we have achieved satisfactory results in most issues. We managed to accomplish most of our objectives and have the majority of our demands taken on board, and it is clear that we could not have pushed issues further without confrontation.

We will now list all the most important clauses in the Agreement and ask you to study carefully what we have negotiated before taking a stand on any issues.

The key benefits of the Agreement are as follows:

- Wages increase by 24-32% over the period of the Agreement. Wage rates for workers increase by 38,000 krona, while skilled craftsmen and office workers get a raise of 49,000 krona over the period of the Agreement.
- Minimal monthly wage for full-time employment is raised by 32%.
- A specific wage increase assurance was negotiated into the agreement, stipulating that everyone gets a certain wage raise during the term of Agreement.
- Increased wage rates mean better safety net for those who receive wages above the minimum pay rates stipulated in Collective Agreements.
- The Agreement stipulates that in the event that a specific criterion concerning purchasing power of wages and the curtailment of inflation is not met, the Agreement can either be terminated by the parties or prolonged.
- New clauses on recognition of entitlements due to work experience abroad are entered in the Agreement.
- Sizeable increases will be achieved in indemnity volumes of job insurances for wage earners.
- Important results have been achieved in terms of extending paid vacations. Paid vacation entitlements are now earned quicker than before and maximum number of paid vacation days increased from 28 to 30 days over the period of Agreement.
- Parents have more rights to take paid leaves from work due to children's sickness.
- Rules on job interviews at the work place have been strengthened to your benefit.
- Union members have been granted more rights to attend education courses, employer's payments into Education Funds are increased and the contribution by the Government to the Education Funds will be increased by 300 million krona.
- Tax measures by the Government will push up non-taxable income levels and child benefits in addition to increased interest relief subsidies. These measures will together have an appreciable impact on disposable incomes of workers.

The main goal of this Agreement is to secure purchasing power and ensure economic stability.

We hope that once you have examined the main provisions of the Agreement you will agree with us on its merits. It is important that you take part in the vote and express your stand towards the new Union Agreement.

[Signature of Chair Person]

[Name of Trade Union – National Association]