

*This is a non-official translation of the Swedish collective bargaining agreement
Kabinavtal för Cabin Crew, C/C, anställd i Sverige*

COLLECTIVE BARGAINING AGREEMENT

Parties

- The Swedish Aviation Industry Group
- Unionen (Cabin crew employee union)

Agreement Area: Civil Aviation

Anställningsförmåner och löneförhållanden för Cabin Crew, C/C, anställd i Sverige

Term 1 April 2017 – 31 March 2020

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COLLECTIVE BARGAINING AGREEMENT

Between on the one side the Swedish Aviation Industry Group and on the other Unionen regarding employment benefits and salary conditions for cabin crew, hereinafter C/C) employed in Sweden.

§ 1 SCOPE OF THE AGREEMENT

Clause 1

The Agreement applies to C/Cs in cabin service stationed in Sweden who are employed by companies associated with the Swedish Aviation Industry Group. If a C/C temporarily or until further notice transfers to another assignment, the collective bargaining agreement applicable to such assignment shall apply.

Clause 2

C/Cs in companies comprised by this Agreement may upon agreement serve in a company affiliated with the company. Unless otherwise is separately agreed between the company and the affected C/C, the rules of this Agreement shall be applied to the service with the affiliated company.

Clause 3

The Agreement applies immediately to a C/C hired for a trial period. As to the notice period during the trial employment, see § 3 Clause 3:4.

Clause 4

Regarding C/Cs who have reached the regular retirement age that applies to them according to the ITP plan, the employer and the C/C may agree that other terms of employment shall apply than the ones in this Agreement. A right to sick pay after the term of employment requires a special agreement.

The same applies to those who are hired after having reached the regular retirement age that applies at the company.

Note to the Minutes:

The Swedish Act on Security of Employment presently gives a C/C the right to remain in service until 67 years of age.

§ 2 EMPLOYMENT

Clause 1 Employment Until Further Notice

Employment is until further notice unless the C/C and the employer have otherwise agreed according to Clause 2 below.

Clause 2 Terms for Time-Limited Employment

Clause 2:1

The employer and a C/C may agree on time-limited employment

- for a certain time, a certain season or certain work if the special nature of the work occasions such employment
- upon substitution to replace a C/C upon, e.g., absence because of holiday, sickness, education or parental leave
- upon substitution to fill a vacant office for not more than six months, unless the employer and the local C/C union representative agree otherwise
- to relieve a temporary work peak
- for school and university students during holidays or other break in their studies and upon practical work training
- for C/Cs who have reached the regular retirement age according to the ITP plan.

Clause 2:2 Employment for a Trial Period

An agreement for employment during a trial period, with the intention that the employment after the trial period will turn into employment until further notice, may be made for no more than six months. If the C/C has been absent during the trial period, the employment may, upon agreement, be extended by a corresponding period of time.

If the trial employment does not turn into employment until further notice, the employer shall provide a reason for its position if the C/C so requests.

Clause 2:3 Notice Concerning Hiring Upon Work Peaks and Employment for a Trial Period

Before the employer and the C/C make an agreement for employment for a trial period or employment to relieve a temporary work peak, the employer should notify the relevant cabin crew employee union, if it is practically feasible. The notice shall however always be made within a week after an employment agreement is made.

Clause 3 General Directions

Clause 3:1 Loyalty

The relationship between employers and C/C is based on mutual loyalty and mutual trust. The C/C shall observe discretion as to the employer's affairs, such as pricing, constructions, experiments and investigations, operating conditions, business matters and the like.

Clause 3:2 Competing Activities

A C/C shall not conduct business or directly or indirectly conduct economic activities for a company that competes with the employer. Furthermore, a C/C may not undertake any assignments or conduct any activities that may adversely influence the ordinary work. Before undertaking an assignment or spare time activity of a more comprehensive nature, the employee shall therefore first consult with the employer.

The preceding paragraph shall not prevent part-time employees from taking assignments with another employer that does not conduct competing operations.

Clause 3:3 Fiduciary Assignments

A C/C has the right to accept state, municipal and union fiduciary assignments.

Clause 4 Part-time agreed by collective bargaining for the purpose of retirement (Affective by 1 May 2014)

A C/C may as from the month the C/C turns 62 years of age apply for a right to part-time retirement.

If part-time retirement is granted, the employment constitutes, from the time the part-time retirement enters into effect, part-time employment with the percentage of full working hours that follows from the part-time retirement.

When granting part-time retirement, the employer shall with respect to employees comprised by ITP 2 continue to notify income based on the C/C's former percentage of full working hours.

A priority to employment with a higher number of working hours according to § 25 a of the Swedish Act on Security of Employment does not apply to C/C with a part-time position due to part-time retirement according to this agreement.

Note

The parties agree that the agreement shall be adapted to legislative rules in effect from time to time regarding pension, e.g., tax rules regarding the taking of pension insurance.

Clause 4:1 Application and notification

The C/C shall apply in writing to the employer for part-time retirement six calendar months before the entry into effect of part-time retirement. The application shall clearly set out the percentage of full working hours that is desired.

Concurrently with the submission of the application to the employer, the C/C shall notify the local salaried employee union at the company.

Not later than two months after the employer has received the application, the employer shall notify the C/C and the local union organisation at the company in writing whether the application is granted or not out, unless a deferral has been agreed with the C/C. The failure to respond timely constitutes a breach of a point of order and does not mean that the application shall be considered granted.

The employer may reject the application for part-time retirement if the granting thereof from an objective point of view would constitute a significant disturbance in the operations.

Clause 4:3 Negotiations and disputes

If an application for part-time retirement has been denied and the C/C wishes to have the application tried under the negotiation procedure, the C/C shall notify the local union organisation which shall request local negotiations. The dispute shall in such case be deemed to concern part-time pension with the part-time percentage 80 per cent and shall be treated according to the negotiation procedure The Swedish Aviation Industry Group – Unionen as follows.

The issue of whether part-time retirement is to be granted may be considered in local negotiations and thereafter, if the issue has not been resolved, finally in central negotiations.

If the parties cannot agree in local or central negotiations with respect to the issue of whether part-time retirement under the agreement can be granted without a significant disturbance to the operations, then if the C/C wishes to pursue the matter, the local union organisation shall request local negotiations with respect to liability for the employer to pay damages for wrongful application of the agreement.

§ 3 TERMINATION

Clause 1 Resignation by the C/C

Clause 1:1 Notice Period

The notice period upon resignation by the C/C is the following, unless otherwise follows from Clause 3:2-4 and 3:6 below:

C/C's Notice Period in months

Time employed by the company	Notice Period
less than 2 years	1 month
2 years and more	2 months

Clause 1:2 Form of termination

In order to avoid a dispute regarding whether a notice of termination has been given or not, the C/C should resign in writing. If the resignation is oral, the C/C should as soon as possible confirm it in writing to the employer.

Clause 2 Termination by the Employer

Clause 2:1 Notice Period

The notice period upon termination by the employer is the following, unless otherwise follows from Clause 3:2-4 and 3:6 below:

The Employer's Notice Period in months

Time employed by the company	Notice Period
less than 2 years	1 month
from 2 years to 4 years	2 months
from 4 years to 6 years	3 months
from 6 years to 8 years	4 months
from 8 years to 10 years	5 months
from 10 years	6 months

Notes to Clause 1:1 and 2:1

1. The method for calculating the time of employment according to the above is set forth in Section 3 of the Act on Security of Employment.
2. If a C/C, who has been terminated because of redundancy, has reached the age of 55 on the day of the notice of termination and at that time has been consecutively employed for at least 10 years, the notice period shall be extended by six months. Such extension shall however not run beyond the C/C's 65th birthday.

Clause 2:2 Advance Notice

Advance notice of termination that the employer is required to give to the local union under the Act on Security of Employment shall be considered given when the employer has handed over the advance notice to the local C/C union representative or two business days after the employer has sent the notice by certified mail to the relevant union.

Clause 3 Miscellaneous Provisions Upon Termination

Clause 3:1 Salary During the Notice Period

If a C/C cannot be provided with work during the notice period, then Section 12 of the Act on Security of Employment provides that salary and other compensation shall still be paid out as if the C/C had been in service (for calculation of salary see § 8 Clause 7:2 Monthly Salary).

Clause 3:2 Agreement on a Different Notice Period

Employees who according to a collective bargaining agreement or special employment agreement have a longer notice period when this agreement enters into effect, shall keep the longer period.

The employer and the C/C may agree on a different notice period. If they do, the employer's notice period may, however, not be less than the notice period according to the table in Clause 2:1.

Clause 3:3 Shortening of the Notice Period for a C/C

If a C/C due to special circumstances wishes to leave his employment before the end of the notice period, the employer should consider whether this may be granted.

Clause 3:4 Employment for a trial period

During trial employment, the notice period is 14 days for both the employer and the C/C.

Clause 3:5 Damages for Failure by a C/C to observe the Notice Period

If a C/C leaves his employment before the end of the notice period, the employer has the right to damages for the economic damage and inconvenience caused thereby, however not less than by an amount corresponding to the C/C's salary during the part of the notice period that the C/C has failed to observe.

Clause 3:6 Pensioners — Notice Period

For C/Cs who remain in service at the company after reaching the regular retirement age that applies to employment according to the ITP plan, the notice period is one month for both the employer and the C/C. The same applies if a C/C has been hired at the company after reaching the regular retirement age that applies there.

Clause 3:7 Termination of Employment at the Age of 67 – and note regarding Agreed Retirement Age (65 years of age)

The employment shall terminate without notice at the end of the month when the C/C reaches the age of 67 unless the employer and the C/C agree otherwise. No notice according to Section 33 of the Act on Security of Employment needs to be given.

Note

The employer should, well before the end of the month when a C/C turns 65 – which is the agreed time of retirement according to the ITP plan – request notice whether the C/C would like to terminate the employment at the retirement age according to the ITP plan, or exercise the right to remain employed until the age of 67.

Clause 3:8 Certificate of Employment

When the employer or a C/C has terminated the employment, the C/C has the right to receive a certificate of employment, showing

- the time that the C/C has been employed,
- the work assignments performed by the C/C, and
- if the C/C so requests, an evaluation of the manner in which the work has been carried out.

The employer shall provide the certificate of employment to the C/C at the earliest when the employment has terminated and not later than one week after the C/C's request.

Clause 3:9 Certificate of Holiday Taken

When the employment terminates, the C/C has the right to receive a certificate showing how many of the 25 holiday days mandated by law that have been taken out during the present holiday year. The employer shall provide this certificate to the C/C not later than one week after the C/C's request. If the C/C has a right to a greater number of holiday days than 25, the additional holiday shall in this context be considered to have been taken out first.

Clause 4 Order of Termination Upon Production Reductions and Rehiring

The local parties shall, upon reductions of personnel, evaluate the staffing requirements and demands of the company. If these needs cannot be fulfilled by application of the law, the parties shall determine the order of termination by derogating from the provisions of the law.

The local parties shall thereby make a selection of the employees to be terminated so that the company's need of competence and the company's ability to conduct competitive business activities and thus provide continued employment are taken into account.

It is assumed that the local parties will, upon the request of either party, make an agreement for the determination of the order of termination by application of Section 22 of the Act on Security of Employment, derogating from the act, as required.

The local parties may also, by derogation from the provisions of Sections 25-27 of the Act on Security of Employment, agree on the order of rehiring. The same criteria as above shall apply to such agreement.

It is incumbent on the local parties, upon request, to conduct negotiations, as provided in the preceding paragraphs and to confirm any agreements made in writing.

If the local parties cannot agree, the association parties may, upon request by a party, make an agreement in accordance with the above guidelines.

It is assumed that the employer will provide the local or the central agreement party with relevant documentation before the negotiation of issues addressed in Clause 4.

In the absence of a local or central agreement as provided above, termination due to redundancy or rehiring may be tried in accordance with law, observing the applicable negotiation procedure.

§ 4 NATURE AND SCOPE OF THE EMPLOYMENT

Clause 1

A C/C's duty includes mainly to provide the service required for the safety, comfort and enjoyment of the passengers on board aircraft.

Clause 2

C/Cs are obligated to perform ground duty in connection with flights on which they have served, and such additional ground service regarding passenger service that is ordered.

Upon special agreement, a C/C may carry out ground service in connection with events that are of service or customer significance to the company. During periods

when flight service does not allow for sufficient utilization of the cabin personnel in flight duty, the C/C is obligated to carry out ground service ordered by the company.

The above shall apply unless otherwise agreed.

Clause 3

A C/C is obligated to wear a uniform on duty. The company shall pay for the purchase of a uniform.

Washing regulations are set out in the company's uniform policy.

Clause 4

A C/C is obligated at all times to hold a valid passport and to maintain requisite vaccinations. The cost of passports shall be borne by the C/C, whereas the costs for any visas and vaccinations shall be paid by the company.

Clause 5

A C/C is obligated to hold certificates mandated by the aviation authorities and to undergo mandated physical examinations by a physician identified by the company. The costs of certificates and such physical examinations shall be borne by the company.

Clause 6

A C/C is obligated to comply with instructions and regulations issued by public authorities. The same applies to instructions and regulations issued by the company that are not in violation of this Agreement.

§ 5 STATIONING

The place of stationing (airport) shall be determined by the company at the time of employment. Before any changes of the place of stationing, co-determination negotiations shall be carried out. The order of termination provisions of the Act on Security of Employment shall be observed unless the local parties agree otherwise.

§ 6 DUTY TRAVEL

Unless otherwise agreed between the local parties regarding per diem compensation, the applicable parts of the Swedish Tax Agency's regulations shall apply.

§ 7 HOLIDAY

Clause 1

Holiday shall be granted according to law, with the additions and exceptions set out below, unless otherwise approved by the central association parties.

Note

In respect to parental leave that an employee wishes to take during a holiday period, the parties agree that the application for parental leave pursuant to the Parental Leave Act shall generally be submitted at the same time as the application for holiday.

Clause 2 Main Holiday

The company shall in cooperation with the local C/C party establish vacation lists well before the start of the main holiday period.

Clause 3 Holiday Pay, Holiday Compensation

Clause 3:1

The holiday pay is the current monthly salary at the time of the holiday plus a holiday supplement as set out below.

The holiday supplement for each paid holiday day is:

- 0.8 % of the C/C's current monthly salary at the time of the holiday.

Monthly salary means in this context the fixed monthly salary in cash and any fixed salary supplements per month (*e.g., fixed position, shift, on-call, emergency, overtime or travel time supplements*).

As to changed working time - see Clause 3:4.

- 0.5 % of the sum of the variable part of the salary that has been paid during the accrual year.

Variable salary component means in this context, e.g., all commission (guaranteed, percentage etc.), profit share, bonuses, incentive pay, production supplements, extra service (stand-by or emergency) or similar, to the extent it has not been included in the monthly salary.

To the "sum of the variable part of the salary that has been paid during the accrual year" there shall be added, for each (partial or whole) calendar day of absence qualifying for holiday pay, one average daily income calculated by the variable salary component paid during the accrual year being divided by the number of employment days (defined according to Section 7 of the Holiday Act), excluding holiday days of absence and whole calendar days of absence qualifying for holiday pay during the accrual year.

Note

The holiday supplement of 0.5 % requires that the C/C has accrued full paid holiday. If this is not the case then the holiday supplement shall be adjusted upwards by 0.5 % being multiplied by the number of holiday days to which the C/C is entitled.

Clause 3:2

Holiday compensation is calculated as 4.6 % of the current monthly salary and holiday supplement per unused paid holiday day plus a holiday supplement calculated according to Clause 4:1. For each saved holiday day, holiday compensation is

calculated as if the saved day had been taken out in the holiday year when the employment terminates. Regarding hours worked - see Clause 3:4.

Clause 3:3

For each used unpaid holiday day, a deduction shall be made from the C/C's current monthly salary in the amount of 4.6 % of the monthly salary.

Clause 3:4

If a C/C during the accrual year has worked a different number of hours than at the time of the holiday, the current monthly salary at the time of the holiday shall be prorated in proportion to the share of full regular working hours that applied at the place of employment during the accrual year.

If the number of hours worked has changed during the course of a calendar month, the number of hours worked that applied during the majority of the calendar days of the month shall be used in the calculation.

Clause 3:5

The following shall apply to the payment of holiday pay:

Main Rule

The holiday supplement of 0.8 % shall be paid out together with the salary in connection with or immediately following the holiday. The holiday supplement of 0.5 % is paid out no later than the end of the holiday year.

Clause 4 Saving Holiday

Clause 4:1

If a C/C has a right to more than 20 holiday days with holiday pay, the C/C has the right to save these additional holiday days, provided that he does not in that year take out holiday saved previously. The number of saved holiday days must not exceed 25.

Clause 4:2

Saved holiday days shall be taken out in the order they have been saved.

Clause 4:3

Holiday pay for saved holiday days is calculated according to 3:1 above.

Clause 4:4

If a C/C wishes to save holiday days, this shall be notified in connection with the planning of the main holiday.

Clause 4:5

If a C/C wishes to take saved holiday days, this shall be notified in connection with the planning of the main holiday.

§ 8 LEAVE

Clause 1 Leave of Absence, Brief Leave With Pay

A leave of absence is normally granted only for part of a working day. In special cases, however (e.g., in case of a sudden illness in the C/C's family or the death of a close relative), a leave of absence may be granted for one or more days.

Clause 2 Leave of Absence for Rehabilitation

Unpaid leave for the purpose of trying a different job shall be granted in the case of rehabilitation. Such leave shall be no longer than six months but may be extended upon agreement between the employer and the C/C.

Clause 3 Unpaid Leave, Leave for a Whole Day Without Pay

Unpaid leave shall be granted if the employer finds that it is possible without inconvenience to the operations of the company, unless it is not leave mandated by law, i.e., leave for higher studies or parental leave. Upon granting the leave, the employer shall state the period of time that the leave comprises. Leave may not be scheduled so that it starts and/or ends on a Sunday or holiday which is non-working for the individual C/C. The corresponding rule shall be applied to a C/C whose weekly rest is scheduled on another day than Sunday.

Clause 3:1 Salary Deduction for the Full-Time Employed, Whole Day

When a C/C is absent at least one day on unpaid leave, a salary deduction shall be made as follows:

- during a period of not more than 5 work days, a deduction shall be made for each working day of $\frac{1}{21}$ of the monthly salary
- during a period exceeding 5 work days, a deduction is made by the daily salary for each day of leave. (This also applies to the C/C's non-working business days and Sundays and holidays.)

$$\text{Daily salary} = \frac{\text{the fixed monthly salary in cash} \times 12}{365}$$

Clause 3:2 Salary Deduction for the Part-Time Employed, Whole Day

If a C/C is employed part-time and works only during certain work days of the week (so-called intermittent part-time work), a salary deduction shall be made for each day that the C/C is on leave that would otherwise have been a work day for him, according to the following:

$$\text{the monthly salary divided by } \frac{\text{number of work days per week}}{5} \times 21$$

Example

Number of work days/ holiday-free week on an average per month	Deduction
4	$\frac{\text{the monthly salary}}{16.8}$
3.5	$\frac{\text{the monthly salary}}{14.7}$
3	$\frac{\text{the monthly salary}}{12.6}$
2.5	$\frac{\text{the monthly salary}}{10.5}$
2	$\frac{\text{the monthly salary}}{8.4}$

Clause 4 Other Leave, Leave for Part of a Day Without Pay

Leave for part of a day may be granted if the employer finds that it is possible without inconvenience to the operations of the company. A salary deduction shall be made for each full half hour. The deduction per hour = 1/175 of the monthly salary. For part-time employees, the salary shall first be adjusted to correspond to a full-time salary.

Clause 5 Monthly salary

Monthly salary means the current monthly salary. The following shall be equated with fixed monthly salary, in this context:

- fixed monthly salary supplements (e.g., fixed position, shift or overtime supplements)
- such commissions, profit sharing, bonuses, or the like, that are earned during periods of absence without a direct connection to the personal work efforts of the C/C.

If a period of leave comprises one or more entire calendar months/settlement periods, the entire monthly salary of the C/C shall be deducted for each one of such calendar months/settlement periods.

Clause 6 Parental Pay

Clause 6:1 Preconditions for Parental Pay

A C/C who is on a leave because of pregnancy or in connection with childbirth or adoption has a right to parental pay from the employer if the C/C has been continuously employed by the employer for at least one consecutive year.

The term “in connection with” refers to the leave being taken within 18 months.

Clause 6:2 Amount of Parental Pay

The parental pay deduction shall be calculated differently depending on whether the C/C's monthly salary is greater or less than a certain salary limit. This salary limit shall be calculated as

$$\frac{10 \times \text{pbb}^1}{12}$$

Example 2016:

The price base amount for 2016 is SEK 44,300

The salary limit is therefore:

$$\frac{10 \times \text{SEK } 44,300}{12} = \text{SEK } 36,917 \text{ for 2016}$$

For C/Cs with a monthly salary **not exceeding** the salary limit, a parental pay deduction per day shall be made by:

$$90 \% \times \frac{\text{the monthly salary} \times 12}{365}$$

For C/Cs with a monthly salary **exceeding** the salary limit, a parental pay deduction per day shall be made by:

$$90 \% \times \frac{10 \times \text{pbb}}{365} + 10 \% \times \frac{(\text{the monthly salary} \times 12) - (10 \times \text{pbb})}{365}$$

If the C/C has been employed for one but not two consecutive years, the parental pay is

- 1 monthly salary minus 30 parental leave deductions calculated per day according to this clause.

If the C/C has been employed for more than two but not three consecutive years, the parental pay is

- 2 monthly salaries minus 60 parental leave deductions calculated per day according to this clause.

If the C/C has been employed for more than three but not four consecutive years, the parental pay is

- 3 monthly salaries minus 90 parental leave deductions calculated per day according to this clause.

¹ Translator's note: the "price base amount" (Sw. *prisbasbelopp*) is an indexed amount determined each year under the Social Insurance Code (2010:110).

If the C/C has been employed for more than four but not five consecutive years, the parental pay is

- 4 monthly salaries minus 120 parental leave deductions calculated per day according to this clause.

If the C/C has been employed for more than five but not six consecutive years, the parental pay is

- 5 monthly salaries minus 150 parental leave deductions calculated per day according to this clause.

If the C/C has been employed for six consecutive years or more, the parental pay is

- 6 monthly salaries minus 180 parental leave deductions calculated per day according to this clause.

Parental pay is provided only for one or two leave periods unless otherwise agreed between the employer and the C/C. If the parental leave is shorter than one, two, three, four, five or six months, respectively, parental pay shall not be paid for a longer period than the leave comprises.

Clause 6:3 Payment of Parental Pay

The parental pay shall be paid monthly at the regular salary payment occasion during the period of leave.

Clause 6:4 Reduction of Parental Pay

Parental pay shall not be provided if the C/C is excluded from parental benefits under the Act on National Social Insurance. If these benefits have been reduced, the parental pay shall be reduced to a corresponding extent.

Clause 7 Leave With Temporary Parental Pay

Clause 7:1 Deductions

If a C/C is on leave with temporary parental pay, a salary deduction per hour of absence shall be made according to the following:

$$\frac{\text{the monthly salary} \times 12}{52 \times \text{weekly working hours}}.$$

If a period of leave comprises one or more whole calendar months /settlement periods, the C/C's whole salary shall be deducted for each of the calendar months/settlement periods.

The calculation of weekly working hours shall be made in no more than two decimals, rounding 0-4 down and 5-9 up.

If the working hours vary in length during different parts of the year, working hours shall be calculated as an average per holiday-free week per year.

If the salary or the weekly working hours are changed, the following shall apply:

The employer shall make deductions on the basis of the former salary or working hours, respectively, until the day the C/C is notified of his new salary or working hours, respectively.

Clause 7:2 Monthly salary

Monthly salary means in this Clause

- the fixed monthly salary in cash plus any fixed monthly salary supplements
- the estimated average monthly income (during the past 12 months) from production supplements, commissions, and variable CC1 supplements or the corresponding. In case the employment has lasted for a shorter period than 12 months, the average shall be calculated on the actual number of employment months.

§ 9 LEAVE OF ABSENCE FOR C/C DURING PREGNANCY

In case of pregnancy, the company shall immediately be notified in writing thereof. Each of the company and the C/C is entitled to decide upon release from flight duty as soon as the pregnancy is established, subject to the terms and conditions set forth below.

A C/C shall be permitted to perform flight duties when less than six months remain to the anticipated birth only if this is supported by a medical certificate.

A C/C may during the pregnancy work with ground service duties as decided upon in each individual case by the company. In respect of such ground service duties, salary shall be paid to the C/C in accordance with § 1 Clause 1, however not less than the C/C's fixed salary portion, plus an average of the variable salary components earned over the past 12 months (see § 8 Clause 7:2). In case the employment has lasted for a shorter period than 12 months, the average shall be calculated on the actual number of employment months. Where ground service duties cannot be offered, salary shall be retained in accordance with the above until such time as pregnancy salary, sick pay or other compensation is paid, however not later than until the birth.

Where a C/C does not accept any offer of ground service duties during the period of pregnancy, she shall, after being removed from flight duty and until such time as parental salary is received in accordance with this collective bargaining agreement, receive leave of absence with relinquishment of all salary benefits.

§ 10 SALARY FOR PART OF A SALARY PERIOD

If a C/C commences or ends his employment during a calendar month/settlement period, the salary shall be calculated in the following manner.

For each calendar day comprised by the employment, one daily salary shall be paid.

$$\text{Daily salary} = \frac{\text{the fixed monthly salary in cash} \times 12}{365}$$

§ 11 INSURANCE

C/Cs have travel insurance through the company for the following:

- traveller's luggage insurance
- third party liability insurance
- legal expenses insurance
- criminal injury insurance
- medical and travel cost insurance
- accident insurance*
- * death =10 base amounts
- * 100 % invalidity =20 base amounts

Note:

1. With respect to a C/C who because of a family emergency needs to interrupt service elsewhere, the employer undertakes, at its own cost, to arrange travel to the place of stationing.
2. Any deviations from § 11 are subject to approval by the central association parties.

§ 12 SICK PAY ETC.

Clause 1 The Right to Sick Pay and Notification

Clause 1:1 The Right to Sick Pay

Sick pay from the employer during the first 14 calendar days of the sickness period will be paid in accordance with the Sick Pay Act (*lagen om sjuklön*), together with the supplement set out in Clause 2:2, second paragraph. The detailed calculation of sick pay in accordance with the Sick Pay Act is set forth in Clauses 3:1 and 3:2.

Sick pay from the employer from the 15th calendar day during the sickness period will be provided in accordance with Clauses 3:3, 3:4 and 4-6.

A new sickness period which commences within 5 calendar days from the end of the previous sick period shall be treated as a continuation of the previous sickness period.

Clause 1:2 Notice of sickness

When a C/C becomes ill and, as a result thereof, is unable to perform duties, he shall inform the employer thereof as soon as possible. In addition, the C/C shall give notice to the employer as soon as possible estimating when he can return to work.

The aforementioned also applies in the event that a C/C becomes unfit for work due to an accident or injury at work, or must stay away from work due to the risk of the spread of infection and there exists an entitlement to compensation in accordance with the Social Insurance Code (Socialförsäkringsbalken).

As a general rule, sick pay shall not be provided for the time prior to which the employer receives notification regarding sickness (Section 8, paragraph 1, Sick Pay Act).

Clause 2 Declaration and Medical Certificate

Clause 2:1 Written Declaration

A C/C shall provide the employer with a written declaration that he has been sick, information concerning the extent to which his ability to work has been impaired due to the sickness, and days during which C/C should have worked (Section 9, Sick Pay Act).

Clause 2:2 Medical Certificate

The employer is obliged to pay sick pay from the 7th calendar day following the date of notification of sickness only if the C/C substantiates the inability to perform duties and the length of the sickness period by a medical certificate (Section 8, paragraph 2, Sick Pay Act).

If the employer so requests, C/C shall substantiate the inability to perform duties through a medical certificate from a previous date. The employer is entitled to appoint the physician.

Clause 3 Amount of Sick Pay

Clause 3:1 Sick Pay

The sick pay which the employer shall pay to a C/C shall be calculated by a deduction being made from salary in accordance with the following.

Clause 3:2 Sickness up to and Including 14 Calendar Days per Sickness Period

For every hour that a C/C is absent due to sickness, a sickness deduction per hour will be made of:

The monthly salary x 12.2 for the first day of absence (qualifying
52 x the weekly working hours day) in the sick pay period

and by

20 % x the monthly salary x 12.2 from the second day of absence
52 x the weekly working hours in the sick pay period

In addition, sick pay is paid from the second day of absence with 80 % of variable salary components that the C/C has lost.

Notes in Respect of Clause 3:2

1. With respect to a C/C who, in accordance with the social insurance office's decision, is entitled to sick pay of 80 percent from and including the first day of absence due to sickness, a sickness deduction will be made in accordance with what applies from the second day of absence during the sick pay period.
2. The number of qualifying days may, according to law, not exceed ten days during a twelve-month period. If, in conjunction with a new sickness period, a C/C has received a deduction for ten qualifying days within a period of twelve months calculated from the commencement of the new sickness period, the deduction for the first day of absence shall be calculated in accordance with what applies from and including the second day of absence.
3. In case of working hours with shifts extending over two full calendar days, the sick pay period always commences on the first calendar day when the C/C is absent from the shift due to sickness. The qualifying day as well as the compensation day shall however be calculated on the basis of the working shifts even if a working shift comprises parts of two calendar days.

Clause 3:3 Definitions of Monthly Salary and Weekly Working Hours and Changes Thereto

Monthly salary = the current monthly salary. For C/Cs receiving a weekly salary, the monthly salary shall be calculated as 4.3 x the weekly salary.

In this Clause, monthly salary refers to

- fixed cash monthly salary and any fixed salary supplements per month (e.g. fixed position, shift or overtime supplements).
- the calculated average income per month from commissions, profit sharing, bonuses, incentive pay or similar variable salary components. For C/Cs who, to a significant extent, are paid with the above-mentioned salary components, an agreement should be entered into in respect of the salary amount from which the deduction for sickness shall be made.

Weekly working hours refers to the total number of working hours per holiday-free working week for the individual C/C. If a C/C has irregular working hours, the weekly working hours shall be calculated on average per month or another period of time.

Calculation of the weekly working hours is made to a maximum of two decimal places, whereupon 0–4 shall be rounded downwards and 5-9 shall be rounded upwards.

If different working times apply for different parts of the year, the working time shall be calculated per holiday-free working week on average throughout the year.

In the event of a change in salary or weekly working hours the following shall apply:

The employer shall make a sickness deduction based upon the old salary and working time during a period of not more than one month following such time that the C/C received information concerning his new salary or changed working time.

Clause 3:4 Sickness From and Including the 15th Calendar Day

For every sick day (including non-working weekdays as well as Sundays and holidays), a sickness deduction per day will be made in accordance with the following whereupon, in addition to the monthly salary set forth in Clause 3:2, monthly salary shall also be deemed to include benefits in the form of meals or accommodation valued in accordance with the National Tax Authority's instructions:

For C/Cs with a monthly salary not exceeding SEK 27,687:50

$$90 \% \times \frac{\text{the monthly salary} \times 12}{365}$$

For C/Cs with a monthly salary exceeding SEK 27,687:50

$$90 \% \times \frac{7,5 \times \text{price base amount}}{365} + 10 \% \times \frac{\text{the monthly salary} \times 12 - 7,5 \times \text{price base amount}}{365}$$

Note to Clause 3:4

The above-stated salary limit constitutes 7.5 x the applicable price base amount / 12. The price base amount for 2016 is SEK 44,300 and the salary limit for 2016 is consequently SEK 27,687:50.

The sick deduction per day may not exceed

$$\frac{\text{the fixed monthly salary in cash} \times 12}{365}$$

The monthly salary = the current monthly salary; see "Definition of Monthly Salary and Weekly Working Hours and Changes Thereto", Clause 3:3.

In the application of this limitation rule, fixed monthly salary supplements (e.g., production and C/C1 supplements) are equated with fixed monthly salary.

Clause 3:5 Duration of the Sick Pay Period

Main Rule

If a C/C under the provision of this Agreement has the right to sick pay from the 15th calendar day of the sickness period, the employer shall provide such pay to him according to the following:

- for group 1: up to and including the 90th calendar day of the sick period

- for group 2: up to and including the 45th calendar day of the sick period

The sickness period includes all days with sick deductions (including waiting period days), as well as non-working days that occur during the period.

A C/C belongs to group 1

- if he has been employed with the employer during at least one consecutive year
- or if he has transferred directly from an employment under which he was entitled to sick pay during at least 90 days.

A C/C belongs to group 2 in all other cases.

Exceptions

1. If the C/C during a twelve-month period is ill on two or more occasions, the right to sick pay is limited to an aggregate of 105 days for Category 1 and 45 days for Category 2. Therefore, if the C/C during the past 12 months, calculated from the beginning of the relevant sickness period, has received sick pay from the employer, the number of sick pay days shall be deducted from 105 or 45, respectively. The remainder constitutes the maximum number of sick pay days for the relevant case of sickness.
2. The right to sick pay during the first 14 calendar days of the sickness period shall not be affected by the above-mentioned limitation rule.
3. If sick pension according to the ITP plan starts to be paid to the C/C, the right to sick pay shall terminate.

Clause 4 Certain Co-ordination Rules

Clause 4:1 Rehabilitation Benefits

If a C/C is absent with rehabilitation benefits during a period when the employee would otherwise be entitled to sick pay according to Clause 3:5 salary deductions shall be made as for sickness from the 15th calendar day according to Clause 3:4.

Clause 4:2 Compensation From Other Insurance

If a C/C is receiving compensation from insurance other than the ITP or the Security Insurance Upon Work-Related Injuries (TFA), and the employer has paid the premiums for such insurance, the sick pay shall be reduced by the amount of such compensation.

Clause 4:3 Other Compensation From the State

If a C/C receives compensation from the State other than according to the Social Security Code, the sick pay shall be reduced by the amount of such compensation.

Clause 5 Limitations of the Right to Sick Pay

Clause 5:1 The C/C Has Reached the Age of 60

If a C/C has reached the age of 60 before the employment commences, the employer and the C/C may agree that there is no right to sick pay from the 15th calendar day of

the sickness period. If such an agreement has been made, the employer shall notify the local C/C union representative.

Clause 5:2 Concealment of Disease

If a C/C has concealed the fact that the employee suffers from a certain sickness upon being hired, the employee shall have no right to sick pay from the 15th calendar day of the sickness period if the inability to work is attributable to such sickness.

Clause 5:3 Failure to Supply a Certificate of Health

If the employer, when a C/C was hired, requested a certificate of health from the C/C, but the employee was unable to provide such a certificate for the reason of being ill, the employee shall have no right to sick pay from the 15th calendar day of the sickness period if the inability to work is attributable to such sickness.

Clause 5:4 Reduced Sick Benefits

If a C/C's sick benefits have been reduced according to the Social Security Code, the employer shall reduce the sick pay to a corresponding extent.

Clause 5:5 Injury in Accident Caused by a Third Party

If a C/C has been injured in an accident caused by a third party and compensation is not paid according to Security Insurance Upon Work-Related Injuries (TFA), then the employer shall provide sick pay only if - or to the extent - the C/C cannot obtain damages for lost income from the person responsible for the injury.

Clause 5:6 Accident at Another Employer

If a C/C has been injured in an accident during gainful employment with another employer or in connection with the employee's own business, the employer shall provide sick pay from the 15th calendar day of the sickness period only to the extent the employer has specifically undertaken to do so.

Clause 5:7 Sick Pension

As to the limitation of the right to sick pay due to sick pension - see Clause 3:5, Exception 2.

Clause 5:8 Reached Retirement Age

As to limitations on the right to sick pay from the 15th calendar day of the sickness period for C/Cs who have reached the retirement age, see § 1, Clause 4.

Clause 5:9 Miscellaneous Limitations of the Right to Sick Pay

The employer is not obligated to provide sick pay from the 15th calendar day of the sickness period

- if the C/C has been excluded from health insurance benefits according to the Social Security Code, or
- if the C/C's inability to work is self-inflicted, or
- if the C/C has been injured as a result of acts of war, unless an agreement providing differently has been made.

Clause 6 Miscellaneous

In the application of the provisions of this section, benefits paid according to the Social Insurance Code chapter 43, Personal Injury Protection, shall be equated with the corresponding benefits under the Social Insurance Code regarding National Social Insurance and Work-Related Injury Insurance.

Clause 7 Disease Carriers

If a C/C is required to refrain from work because of the risk of transmitting a disease and there is a right to compensation according to the Act on Compensation to Disease Carriers, a deduction shall be made according to the following up to and including the 14th calendar day.

For each hour a C/C is absent, an hourly deduction shall be made by

$\frac{\text{the monthly salary} \times 12}{52 \times \text{weekly working hours}}$

From the 15th calendar day, deductions shall be made according to Clause 3:4.

Clause 8 Special Provisions Regarding Medical Care Abroad

Where cabin personnel in connection with flight service outside of the home country are obligated to seek medical attention and/or hospital care, if possible such care should be provided by the physician or hospital designated by the company. The additional costs thereby arising for such care and which would not have arisen in case of care in the home country, shall be borne by the company. Additional cost in this context refers to the difference between the actual cost and the corresponding cost for similar treatment in the home country, taking into consideration such compensation that is paid from the social insurance office for medical and hospital care.

§ 13 DRAFTING OF SALARY REGULATIONS

The central association parties shall make an agreement regarding the salary model that is to apply to C/Cs employed in each company. Such local agreement is a part of this collective bargaining agreement and shall be regulated in an appendix. The agreement regarding salary model may not be terminated separately from this collective bargaining agreement. The local parties have the right to make an agreement regarding changes in the agreement on salary model. Such an agreement shall be in writing and is subject to the approval of the central association parties.

The agreement shall be deemed approved if no objection is raised by either of the central agreement parties within three weeks after the central parties have received the local agreement.

§ 14 DUTY REGULATIONS

Clause 1 Drafting of Duty Regulations

The central association parties shall make an agreement regarding regulations for the leisure time, flight service and duty program (duty regulations) that are to apply to C/Cs employed by the company. Such agreement constitutes part of this collective bargaining agreement and shall be regulated in an appendix to this Agreement. The agreement regarding duty regulations may not be terminated separately from this collective bargaining agreement.

The local parties have the right to make an agreement regarding changes in the duty regulations. Such an agreement shall be in writing and is subject to the approval of the central association parties.

The agreement shall be deemed approved if no objection is raised by either of the central agreement parties within three weeks after the central parties have received the local agreement.

The local parties have the right to make time-limited agreements regarding changes to the duty regulations. Such agreements may be valid for one traffic program or one season and requires no approval by the central association parties.

Clause 2 Regular working hours – duration and limitation period

C/C's regular working hours may not exceed 40 hours on average per business week and year.

Clause 3 Guidelines for Consultations Regarding Duty Regulations

The parties agree on the importance of facilitating the employee's ability to combine work with family life, other social life and regular recovery. In consultations (negotiations or routing consultations) about duty regulations it is therefore important to try to find solutions that combine the company's need for efficiency and productivity with the needs of the employee. It should in particular be taken into consideration how the operational need of split shifts and / or double reportings for duty affect the employee's family life and other social life.

§ 15 NEGOTIATION PROCEDURE

15.1 Consensus on avoidance of dispute

The starting point of the parties is that the employer and the C/C's through constructive discussions characterised by mutual consideration, will arrange their common affairs and in that manner attempt to avoid disputes. In case any dispute arises, the parties agree on the following negotiation procedure.

The aim of the negotiation procedure is for the parties, primarily the local parties and secondarily the central parties, in the same spirit to resolve the disputes within the

framework of the negotiation procedure. In this manner, we will also in the future be able to maintain the good tradition of as far as possible avoiding judicial dispute resolution and thereby contribute with efficient and pragmatic dispute resolution for the mutual benefit of the employees and the companies.

The negotiation procedure comprises all C/C's who are employed by members of SFB.

15.2 Duty to Maintain the Peace

The parties agree that there is a duty to maintain the peace regarding employment terms and other relations between the parties during the term of the agreement on salaries and general terms of employment between SFB and Unionen.

Note

The parties agree that this provision shall not affect the right to undertake sympathy actions according to Section 41 of the Co-Determination Act.

15.3 Negotiation obligation

In case of a legal or interest dispute regarding employment terms or otherwise regarding the relationship between the parties, then negotiations shall be undertaken in the order set out in this agreement.

Note

The parties agree that all disputes where the employment relationship is a necessary precondition for a legal claim are comprised by the negotiation procedure.

An individual C/C who without support by Unionen would like to bring an action regarding an agreement between the employer and the individual C/C or under law without there also being issues concerning collective bargaining agreements, has the right to refrain from negotiations according to the negotiation procedure, however the negotiation procedure must be fulfilled if negotiations in the dispute have been commenced.

Note

Collective bargaining agreements contain rules preventing actions according to the Torts Act. The above-stated regulation does not concern these rules.

C/C's who, according to the above, choose to commence action without negotiations according to the negotiation procedure, shall in relation to the time to bring action observe the following. If the action concerns a claim under a legislative act containing rules regarding special statutes of limitation, the rules of such act shall be applied. In other cases, action shall be commenced within four (4) months after the C/C has become aware of the factual circumstances that the claim is based on and not later than two (2) years after the factual circumstances have occurred. If the action is not commenced in time as stated in this Section, then the C/C has lost his or her claim.

15.4 Negotiations at a local and central level

Negotiations are first undertaken at a local level (local negotiations) and thereafter, if no agreement is reached, at a central level (central negotiations).

Local negotiations are held between the parties at the workplace.

Central negotiations are held between the parties at the association level.

Clause 5 Payment disputes and disputes concerning obligation to work

The provisions of 15.6 - 15.8 and 15.11 - 15.12 in relation to disputes and commencing action shall not apply to disputes set out in Sections 34 and 35 of the Co-Determination Act. In such disputes, the provisions of Section 37 of the Co-Determination Act shall apply.

Note

In disputes regarding employee inventions, the provisions of the applicable negotiation procedure shall replace the provisions of Section 35 of the Co-Determination Act, which thus cannot be applied in such disputes.

15.6 Request for local negotiation

If a legal dispute arises regarding cancellation of a termination or summary dismissal, the party wishing to bring action shall request local negotiations. The request must reach the counterparty no later than two (2) weeks after the notice of termination or dismissal. If the C/C has not received such a declaration of cancellation action as referred to in Section 8, second paragraph or Section 19 second paragraph of the Act on Security of Employment, the deadline is however one (1) month and is calculated from the date of termination of employment.

If a party does not request a negotiation within the time specified in the first paragraph, the party has lost its right to negotiate the matter.

If a dispute arises other than that as referred to in the first paragraph, local negotiations shall be requested as soon as possible. The request must reach the counterparty no later than four (4) months after the party requesting a hearing is deemed to have been aware of the factual circumstances on which the dispute is based.

If a party does not request negotiations within the time specified in the third paragraph, the party has lost its right to negotiate the matter. This also applies in any event in such disputes if negotiations are requested more than two (2) years after the occurrence of the factual circumstances or, in the event of a prohibited fixed-term employment, more than one month after the expiration of the employment.

Note

With respect to undisputed salary or other compensation that is due for payment, the legally mandated statute of limitations shall apply. In relation to the ability to

undertake a so-called collection blockade, Section 41 second paragraph of the Co-Determination Act shall apply.

15.7 Request for Central Negotiations

If the parties do not agree on the resolution of a dispute at the local negotiations, a party who wishes to pursue the dispute shall request central negotiations with the counterparty.

In disputes concerning cancellation of a termination or summary dismissal, the request must reach the counterparty no later than two (2) weeks after the day the local negotiations were concluded. This two (2)-week rule shall enter into effect on 1 April 2018. Until then, the deadline is two (2) months.

After local negotiations under Section 11 or 12 of the Co-Determination Act the request must reach the counterparty no later than one (1) week from the day the local negotiations were concluded. The same applies in relation to disputes regarding confidentiality under Section 21 of the Co-Determination Act and to so-called contractor negotiations under Section 38 of the Co-Determination Act.

In a dispute other than referred to in the third paragraph, the request for central negotiations shall be made urgently. The request must reach the counterparty no later than two (2) months from the day the local negotiations were concluded.

If a party does not request negotiations within the time specified in the second, third or fourth paragraph, the party has lost its right to negotiate the matter.

15.8 The time within which local or central negotiations must be initiated

If a request for negotiations has been made within the stipulated time, the negotiations shall commence as soon as possible, but no later than two (2) weeks from the date of the request. The parties may in specific cases agree on a longer period of time.

15.9 Negotiation minutes

If requested, minutes shall be taken at the negotiations. The minutes shall be prepared promptly and be certified by the parties.

15.10 How negotiations are concluded

Local or central negotiations are concluded when the parties agree that one party has given the other party a clear message that he considers the negotiations to be concluded.

If minutes are kept, a note of when the negotiations concluded shall be made in the negotiation minutes.

15.11 Legal effect of ongoing negotiations and loss of negotiation right

The parties may not undertake any legal or other action by reason of the dispute before negotiations have been concluded. This shall not however apply if a party by refusing to negotiate has impeded negotiations according to the negotiation procedure.

A party who under the provisions of this negotiation procedure has lost his or her right to negotiations may not take action by reason of the dispute.

15:12 Commencing action

A party who after concluded negotiations would like to proceed with a legal dispute must commence action. In a dispute concerning cancellation of a termination or summary dismissal or a declaration that a certain time-limited employment is prohibited and that the employment shall be until further notice, action must be commenced within two (2) weeks from the day when central negotiations were concluded and in other disputes within four (4) months from such day. If the dispute concerns a duty of confidentiality under Section 21 of the Co-Determination Act, action must be commenced within ten (10) days from the day when central negotiations were concluded.

If action is not commenced within the times stated in the first paragraph, the party has lost its claim.

15.13 Miscellaneous

In case of breaches of the duty to maintain the peace and in relation to interim orders, action may be brought without preceding negotiations.

§ 16 TERM/TERMINATION

If a party not later than on 31 September 2018 has terminated the agreement, it shall terminate on 30 March 2019. Such termination may be made only if the corresponding termination has been made of the Industrial Agreement between the Association of Swedish Engineering Industries and Unionen.

This Agreement shall apply, unless terminated in advance as set out above, for the time from 1 April 2017 up to and including 31 March 2020. The Agreement may be terminated by either party not later than three months before 31 March 2020. The Agreement shall thereafter be extended by one year at a time unless terminated by at least three months' notice before 31 March.

Stockholm 18 May 2017

THE SWEDISH AVIATION
INDUSTRY GROUP

UNIONEN

Appendix 1 List of Separate Agreements Not Included in the Printed Agreement

The Industrial Supplementary Pensions Scheme - the ITP Agreement

The Agreement on Collective Group Life Insurance (TGL)

The Agreement on Readjustment Contracts and Supplementary Services (SAF-PTK)

Security Insurance Upon Work-Related Injuries (TFA)

The Development Agreement

Appendix 2 Salary agreement, C/C

Scope

This salary agreement comprises C/C having commenced his or her employment at the company not later than the day of the salary review.

Salary review

§ 1 Raises

1.1 Calculation of the scope for raises 1 April 2017, 1 April 2018 and 1 April 2019

The salary scope is calculated as 2.0 %, of the salary tariffs, or in the alternative the fixed basic salary and all salary elements and supplements except guaranteed commission for C/C's on 31 March 2017.

The salary scope is calculated as 2.0 %, of the salary tariffs, or in the alternative the fixed basic salary and all salary elements and supplements except guaranteed commission for C/C's on 31 March 2018.

The salary scope is calculated as 2.0 %, of the salary tariffs, or in the alternative the fixed basic salary and all salary elements and supplements except guaranteed commission for C/C's on 31 March 2019.

The new salary after the conclusion of the salary review shall apply starting from 1 April each year.

Note:

Reimbursements and per diems are not included in the basis for the calculation of the salary scope set out above.

The scope shall be allocated pursuant to local agreement.

1.2 Allocation of raises

Upon agreement, the scope created according to the above shall be allocated within the framework of each company's different salary elements or areas. The local parties have the right to take into consideration any changes in service provisions or any other local agreements in the calculation of the salary scope.

§ 2 Negotiation procedure for salary reviews for the salary review on 1 April 2017, 1 April 2018 and 1 April 2019

A party wishing to negotiate the allocation of the salary scope shall not later than 15 July of each year 2017, 2018 and 2019 notify the other party in writing thereof. The local salary negotiations about raises shall be commenced as soon as possible and be concluded not later than 23 October of each year 2017, 2018 and 2019, or as agreed by the local parties.

If the local negotiations do not lead to the conclusion of an agreement, the issue may be referred to central negotiations. A request for such central negotiations shall be made in writing to each respective party not later than 1 November of each year 2017, 2018 and 2019, after which it is incumbent on the parties without delay to set a suitable day for central negotiations.

If no agreement is reached, tariffs/basic salaries and all supplements shall be raised according to the calculation in § 1.1.

Appendix 3 Agreement on contribution to part-time retirement/flexible pension

The premiums to part-time retirement will be raised by 0.2 % from 1 May 2017 and amount to an aggregate of 0.9 % of pension-qualifying salaries.

The premiums to part-time retirement will be raised by 0.3 % from 1 May 2019 and amount to an aggregate of 1.2 % of pension-qualifying salaries.

Appendix 4 List of Companies Bound by the Agreement

Amapola Flyg AB

ARPI Aviation AB

Braathens Regional Airways AB

Braathens Regional Aviation AB

Global Employer Company Ltd

Nextjet Sverige AB

Nova Airlines AB

Scandinavian Airlines System

Thomas Cook Airlines Scandinavia A/S Danmark Filial Sverige

TUIfly Nordic AB