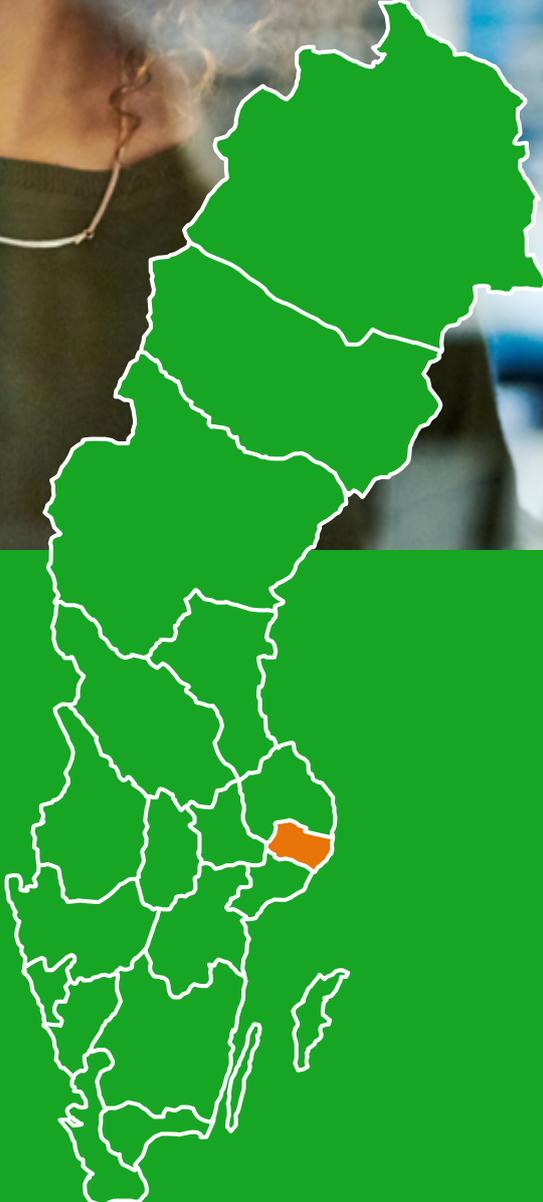




**Meeting documents**



# Regional Council 2024

**Unionen Stockholm**

**UNIONEN**

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# Welcome to the Unionen Stockholm Regional Council 2024

It's great you're coming to the Regional Council, the most important meeting of the year for local trade union representatives and members in our region. As a Regional Council representative, you've been entrusted with something amazing – representing the members who elected you and being their voice at the annual meeting.

In attending the meeting, you're not just making the voice of the people you represent heard, you are also part of trade union democracy in action. Your presence is vital in making Unionen a strong voice, improving working life for all members nationwide.

We are delighted to welcome you to the Regional Council. See you there!

Best wishes,

*Unionen Stockholms' Regional Board*

Maria Nilsson	Chair
Kristin Cederby Fransson	Deputy Chair
Håkan Nilsson	Deputy Chair
Carl Bjelksjö	Ordinary member
Peter Ferm	Ordinary member
Mattias Gissler	Ordinary member
Henrik Hederfors	Ordinary member
Kristina Hovlid	Ordinary member
Johan Kovaniemi	Ordinary member
Robin Olofsson	Ordinary member
Annika Salomonsson	Ordinary member
Pamela Valenzuela Silva	Ordinary member
Karin Åberg	Ordinary member
Rodrigo Arce	Deputy
Åsa Svensson	Deputy
Jaser Mardini	Youth representative
David Zaar	Youth representative

## Practical information

You are invited to the annual meeting of Unionen Stockholm because you have been elected as a Regional Council representative. At the meeting, you will elect members of the Regional Board and other holders of union roles in the region. You will also vote on motions that have been submitted.

### Time and place

Thursday 25th of April 2024 at Sergel Hub, Sveavägen 10 A, Stockholm.

### Questions about the Regional Council?

Please contact Sandra Skånberg at Unionen Stockholm.

Email [sandra.skånberg@unionen.se](mailto:sandra.skånberg@unionen.se).

Phone 08-504 162 25

### Questions about nominations and elections?

Please contact Ylva Eriksson on the Unionen Stockholm nominating committee.

Email [ylva.eriksson@manpowergroup.se](mailto:ylva.eriksson@manpowergroup.se)

### Getting ready

This document contains the information you'll need ahead of the Regional Council. Please read it in advance. You can find the annual report on your [Regional Council website](#). If you are attending the A-kassa meeting, you will find the agenda and meeting documents there too.

# The democratic process in the Regional Council

## Motions

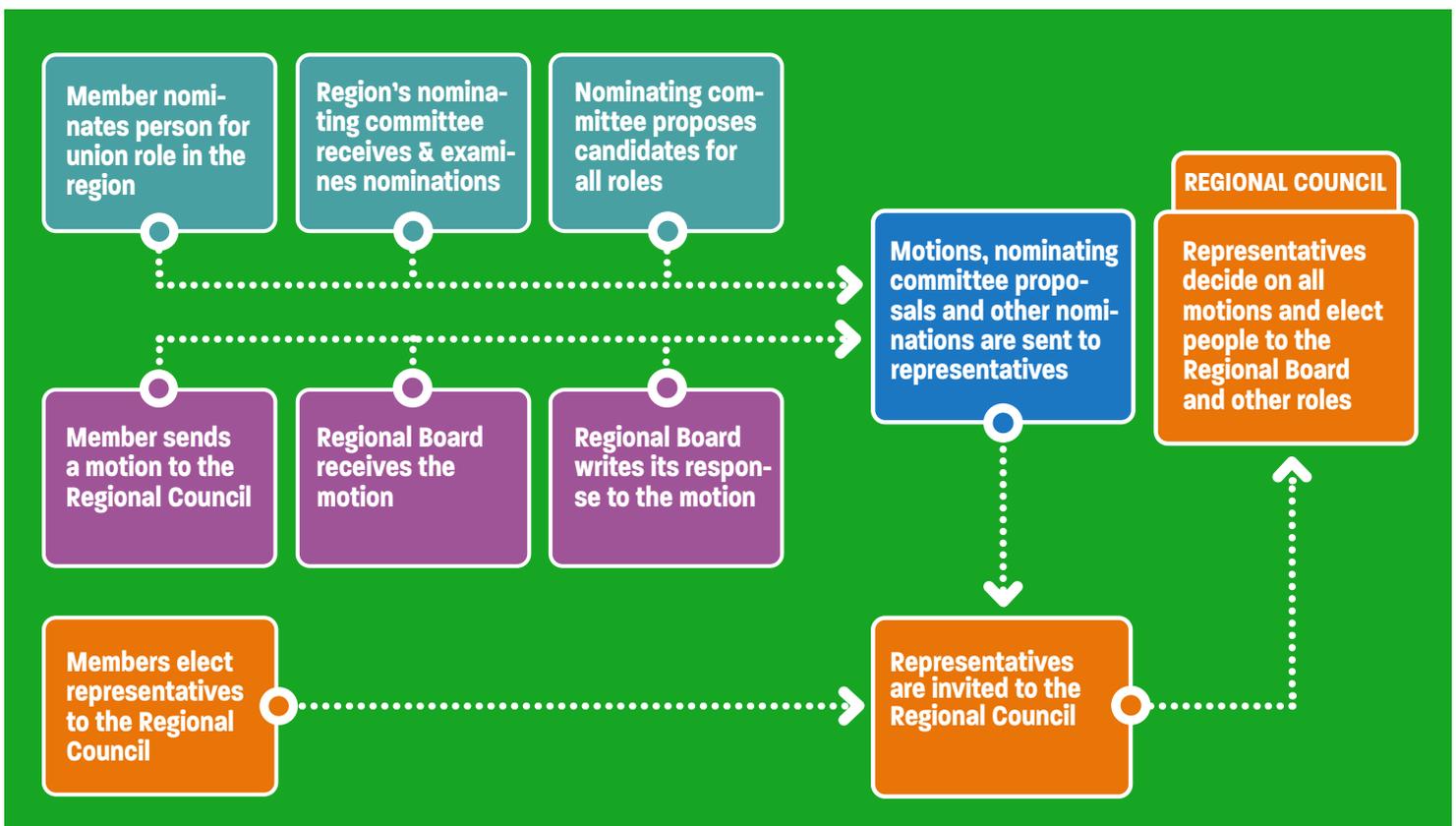
Members have the right to submit motions (proposals) to the Regional Council. The motions first go to the Regional Board, who write statements recommending how they think the Regional Council should respond to each motion. After that, it is up to the Regional Council to decide on the motions.

## Elections to union roles

Members have the right to nominate candidates for all the union roles in the region. The regional nominating committee receives the nominations and recommends who it thinks should be elected to the different roles. The Regional Council can follow the recommendations of the nominating committee or suggest other eligible candidates and vote for them instead. The nominating committee is also elected by the region's members.

## Representatives elected by members

Members have the right to elect representatives to represent them at the Regional Council. These elections take place at the local union's annual meeting, at member meetings in the workplace or at member meetings called by the region. Each group can elect at least two representatives to the Regional Council.



## **Guidelines on meeting behaviour for union representatives**

Unionen's statutes set out the union's values in the very first paragraph. Respect for the principles of democracy and the equal value of all people are fundamental. This includes how we treat and value each other. Unionen has zero tolerance for all forms of harassment.

As representatives of Unionen, all elected representatives and employees have a responsibility to prevent sexual harassment and harassment linked to any of the seven categories of discrimination in the Swedish Discrimination Act: sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. This always applies, in all our union activities, when meeting members, and counterparties and co-parties, and towards each other.

### **At the Regional Council**

The Regional Council is arranged by the Regional Board and the regional office. Because there is no employment relationship between those attending the meeting and the organiser, formal responsibility for the work environment does not apply to the meeting. This means it is especially important that all representatives of Unionen take responsibility for preventing harassment in all its forms. During the meeting, we respect each other's opinions and differences. We promise to be alert to insulting or rude behaviour and to make and receive apologies openly and honestly. When we meet, we are in each other's work environment and all of us have a responsibility to ensure that we keep the debate appropriate and treat each other with respect.

No-one is to feel discriminated against or harassed at meetings arranged by Unionen. We act immediately as soon as we are aware of harassment.

### **Who do I contact if I feel harassed?**

Contact the regional manager in your region or Unionen's Federation Secretary.

## Presentation of candidates to the Regional Board

Members were able to nominate candidates to the Regional Board until 31 January. All the nominated candidates are able to make statements saying why they are interested in serving on the Board. The candidates are listed in alphabetical order. You can see the candidates proposed by the nominating committee on page 75.

The statements are written by each candidate themselves and have not currently been translated into English.

### **Mattias Ammenberg, ombudsman/teamledare, Finansförbundet**

Vilka fackliga frågor engagerar dig mest?

- Organisationsutveckling
- Medlemsrekrytering
- Engagemang
- Aktiviteter som ger ett medlemsvärde
- Verksamhetsutveckling
- Arbete med förtroendevalda

Vad vill du bidra med i regionstyrelsen?

- Engagemang, kunskap och utveckling av organisationen.
- Styrkan av att vara många tillsammans!

Nuvarande eller tidigare förtroendeuppdrag

Förtroendevald i Lärarförbundet och Regionala styrelsen. Svenska idrottsförbundet och ledamot Örnsköldsviks TK.

### **Markus Andersson, reservdelsspecialist, Bavaria Sverige Bil AB**

Vilka fackliga frågor engagerar dig mest?

Fackliga frågor som engagerar mig mest är i nuläget arbetsmiljö, trivsel på arbetsplatsen och lön. Dessa områden är vad som prioriteras på min arbetsplats just nu och något som jag i min roll som klubbordförande och arbetsmiljöombud driver tillsammans med arbetsgivaren. Jag är också mån om organisation och hur man kan växa genom marknadsföring och strategiskt arbete.

Vad vill du bidra med i regionstyrelsen?

Det jag vill bidra med i regionstyrelsen är ett ungdomligt perspektiv från bilbranschen. Erfarenhet från styrelsearbete och föreningar som jag ägnar mycket fritid åt och tycker är roligt.

#### **Nuvarande eller tidigare förtroendeuppdrag**

Ersättare grundskolenämnd, ersättare trygghetsberedning, styrelseledamot kommunförening, vice ordförande nationell spelförening, distriktsordförande spelförening Stockholm, klubbordförande Bavaria Unionenklubben, arbetsmiljöombud, kontaktperson lokalt ungdomsförbund.

#### **Rodrigo Arce, medlemskoordinator, ForumCiv**

##### **Vilka fackliga frågor engagerar dig mest?**

Arbetsmiljöfrågor, avtalsrörelsen, likabehandlingsfrågor, förhållandet mellan demokratifrågor och fackets roll.

##### **Vad vill du bidra med i regionstyrelsen?**

Stärka engagemangen hos våra medlemmar, stötta klubbar i min roll som styrelseledamot. Nätverk med andra organisationer för bättre arbetsmiljö och de utmaningar som vi ställs för, som t.ex. ekonomiska kriser, attacker mot den svenska modellen, AI, arbetslöshets- och sjukförsäkringsfrågor, klimaträttsfrågor där vi kan vara med och påverka.

#### **Nuvarande eller tidigare förtroendeuppdrag**

Nuvarande styrelseledamot i regionstyrelsen, kongressombud för Stockholm, förbundsrådsledamot, personalrepresentant i ForumCivs styrelse, styrelseledamot i klubben, ledamot i förhandlingsdelegationen på arbetsplatsen. Tidigare ordförande i klubben.

#### **Alexander Ganizarés Dahlström, ombudsman, Finansförbundet**

##### **Vilka fackliga frågor engagerar dig mest?**

Arbetsmiljö – för att få en trygg och hållbar arbetsmiljö för varje individ för ett hållbart arbetsliv. Det gäller att få fram verktyg, avtal eller öka samhällsdebatten om vad nästa steg för att öka arbetsmiljön för medlemmar oavsett roll.

Lön – få rätt lön för den enskildes arbete, den enskilde medlemmen ska uppleva att lönen den uppbär ska vara saklig och grundad samt att den är marknadsmässig, detta är ett jobb för facken för att göra det tydligt för medlemmen.

Jämställdhet – allas möjlighet till jämlikhet och likabehandling oavsett förutsättning samt bakgrund. Ingen medlem ska vara dömd på förväg.

##### **Vad vill du bidra med i regionstyrelsen?**

Jag upplever att jag kan bidra med nya synsätt och andra infallsvinklar i frågor inom svenska modellen. I själva styrelsearbetet sätter jag gärna i tändarna i att skapa struktur och tydlighet för att skapa ännu mer effektiva möten, processer samt arbeten framåt. Har en mer attityd att se framåt än bakåt.

**Nuvarande eller tidigare förtroendeuppdrag**

Ordförande för Unionenklubben på Finansförbundet, ordinarie kongressombud för Unionen Stockholm.

### **Kristin Cederby Fransson, administratör, Coor Service Management AB**

**Vilka fackliga frågor engagerar dig mest?**

Varje medlems rätt till ett tryggt arbetsliv med schysta villkor. Jag brinner också starkt för de grundläggande fackliga värderingarna; kollektivavtal och partsmodellen.

**Vad vill du bidra med i regionstyrelsen?**

Jag vill fortsätta ge en röst åt de som sällan hörs.

**Nuvarande eller tidigare förtroendeuppdrag**

Vice ordförande i regionstyrelsen, ledamot i klubbstyrelsen, ledamot i branschdelegation.

### **Jan Chronander, SVT Interaktiv som Quality Assurance**

**Vilka fackliga frågor engagerar dig mest?**

Utöver de vanliga fackliga frågorna som lön och de allmänna anställningsvillkoren är det två frågor just nu som engagerar mig som mest. Dels arbetstidsförkortning, som alltid ligger i topp bland våra medlemmar i de enkäter vi skickar ut kring våra viktigaste frågor att driva, som en väg mot ett hållbart arbetsliv. Och dels mångfaldsfrågor och det vi ibland kallar Sverigespegling. Ofta fastnar det arbetet i kön och etnicitet, men vi har ytterligare fem diskrimineringsgrunder att kämpa med: könsöverskridande identitet, religion/trosuppfattning, funktionsnedsättning, sexuell läggning och ålder. Viktigt att vi tänker nytt och brett, att vi bland annat arbetar med anonymiserad rekrytering som ett sätt att skapa en mer välkomnande och inkluderande arbetsplats.

**Vad vill du bidra med i regionstyrelsen?**

Jag vill bidra med ny energi kring frågorna om arbetstidsförkortning och driva opinionsbildning kring det. Mångfaldsarbetet likaså, som vi tycker är viktigt inom Unionen, men för att vi ska lyckas med det behöver vi även få våra arbetsgivare att lyckas med det.

Jag kommer från en agil webb/techmiljö och kan även bidra med hur vi utvecklar våra arbetssätt inom regionstyrelsen.

**Nuvarande eller tidigare förtroendeuppdrag**

Klubbstyrelsen SVT, ledamot. Sektion Stockholm, v. ordf. SVTi, lokalt ombud. Tidigare även förtroendevald i dåvarande Bankmannaförbundet och i ST.

## **Christina Da Costa, resekonsult, GBT Sweden AB**

Vilka fackliga frågor engagerar dig mest?

Större och bättre Unionen – få flera att engagera sig, flera förtroendevalda på arbetsplatser.

Arbetsmiljö – bättre arbetsmiljö åt alla med riktade insatser så fler kan jobba längre.

Distansarbete – arbeta för tydligare regler, möjlighet till ersättning och säkerställande av en bra arbetsmiljö.

Integritet – rätt till både fysiskt och digital integritet i arbetslivet. Full transparens och medbestämmande t.ex vid övervakning.

Vad vill du bidra med i regionstyrelsen?

Jag vill bidra med erfarenhet, kunskap och perspektiv av att jobba länge fackligt på internationellt ägda bolag med utländska chefer. Är inte rädd att hugga i där det behövs.

Nuvarande eller tidigare förtroendeuppdrag

Ordförande i riksklubb på American Express Global Business Travel, EWC-representant.

## **Peter Ferm, IT-analytiker hållbarhet, Electrolux IT AB**

Vilka fackliga frågor engagerar dig mest?

Ett hållbart arbetsliv, att kunna utvecklas i sitt arbete med en rättvis lön. Att hjälpa mina kollegor i de 150 länder företaget är aktiv i. Även där det är svårt att bedriva facklig verksamhet. Se till att vi alla mår bra på arbetet ända till pensionen. Att öka medvetenheten om facket även inom IT-sektorn.

Vad vill du bidra med i regionstyrelsen?

Jag har lång erfarenhet av IT-branschen och hur man värvar medlemmar där. Hållbarhet har jag arbetat länge med och jag ser ett behov av att lyfta dessa frågor i den fackliga världen. Att se till att vi inte tappar organisationsgraden i de stora svenska bolagen är viktigt. Kollektivavtal är också otroligt viktigt för framtiden.

Nuvarande eller tidigare förtroendeuppdrag

Klubbordförande, bolagsstyrelserepresentant, regionsstyrelseledamot, Globala Nätverket, kongressombud.

## **Marie Fohlheim, redaktör, Sveriges Lärare**

Vilka fackliga frågor engagerar dig mest?

Jag vill att alla ska veta varför man ska vara medlem i ett fackförbund. Kunna stötta medlemmar till bättre arbetsmiljö och så att de trivas på sin arbetsplats. Jag vill att

de medlemmar som valt att vara medlem i Unionen fortsätter med det och att de är stolta över sitt medlemskap. Jag vill jobba för rättvisa, att inte bara i Sverige utan även i länder som behöver oss.

**Vad vill du bidra med i regionstyrelsen?**

Jag vill bidra med nya ögon för att skriva texter i klarspråk så alla förstår vårt budskap. Jag vill lära mig mer om den demokratiska processen för att kunna göra mer nytta inom regionstyrelsen.

**Nuvarande eller tidigare förtroendeuppdrag**

Styrelsemedlem klubben Sveriges Lärare. Arbetsplatsombud sen några år, först på Lärarnas a-kassa sen Lärarförbundet och nu Sveriges Lärare. Styrelseledamot, vice ordförande i samfälligheten där jag bor.

**Mattias Gissler, regional säljsupport, Ahlsell Sverige AB**

**Vilka fackliga frågor engagerar dig mest?**

Jag brinner för demokrati, opinionsbildning och förtroendeskapande med rättvisa för alla som grundfundament. Jag engagerar mig starkt i mångfald och inkludering och vill driva denna fråga särskilt inriktat på att göra skillnad för personer med funktionsnedsättning.

**Vad vill du bidra med i regionstyrelsen?**

Jag vill bidra med engagemang, glädje och allvar i styrelseuppdraget, för att på så sätt bidra till ett ökat medlemsengagemang bland Unionens medlemmar.

Jag vill även fokusera med att vi inom styrelsen arbetar aktivt för ett rättvisare arbetsliv och samhälle för Unionens medlemmar.

**Nuvarande eller tidigare förtroendeuppdrag**

Klubbordförande Ahlsell Sthlm, VU Ahlsell, kongressombud Unionen 2019 och 2023, suppleant i regionstyrelsen Stockholm 2020–2023, förbundsrådsombud 2021–2023, suppleant koncernstyrelsen Ahlsell AB.

**Maria Hagström-Blomqvist, handläggare, Systembolaget**

**Vilka fackliga frågor engagerar dig mest?**

Vikten av att vara strategisk i det fackliga arbetet. Vi i facket är ofta starka viljor men ju bättre vi samarbetar internt desto starkare blir vi oavsett vilka frågor vi väljer att driva. Det gäller inte minst Unionen Stockholm. Vi är många och kan göra skillnad.

Värna den svenska modellen, stå upp för kollektivavtalet utan att bli defensiva. Vi kan fortsätta lyfta reformer fast det blåser. Genom att driva reformer så värnar det vi har – inte minst förtroendet från våra medlemmar.

Vi behöver se klimatomställningen som en hård fråga om affärsmodeller, finansiell styrning och affärsutveckling dvs direkt inverkan på kollektivavtal, fackliga rättigheter och yrkesliv. Klimatomställning är inte sopsortering och bambubestick, det är hur en ny ekonomi formar framtidens arbetsliv.

**Vad vill du bidra med i regionstyrelsen?**

Mina erfarenheter av att samarbeta i nätverk Sverige, Norden och till viss del internationellt, har lärt mig att se utanför den egna bubblan. Att ta in fler perspektiv men ändå hålla i. Jag är en god organisatör och strateg och har upplevt arbetsgivar-sidan och facket från olika vinklar i mina yrkesroller som medarbetare, projektledare och fd chef.

**Nuvarande eller tidigare förtroendeuppdrag**

Kontorssektionens styrelse, suppleant i Systembolagets bolagsstyrelse, SPF Unionens internationella samverkansgrupp. Tidigare bla ledamot på Unionens kongress 2023 och representant på reg.

## **Kristina Hovlid, ombudsman, Sveriges Lärare**

**Vilka fackliga frågor engagerar dig mest?**

Inflytande och medbestämmande är oerhört viktiga frågor för mig liksom fackets ställning på arbetsplatsen och i samhällsdebatten. Det är nödvändigt att på alla sätt verka för att få alla arbetstagare att förstå styrkan, nyttan och betydelsen av ett fackligt medlemskap. Utan medlemmar kommer vi inte långt och kan inte åstadkomma förbättringar och förändringar.

Arbetsmiljöfrågor och allas lika värde är också frågor som betyder mycket för mig. Ingen ska behöva bli sjuk av arbetet, skadad eller t.o.m. mista livet. Jag är övertygad om att vi kan skapa bättre förutsättningar för ett hållbart arbetsliv om vi organiserar oss och gör det tillsammans.

**Vad vill du bidra med i regionstyrelsen?**

Jag har suttit i regionstyrelsen i Stockholm sedan Unionen bildades och jag tror att jag kan bidra med kunskap och erfarenhet på ett positivt sätt. Jag har också arbetat mycket med medlemmar på arbetsplatser utan fackliga företrädare på arbetsplatsen och det är frågor jag gärna arbetar vidare med för där har vi mycket kvar att utveckla.

**Nuvarande eller tidigare förtroendeuppdrag**

Klubbordförande för riksklubben vid Sveriges Lärare, Lärarnas a-kassa och Lärarfortbildning AB. Är förbundsråds- och kongressombud och har också suttit två mandatperioder i Unionens nationella valberedning

## **Jimmy Johansson, bygglédare, JM AB**

### **Vilka fackliga frågor engagerar dig mest?**

Arbetsmiljön är det jag brinner för mest och hur den är kopplad till allt på bolaget. Arbetsmiljö för mig är inte bara en ren säkerhetsfråga utan jag tänker mycket på miljön på arbetet. Hur små och stora förändringar i miljön påverkar ett företag. Hur regler och ledarskapet påverkar kulturen och beteenden på företaget som påverkar förutsättningar och välmående hos dess anställda.

Jag finner alltid ett mycket stort intresse i att försöka förstå och lära mig om relationer och i ett samspel med HR kunna stötta enskilda medlemmar och chefer som hamnat i en till synes olöslig konflikt. Känslomässigt bryr jag mig allra mest om omorganiseringar där jag anser att man hämmar anställdas frihet utan en tillräckligt stor framtida nytta.

### **Vad vill du bidra med i regionstyrelsen?**

Ni kommer få en lojal och mycket dedikerad suppleant som kommer våga säga sin åsikt med stor respekt för andras åsikt.

### **Nuvarande eller tidigare förtroendeuppdrag**

Skyddsombud nivå 5, är fullt utbildad i 5 år av Byggnads.

## **Christer Keijser, försäljare, Systembolaget**

### **Vilka fackliga frågor engagerar dig mest?**

Det jag verkligen brinner för är arbetsmiljö. Det gäller både organisatoriska och psykosociala frågor såväl som rent fysisk arbetsmiljö. Men då även våld och hot om våld är en realitet inom min bransch så står också säkerhetsfrågor högt.

Under de senaste åren har jag varit med om att utveckla en ny facklig arbetsmiljöorganisation inom klubben för att stärka och skydda dryga 250 arbetsmiljöombud. Mitt engagemang resulterade i att jag vann Unionens Årets Heja-pris i arbetsmiljö vid Kongressen 2023.

Men jag brinner också mycket för demokratifrågor och rätten till facklig organisering. Jag värnar om den lilla medlemmen. Som en del av HBTQ+-samhället och med en partner som har en annan bakgrund så ligger jämlikhet och rättvisefrågor mig varmt om hjärtat.

### **Vad vill du bidra med i regionstyrelsen?**

Jag ser mig som ganska pragmatisk. Oavsett fråga eller uppgift så har jag ett stort engagemang i det jag gör och kommer att ta det med mig i mitt arbete.

### **Nuvarande eller tidigare förtroendeuppdrag**

I dagsläget återfinns jag i sektionsstyrelse, riksklubbstyrelse, arbetsmiljökommitté, bitr. huvudskyddsombud och jag är även ritningsgranskare för ny- och ombyggnationer. Jag är regionrådsrepresentant och var även kongressombud 2023.

## **Marlen Krohn, Communicator kundtjänst, Arla Foods AB**

Vilka fackliga frågor engagerar dig mest?

Arbetsmiljö och specifikt psykosocial arbetsmiljö. Jag har drivit på företaget under flera år för att starta en AMK och förra året hände det, så det ligger mig varmt om hjärtat.

Vad vill du bidra med i regionstyrelsen?

Jag vill i första hand lära mig mer, och få mer insyn i vad regionstyrelsen jobbar med och såklart bidra där med det jag kan, med min erfarenhet och kompetens.

Nuvarande eller tidigare förtroendeuppdrag

Klubbordförande, AMO, förhandlingsdelegation lokal MBL och lön, rapport-ombud, kassör.

## **Lena Liljedahl, Apotekstekniker med receptbehörighet, Kronans Apotek**

Vilka fackliga frågor engagerar dig mest?

- Arbetsmiljö
- Rehabilitering av långtidsjukskrivningar

Vad vill du bidra med i regionstyrelsen?

- Förebygga för arbetsplatsen att kunna skapa god arbetsmiljö tillsammans med alla medarbetare.
- Kunna backa upp för bra spelregler på lokal nivå.
- Tillsammans kunna skapa bra/bättre förutsättningar för att den långtidssjuka ska kunna gå tillbaka i arbete och att det blir hållbart både på kort och lång sikt.

Nuvarande eller tidigare förtroendeuppdrag

Blev invald i Farmaciförbundets klubbstyrelse som senare gick upp i Unionen.

## **Matz Lindell, utesäljare, Ahlsell Häggvik**

Vilka fackliga frågor engagerar dig mest?

- Rättvisa
- Bra arbetsmiljö
- Lika lön för lika arbete
- Inget utanförskap

Vad vill du bidra med i regionstyrelsen?

Erfarenhet och engagemang.

Nuvarande eller tidigare förtroendeuppdrag

Styrelseledamot, suppleant

## **Jaser Mardini, Konsultchef, Agila**

### **Vilka fackliga frågor engagerar dig mest?**

Jag brinner för de flesta fackliga frågorna, men främst kollektivavtal, arbetsmiljö och fackligt inflytande. Kollektivavtalet är en grund för de villkor jag finner nödvändiga i arbetslivet. Rätt lönearbete, trygga anställningsvillkor och fackligt inflytande. Kollektivavtalet har även gjort det möjligt för mig att engagera mig i arbetsmiljöarbete genom att vara förtroendevald.

Vi är ett fackförbund som står för lika värde och rättigheter. Vi värnar om jämställdhet och trygghet i arbetslivet. Jag önskar att en god arbetsmiljö och trygga rättigheter ska vara en grundpelare i alla arbetsplatser. Det vill jag fortsätta arbeta för tillsammans med alla förtroendevalda.

### **Vad vill du bidra med i regionstyrelsen?**

En förebild för de yngre och visa att facket har så mycket att ge för alla i arbetslivet. Detta genom deltagande i flera moment och projekt i styrelsen för att uppnå förbundets målsättningar som 50k förtroendevalda.

### **Nuvarande eller tidigare förtroendeuppdrag**

Styrelseledamot och arbetsmiljöombud Randstad Unionenklubben, ungdomsombud i regionstyrelsen.

## **Jonas Palmberg, Teamledare Föreningsstöd, HSB Stockholm**

### **Vilka fackliga frågor engagerar dig mest?**

Arbetsmiljö och arbetstid. När vi ställer om till mer flexibla arbetssätt med hybrid- och distanslösningar ställer det krav på att säkerställa en god arbetsmiljö oavsett var arbetet utförs. Det ställer även krav på att vi som anställda får en rimlig återhämtning och på riktigt kan "gå hem" från jobbet, även när jobbdatorn står kvar på köksbordet.

### **Vad vill du bidra med i regionstyrelsen?**

Väldigt lång erfarenhet både som förtroendevald och anställd inom olika fackförbund gör att jag kan bidra med flera olika perspektiv. Har över 16 års erfarenhet som chef vilket tillför ytterligare en dimension som sammantaget gör mig till flexibel tillgång för Unionen.

### **Nuvarande eller tidigare förtroendeuppdrag**

Aktiv i Unionenklubben HSB Stockholm, fackligt aktiv i HTF på 90-talet, varit anställd i 16 år på HTF, Unionen, Handelsanställds förbund och Finansförbundet.

### **Liselotte Persson, Customer Service Specialist, SAS huvudkontor**

Vilka fackliga frågor engagerar dig mest?

Jämställdhet – att alla arbetstagare blir rättvist och respektfullt behandlade oavsett vilken position i företaget som arbetstagaren har. Bidra till ett tryggt arbetsklimat.

Vad vill du bidra med i regionstyrelsen?

Jag hoppas kunna bidra med erfarenhet och förhoppningsvis sunt förnuft.

Nuvarande eller tidigare förtroendeuppdrag

Sektionsordförande och ledamot i styrelsen för den lokala fackklubben.

### **Lennart Rönholm, systemutvecklare, D&B**

Vilka fackliga frågor engagerar dig mest?

Det som engagerar mig mest är ledarskap och orättvisor. Ledarskapet för att det påverkar så mycket och så många. Vi har sett exempel på att dåliga chefer påverkar arbetsmiljön på ett negativt sätt. Otydliga krav, favoriseringar på oklara grunder, konflikträdsla som skapar problem och motsättningar. Det finns många exempel där dåligt ledarskap är roten till sånt som skaver.

Orättvisor för att jag tycker att alla ska ha samma förutsättningar. Det ska inte vara så att den som är mest kompis med chefen får fördelar, det ska baseras på objektiva fakta, där alla vet vad som gäller.

Vad vill du bidra med i regionstyrelsen?

Min bakgrund som klubbordförande samt delegat i delegation Tjänster och media har gett mig en bred erfarenhet med olika infallsvinklar i den fackliga sfären som jag tror kan vara till nytta.

Nuvarande eller tidigare förtroendeuppdrag

Ordförande Unionenklubben DnB, vice ordförande delegation Tjänster och media, Vice Rikskårchef Frivilliga motorcykelkåren.

### **Verdi Sawma, apotekstekniker, Kronans apotek**

Vilka fackliga frågor engagerar dig mest?

Arbetsmiljö, arbetsrätt, medlemmars åsikter. Jag vill vara med och utveckla Unionen till bättre fackförbund.

Vad vill du bidra med i regionstyrelsen?

Min goda förmåga att kommunicera med medlemmarna jag företräder.

Nuvarande eller tidigare förtroendeuppdrag

Jag är delaktig, engagerad och nyfiken på fackliga frågor när styrelsemöte hålls. Även varit med på olika förhandlingar. Tidigare uppdrag: vice ordförande, huvudarbetsmiljöansvarig suppleant, regioner arbetsmiljöansvarig, förhandlingsansvarig

i region Stockholm. Idag är jag huvudarbetsmiljöansvarig suppleant , regional arbetsmiljöansvarig och förhandlingsansvarig. I Unionens Riksklubb Kronans Apotek sedan 20 år tillbaka.

### **Jo Smeets, kabinchef, SAS**

**Vilka fackliga frågor engagerar dig mest?**

Jag jobbar hårt för att behålla den svenska modellen på svenska arbetsmarknaden på min arbetsplats. Jag vill se villkor så man orkar jobba heltid och att man kan kombinera jobb med privatliv.

Att behålla bra villkor så att arbetsplatsen förblir attraktiv utåt.

Vila efter arbetspasset är en fråga som jag driver hårt på min arbetsplats då vi jobbar skift och väldigt oregelbundna tider.

Alla ska kunna känna dig trygga på jobbet och ett bra kollektivavtal ska hjälpa till.

**Vad vill du bidra med i regionstyrelsen?**

Jag har läst de första kurserna när jag satt i styrelsen för Citymail för många år sen. Min erfarenhet av att sitta i styrelsen där och min plats i SCCA kabinföreningen har gett mig mycket kunskap om förhandlingar och avtal.

Kan även använda kunskap från mina politiska uppdrag som kommunalpolitiker och nämndeman i ett uppdrag i regionstyrelsen.

Under ledarskapsutbildning har jag också lärt mig om förhandlingar, MBL, förtroendemannalagen hur den tillämpas.

Jag har gedigen kunskap om den fackliga rörelsen och dess budskap

**Nuvarande eller tidigare förtroendeuppdrag**

Citymail – styrelsen, SCCA – styrelsen, kommunalpolitiker i Sundbyberg med flera uppdrag, nämndeman i Solna tingsrätt, ansvarig för medlemsvärvning, utbildade förtroendevalda på ABF inom SEKO.

### **Åsa Svensson, trafikassistent, Arlanda**

**Vilka fackliga frågor engagerar dig mest?**

- Försvara den svenska modellen
- Arbetstider i 24/7 samhället
- Hållbart arbetsliv-orka jobba fram tills pension

**Vad vill du bidra med i regionstyrelsen?**

Se ovan.

**Nuvarande eller tidigare förtroendeuppdrag**

Styrelseledamot i SAS Tjänstemannaförening, ordförande i den lokala sektionen på Arlanda, ledamot i delegation Transport i avtalsrörelsen 2023.

## **Pamela Valenzuela, klubbordförande, Randstad**

### **Vilka fackliga frågor engagerar dig mest?**

Dom fackliga frågor som engagerar mig mest är kollektivavtal, allas lika värde och demokrati.

### **Vad vill du bidra med i regionstyrelsen?**

Jag kan bidra med lång erfarenhet i Unionens arbete där jag har varit förtroendevald i olika nivåer.

### **Nuvarande eller tidigare förtroendeuppdrag**

Ledamot i förhandlingsdelegation, ledamot i regionstyrelse, ledamot i den nationella valberedningen och ordförande i Unionens riksklubb på Randstad

## **Tamya Viinikka Sandy, kundtjänstmedarbetare, Tallink Silja AB**

### **Vilka fackliga frågor engagerar dig mest?**

Jag känner starkt för en aktiv fackklubb där medlemmarnas önskemål och tankar är i fokus. Det är viktigt att mina kollegor ska trivas på jobbet och att vi har det bra. Vi arbetar i en verksamhet där det inte finns några röda dagar, inget väder hindrar oss från ta oss till jobbet och göra det vi ska. Vi är på plats i regn och skur och därför är det viktigt att vi trivs på arbetet där vi spenderar så mycket tid.

### **Vad vill du bidra med i regionstyrelsen?**

Egentligen är det inte så mycket jag kan bidra med för tillfället utan ser det tänkta uppdraget som en möjlighet för mig att växa i det fackliga arbetet och lära mig nya saker. Det jag hoppas kunna bidra i regionstyrelsen är ett ungdomligt och nytt perspektiv som gynnar alla våra medlemmar!

### **Nuvarande eller tidigare förtroendeuppdrag**

Ordförande i den lokala fackklubben

## **Niklas Wanjura, reporter/inslagsproducent, SVT**

### **Vilka fackliga frågor engagerar dig mest?**

De fackliga frågor som engagerar mig mest inkluderar arbetsmiljö, där jag strävar efter säkra och hälsosamma arbetsplatser för alla, med särskilt fokus på inkludering av olika funktionsvariationer. Bekämpning av diskriminering på arbetsplatser är en annan prioritet, där jag vill säkerställa rättvisa och lika möjligheter för alla arbetstagare, oavsett deras bakgrund, etnicitet eller religion. Dessutom är jämställdhetsfrågor avgörande för mig, och jag vill aktivt bidra till att skapa en arbetsmiljö där kön och funktionsvariation inte påverkar rättvis behandling och möjligheter. Med dessa fem områden som fokus strävar jag efter att göra en positiv och inkluderande inverkan på arbetslivet för alla.

#### **Vad vill du bidra med i regionstyrelsen?**

Jag, som själv är döv, är passionerad för arbetsmiljö, bekämpning av diskriminering på arbetsplatser och främjande av jämställdhet. Genom mina erfarenheter strävar jag efter att vara en röst för alla och skapa en inkluderande och rättvis region som också kan bli en förebild för hela Sverige.

#### **Nuvarande eller tidigare förtroendeuppdrag**

Förtroendevald i klubbstyrelsen Unionen för hela SVT. Varit förtroendevald i klubbstyrelsen Unionen för Sensus studieförbund innan.

### **David Zaar, konsult, Capgemini Sverige AB**

#### **Vilka fackliga frågor engagerar dig mest?**

Arbetsmiljö: Det är viktigt att personalen mår bra på arbetsplatsen oavsett om det är på kontoret, hos kund eller hemma. Organisationen bär ett stort ansvar för detta. Det handlar även om att man som medarbetare inte ska känna sig stressad utan att man mår bra på arbetsplatsen och av det jobb man gör.

HBTQIA+ : Jag arbetar för allas lika värde. Det spelar ingen roll för vart du kommer ifrån, hur gammal du är, vilken sexuell läggning du har osv. Alla har rätt att existera och ingen ska diskrimineras för detta.

Kopplat till ovan är psykisk ohälsa ett viktigt ämne för mig. Samt många av de ämnen som våra medlemmar önskar att vi lyfter engagerar mig också.

#### **Vad vill du bidra med i regionstyrelsen?**

Jag vill bidra med den kunskap som jag har. Då jag arbetar inom IT-branschen som konsult hoppas jag kunna bidra med kunskap från denna. Med tanke på min relativt unga ålder kan jag även bidra med ungas perspektiv i frågor. Vi behöver arbeta mer på engelska inom facket för att få fler förtroendevalda – en viktig fråga.

#### **Nuvarande eller tidigare förtroendeuppdrag**

Diversity Officer och ordinarie ledamot i Unionenklubben Capgemini och Sogeti RIKS.

## Mini annual meeting glossary

The language used at annual meetings can be tricky, both for beginners and for experienced participants. This glossary translates annual meeting terminology into everyday language in English. Have a look and you'll soon be up to speed with Regional Council speak!

REGIONAL COUNCIL SPEAK	ENGLISH
Regionråd	The Regional Council – Unionen's annual regional meeting
Jag förklarar mötet öppnat!	Let's begin!
Är mötet i behörig ordning utlyst?	Did you get an invitation that was reasonably clear at least 14 days before the meeting?
Propositionsordning	The order we make decisions in if there are several parallel motions
Jag föreslår följande propositionsordning	I suggest we take the motions in this order
Är det mötets mening att ... ?	Have I understood correctly? Is this what you mean?
Någon däremot?	Is there anyone who doesn't agree?
Ordningsfråga!	Stop! Point of order. We need to sort this out immediately!
Jag lämnar ordet fritt	Does anyone want to say anything?
Jag har inga fler på talarlistan	Does anyone else want to say anything?
Kan vi sätta streck i debatten?	Can we finish discussing this question and move on?
Kan mötet gå till beslut?	Are you ready to decide now?
Beslutar mötet i enlighet med förslaget?	Shall we do what the proposal says?
Mötet ajourneras	We're going to take a little break now
Beslutar mötet bifalla valberedningens förslag?	Shall we elect the people proposed by the nominating committee?
Votering!	I want you to count the votes!
Yttrande	The Regional Board's statement in response to a motion
Yrkanden	Proposals made during the meeting

<b>Jag ställer yrkandena mot varandra</b>	<b>Now you have to choose which of these proposals you prefer</b>
<b>Är mötet redo att återuppta förhandlingarna?</b>	<b>Is everyone here? Can we continue the meeting?</b>
<b>Kan vi lägga detta till handlingarna?</b>	<b>Have we finished with this issue?</b>
<b>Motion</b>	<b>A submitted proposal</b>
<b>Jag ställer motionen bifall mot avslag</b>	<b>Now you get to say yes or no to this proposal</b>
<b>Vi tycker att motionen ska bifallas.</b>	<b>We like the proposal and think Unionen should do that.</b>
<b>Vi tycker att motionen ska beaktas.</b>	<b>We think the motion should be taken under advisement. We like the proposal and want Unionen to do it but not exactly in the way the proposer suggested.</b>
<b>Vi tycker att motionen är besvarad.</b>	<b>This is something Unionen is already doing or something Unionen can't influence. We will take no action.</b>
<b>Vi tycker att motionen ska avslås.</b>	<b>We think the motion should be rejected. We don't like the proposal and don't think Unionen should do it.</b>
<b>Jag föreslår röstning via acklamation</b>	<b>I think we should vote by shouting "JA!" (yes) if we agree</b>
<b>Jag föreslår röstning medelst hand-uppräckning</b>	<b>I think we should vote by a show of hands</b>
<b>Jag föreslår sluten omröstning</b>	<b>I think we should vote by secret ballot, so no-one can see what anyone else votes</b>
<b>Vi öppnar mötet för pläderingar</b>	<b>Now you can come up and say what you think about this question</b>
<b>Beviljar mötet ansvarsfrihet för styrelsen?</b>	<b>Do you think the Board has done its job properly this year?</b>
<b>Jag föreslår att vi bordlägger frågan.</b>	<b>We aren't getting anywhere. We'll look at other questions for the moment and come back to it later.</b>
<b>Vi ska förrätta ett fyllnadsval.</b>	<b>Someone has resigned early so we need to elect someone else to take their place.</b>
<b>Vi justerar röstlängden</b>	<b>We're checking how many people are here and have the right to vote</b>
<b>Kom ihåg att anmäla permission</b>	<b>Tell us if you need to leave the meeting for a minute</b>



# 1. Opening the meeting

This agenda item means the meeting is now officially open!

## Handy information

Hooray! The meeting is starting. From now on, everything you decide will be written down in the minutes.

## 2. Adoption of voting register



Now we're going to check how many people are here and how many have the right to vote.

### Handy information

At the Regional Council, the representatives to the Regional Council, members of the Regional Board and the region's operations auditors have the right to vote.

It is most common to vote by "acclamation". This simply means that you shout "ja" (yes) when you want to vote in favour of something. You might also vote by a show of hands.

# 3. Statutory notice of the annual meeting

Here we check you were told about the meeting in time.

## Handy information

Our statutes state when the invitation and the documents for the Regional Council need to be made available. This is what it says:

- The Regional Board must inform members and clubs of the date of the next annual meeting by 1 November.
- The Regional Council representatives must receive documents and supporting material no later than 14 days before the meeting.

## How did we do?

- The date of the Regional Council and which elections need to be held were published on the website unionen.se on 31 October 2023.
- Documents and other supporting material were published on unionen.se on 11 april. Representatives to the Regional Council were notified of the documents when they were invited to the Regional Council. They were sent a direct link to the documents by email a few days before the meeting.

# 4. Adoption of agenda

Now we decide what we will do at the meeting and in what order.

## Handy information

Do you think anything is missing from the agenda? If you want to raise something that isn't on the agenda, this is when you need to say that you want to add an item. At least two-thirds of the representatives need to vote yes before a new item can be added.

## Suggested agenda

- 1. Opening the meeting**
- 2. Adoption of voting register**
- 3. Statutory notice of the annual meeting**
- 4. Adoption of agenda**
- 5. Election of meeting officers**
  - a) Chair
  - b) Secretary
  - c) Minutes checkers (2)
  - d) Tellers (who count the votes)
  - e) Regional council committee
  - f) Preparation committee (elected when required)
- 6. Regional Board's annual report and annual accounts**
- 7. Operations auditors' report**
- 8. Discharging the Regional Board from liability**
- 9. Motions to the Regional Board during the year**
- 10. Motions to the Regional Council**
- 11. Motions to the Union Council**
- 12. Deciding the number of members and deputies on the Regional Board**
- 13. Determining remuneration**
  - a) Regional Board
  - b) Operating auditors
  - c) Nominating committee
- 14. Election of Regional Board**
  - a) Ordinary members for a two-year term
  - b) Deputies for a one-year term
  - c) Youth representatives for a one-year term
- 15. Election of operations auditors**
  - a) Ordinary operations auditor for a two-year term
  - b) Deputies for a one-year term
- 16. Election of representatives to the Union Council**
  - a) Ordinary representatives for a one-year term
  - b) Deputies for a one-year term
- 17. Deciding the number of members and deputies on the nominating committee**
- 18. Election of nominating committee**
  - a) Ordinary members for a two-year term
  - b) Deputies for a one-year term
- 19. Meeting closed**

## Suggested rules of procedure

### How the Regional Council is run

The Regional Council is run in person. The meeting is chaired by the elected chair.

### Agenda and speeches

Each question is addressed under the respective item on the agenda. The chair can propose changing the order of items on the agenda. After a speaker reports on an item, where applicable, the chair opens the floor and everyone can speak.

### List of speakers, points of order and time to speak

Requests to speak are made by email to [regionrad.stockholm@unionen.se](mailto:regionrad.stockholm@unionen.se). The chair invites people to speak. If it becomes necessary to interrupt the list of speakers with a point of order, the participants raise points of order by calling out loudly. Points of order must always be clarified before the debate can continue. The meeting can decide to limit the amount of time that speakers can speak for. The Regional Board proposes that the first speaker on an agenda item gets three minutes and other speakers get one minute. However, this restriction never applies to those reporting to the meeting or to committees.

### Proposals

All proposals submitted for a decision must be made in writing by email to [regionrad.stockholm@unionen.se](mailto:regionrad.stockholm@unionen.se). When the chair of the meeting opens the floor, proposals may also be made orally. All the proposals must be read out before a vote and the chair can propose an order in which motions will be voted on, which must be approved by the meeting.

### Voting

Voting is carried out by acclamation (voice vote) in the first instance, secondly by a show of hands and finally, or if requested, by secret ballot. Votes are counted if any participant so requests. Microsoft Forms is used for secret ballots.

### Decisions

Decisions are made in the order set out in the statutes. Representatives and other members have one vote each.

## **Objections**

If you absolutely do not support a decision made by the Regional Council, you can formally register your objection. This means that the minutes will state that you did not agree. Objections must be recorded under the agenda item concerned. You must give your reason for objecting before the end of the meeting and send it to [regionrad.stockholm@unionen.se](mailto:regionrad.stockholm@unionen.se).

## **Voting register and absence**

The chair of the meeting will know how many people are participating and who are entitled to vote from the voting register. When a vote is held, the voting register is reconciled by the chair stating the number of people entitled to vote who are present. If a representative needs to leave the meeting for a significant period, they must request permission to leave.

## **Election procedure**

Elections are carried out in line with Unionen's statutes. Only those who have been nominated in advance or proposed by the nominating committee can stand for election. People who have been nominated but are not on the list of names proposed by the nominating committee must be proposed again at the meeting to be eligible for election. A candidate who receives more than half of the votes is elected. If no candidate receives more than half of the votes, a new vote is held between the remaining candidates who received the highest numbers of votes. A maximum of two candidates may remain for each remaining mandate. If two candidates have an equal number of votes, the election is decided by drawing lots.

## **Election of meeting officers**

Meeting officers are elected at the start of the meeting. The documents include the names of proposed meeting officers. Participants can also propose candidates at the meeting. As a Regional Council representative, it's worth thinking in advance whether you want to stand as a meeting officer or if you know any other participant you would like to propose.

## **Election of nominating committee**

The Regional Council committee gathers nominations and proposes candidates for the regional nominating committee. You can nominate candidates for the role of member of the nominating committee up until 11.30 a.m. on 25 April. Send your nominations to the Regional Council committee by email to [regionrad.stockholm@unionen.se](mailto:regionrad.stockholm@unionen.se).

# 5. Election of meeting officers

We elect meeting officers so the meeting runs smoothly and democratically.

## Handy information

Meeting officers are elected from among the Regional Council representatives attending the meeting. People who are not Regional Council representatives, such as invited guests or employees of the regional office, can be elected as the chair and secretary of the meeting.

### 5 a) Chair of the meeting

Chairs the meeting.

#### ► Proposed

Gun Karlsson

Unionen Senior, Stockholm

Claes Tullbrink

Unionen Senior, Östra Sörmland/Gotland

#### ► Other nominations

There are no other nominees.

### 5 b) Secretary

Writes the minutes of the meeting.

#### ► Proposed

Elisabeth Lahte

Unionen Stockholm

Jesper Wiklund

Unionen Stockholm

#### ► Other nominations

There are no other nominees.

## 5 c) Minutes checkers

Check that the minutes match what we said at the meeting.

### ➤ Nominations received

Jonas Palmberg

HSB Stockholm

## 5 d) Tellers

Count the votes in elections and other votes if necessary.

### ➤ Nominations received

Ludmila Stefankova

Kvinna till Kvinna

## 5 e) Regional Council committee

Receives nominations and proposes a new nominating committee for the region.

### ➤ Nominations received

Jonas Palmberg

HSB Stockholm

## 5 f) Preparation committee

Deals with other issues that need to be prepared. Only elected if the Regional Council has decided to include one (or more) such other issues on the agenda.



# 6. The Regional Board's annual report and annual accounts

This is where the Regional Board talks about the work of the region this year.

## Top tip!

Prepare by reading the annual report. You can find it with the other documents on [your Regional Council website](#).



## 7. The operations auditors' report

The operations auditors say how they think the Regional Board has done its job this year.

### Handy information

You can read the auditors' report in the region's annual report.

# 8. Discharging the Regional Board from liability

Now we decide  
whether the  
Board has done  
its job well this  
year.

## Handy information

### What does “discharge from liability” mean?

Unionen is a democratically governed union. It is us, the members, who choose who will lead the region and we give them a mandate to represent us.

It is also the members who ultimately decide whether the Board did its job in a satisfactory way. We do this by discharging (or not discharging) the Board from liability. Discharging the Board from liability means that, based on the information we have received, we approve how the Board performed its duties.

# 9. Motions to the Regional Board during the year

Now the Regional Board reports motions sent directly to the Board during the year.

## Handy information

All members in the region can send motions straight to the Regional Board at any time during the year. These motions are not discussed by the Regional Council. They are handled by the Regional Board themselves. At the Regional Council, the Regional Board reports on the motions and what it decided to do with them.

One motion were sent directly to the Board in region Stockholm during the year.

## How decisions are worded

The Regional Board can make four different kinds of decision on motions.



### **The motion is carried (bifalles)**

Yes, we like the proposal and think Unionen should do this.



### **The motion is taken under advisement (beaktas)**

We like the proposal and think Unionen should do this but not exactly in the way the proposer described.



### **No action is needed on the motion (besvaras)**

We think Unionen is already doing this *or* we think these are things that Unionen can't influence.



### **The motion is rejected (avslås)**

No, we don't think Unionen should do this.

# Motion 1: Regulation of AI (Artificial Intelligence) in work

Proposed by: Andrew Corliss

Artificial intelligence should be regulated to include for workers to have compensation when working to training models in addition to their daily work. Or prevent employers from using workers material generated from previous work, contracts, or solutions to be used as training data inside of Learning Language Models (LLMs). There should also be ground work to ensure that Generated material from AI cannot be used as a first concept / draft of work to be done later and there by cut workers out of compensation to work they would have other wise been apart of.

The action is to start including protections now and ensure work created is protected to ensure that we are compensated if we choose to use or work with LLMs and protect those that LLMs in industries from replacing labor.

## Regional Board's response

The board of Unionen Stockholm agrees that the development of AI also have increased the risks posed by unsafe or unethical AI systems. We believe that AI-systems need to be regulated and transparent. We are also aware of the employment gap caused by AI. EU is working with proposals to regulate AI Regulatory framework proposal on artificial intelligence | [Shaping Europe's digital future \(europa.eu\)](#) The aim of the proposal is that the Regulatory framework and Coordinated Plan will guarantee the safety and fundamental rights of people and businesses when it comes to AI.

The board of Unionen Stockholm believes that when it comes to AI the regulations need to be a part of the collective agreements in the future. It is an important question for the entire labour market and Unionen needs to be a part of the development of the regulations.

The question about integrity at work and in the workplace is one of the important issues in our opinion strategy. You can read more about the work of Unionen here: [Ny rapport: Digital integritet på jobbet allt viktigare, samtidigt svårare att värna | Unionen](#)

The regional board also follows TCO's work on the subject and recently took part of the work of the think tank Futurion in a meeting with their CEO. More of Futurions work can be read in their rapport: [futurion-rapport-ai-i-kina-2022-lowres.pdf](#).

The board of Unionen Stockholm would like to see that the board of Unionen (Föbundsstyrelsen), as well as the delegations who negotiate the collective agreements, could take part of the motion. Therefore the board of Unionen Stockholm encourage the writer of the motion to send it to the board of Unionen and to Unionen ´s annual meeting, which treats question about collective agreements.

**Regional Board's decision:**

We recommend that you send the motion to the board of Unionen (Föbundsstyrelsen).

We recommend that you send the motion to the annual meeting which treats question about collective agreements (Föbundsråd).

# 10. Motions to the Regional Council

Now we are going to decide on motions received from members, clubs and our Board.

## How we deal with the motions

The region's members, clubs and the Regional Board have been able to send in motions (proposals) to the Regional Council up until 28 February this year. At the Regional Council, you and the other Regional Council representatives get to discuss the motions and decide whether they will be carried out or not.

The Regional Board has written a response to each motion. This response is called a statement and shows the opinion of the Regional Board on the issue. But it is you and the other Regional Council representatives who make the final decision – so if you don't agree with the statement, you should say so when the motion is debated.

13 motions were sent in to the Regional Council in 2024.

## How decisions are worded

The Regional Council can make four different kinds of decision on motions.



### **Motion carried (bifalles)**

I like the proposal and think Unionen should do this.



### **Motion taken under advisement (beaktas)**

I like the proposal and think Unionen should do this but not exactly in the way the proposer described.



### **No action needed (besvaras)**

I think Unionen is already doing this *or*  
I think that these are things that Unionen can't influence.



### **Motion rejected (avslås)**

I don't like the proposal and don't think Unionen should do this.

## Motion 1: Ethical procurement – Boycott Israel

Proposed by: Krister Holm

For several months, the Israeli army has systematically bombed the city of Gaza, home to millions of people, from the air, reducing it to dust and ashes. More than twenty thousand civilian Palestinians in Gaza have been murdered and more than TEN THOUSAND of the dead are CHILDREN! And currently, the killing relentlessly continues.

At least one million of Gaza's population are fleeing their demolished homes with nowhere to go, and continue to face air strikes and violence. While terms like "proportionate force" are used by cynical defenders of Israel's mass murder of children and civilians, every true humanitarian is tortured by not having the power to make the killing stop right now. Nothing more needs to be said about the motivation behind our motion.

Anyone who isn't closing their eyes to the news knows exactly what we are talking about. We know exactly what atrocities we, as human beings, must condemn and do all we can to put a stop to.

As an individual Unionen member, naturally, my opportunities to positively influence events are very small. But failing to do what we can and should do makes us complicit, morally and politically.

A decision to boycott Israeli goods sends an important signal. In terms of local government, the City of Stockholm has rightly adopted values to serve as a basis for its actions.

The City of Stockholm's procurement and purchasing programme states that respect for human rights must apply throughout its entire supply chain. The city's procurement staff must also comply with the UN Convention on the Rights of the Child.

The Convention on the Rights of the Child states that children have the right to life, survival and development. These rights are denied to the children of Gaza. The killing of children by the State of Israel must be stopped.

The City of Stockholm's procurement and purchasing programme is clear: "The City sees it as extremely important that the suppliers that the City hires through procurement share the City's goals in terms of respect for fundamental human and democratic freedoms and rights throughout the entire supply chain."

### Proposed decision

That: Unionen centrally follows the City of Stockholm's ethical procurement programme and thus boycotts Israeli goods and services

### **Statement of the Regional Board:**

The Regional Board agrees with the proposer of the motion that this is an extremely serious situation and that both the Swedish and the international trade union movement have a responsibility for trade union and human rights. Unionen's international work is mainly conducted through engagement in a number of trade union industry federations and statements on the situation have been issued.

Unionen is an organisation guided by its members, founded on solidarity and values that protect fundamental democratic principles in society and the equal value of all people. It is therefore of the utmost importance to ensure that these values are respected in purchasing and procurement.

Unionen's purchasing guidelines are clear that all purchasing must take into account both social and environmental aspects. Unionen only uses suppliers that are serious and sustainable and that support Unionen's values.

The Regional Board considers it important that Unionen continue its work of standing up for the equal value of all people and showing consideration for the world around us, people and the environment. Given the attention that is paid to Unionen's values and guidelines when making purchasing decisions, the Regional Board considers that no action is needed on the motion.

Link to Unionen's values policy: [Values policy at unionen.se \(in Swedish\)](#)

Link to Unionen's sustainability policy: [Sustainability policy at unionen.se \(in Swedish\)](#)

### **Proposed decision of the Regional Board:**

That: no action is needed on the motion

## Motion 2: Regional ombudsmen

Proposed by: Joakim Rinnert

Co-authors: The club committee board of IBM Svenska AB

In our experience the regional ombudsmen in Stockholm have a high workload – too high in fact. At the moment, they need to ask other regions for help dealing with the cases that come in.

Constantly feeling inadequate and needing to ask for help can create an unhealthy work environment involving stress and a feeling of guilt and obligation.

This problem needs to be addressed as soon as possible so as not to risk the ombudsmen “hitting the wall” or choosing to resign, which would only make the problem worse and place even more pressure on those who are left.

### Proposed decision

That: Unionen employs more regional ombudsmen in Stockholm

That: Unionen introduces a way of allocating cases at national level to even out the workload and avoid regions being overloaded

### Statement of the Regional Board:

The Regional Board is aware of the stressful situation faced by the region’s ombudsmen and shares the view of the proposer that this is an area that needs addressing urgently.

The question of workload is an important element in Unionen’s systematic work environment management. Regular check-ins are held between staff and managers to maintain a good work environment. Various surveys are also carried out as part of this approach to ensure that the work situation is good.

At the moment, other efforts are also in progress at organisational level to improve the balance between resources and incoming cases. This is happening within regional operations as a whole, i.e. across all 18 of Unionen’s regions, and means that courses, activities and recruitment, for example, will be run in a coordinated manner irrespective of the region in question. The primary reason behind this move is to provide the right support/development in an efficient and professional way regardless of regional boundaries.

This approach is now being developed further by introducing a means of allocating cases at national level. This will enable cases to clearly be steered to the part of the organisation where there are resources.

### The Regional Board proposes:

That: no action is needed on the motion

## **Motion 3: Reintroduce a permanent ombudsman contact in the office of the Stockholm department**

Proposed by: The club of the Swedish Association of the Visually Impaired (SRF)

A couple of years ago, every club committee board had a permanent ombudsman contact to turn to for help on tricky union questions and in contacts with their employer.

This also meant that the ombudsman concerned got to know the clubs they were in contact with and the situation in the workplaces of those clubs. From time to time, meetings were also held with the club committee boards, for example to see what the workplace was like and what could be improved. The skills and experience of the ombudsman were invaluable.

This permanent contact no longer exists, which means that no-one in the Stockholm office ever has the background information and understanding required when the clubs need help either. Every member of Unionen pays a monthly membership fee to the union, partly to cover Unionen's staff costs. We want to get back that good support when we need it.

### **Proposed decision**

That: there is a permanent ombudsman contact for every club committee board, which would naturally mean the ombudsman being responsible for several clubs on a permanent basis.

### **Statement of the Regional Board:**

Unionen's secretariat is organised to support members and union representatives in different situations that can arise in the workplace.

A new club is allocated a dedicated ombudsman at the start-up stage. Once the club has been launched, that support continues from a group of ombudsmen in the collective agreement area to which the club belongs and from the staff (utvecklare) in the regional office.

Unionen's trade union counselling is the direct route when a member or a union representative needs advice on issues. Where counselling turns into active supporting action, the question is passed on to the region, where the regional office in Stockholm is one of 18 regional offices.

There are regional ombudsmen and staff (utvecklare) at the regional office who support our union representatives as required. For example, there may be a need for support ahead of a negotiation, on an internal board or about increasing member communication.

The regional office in Stockholm has organised groups of ombudsmen and staff (utvecklare) who are responsible for our local union members based on collective agreement areas. Each group is responsible for keeping in continuous contact with their clubs and, where necessary, bringing in a member of staff (utvecklare) for various support actions. Where necessary, performance appraisals are held with clubs concerned to identify needs and produce an action plan for trade union work.

The regional office has chosen to make several ombudsmen jointly responsible for a small number of clubs so as to increase accessibility for our clubs. In other words, this means the clubs do not have to wait for support because a member of staff is busy with other negotiations or is on holiday.

The Regional Board takes the view that it is important that members and union representatives receive the support they need. Good relationships between the democratic and employee organisation are one of Unionen's strengths and something we are working on all the time.

**The Regional Board proposes:**

That: no action is needed on the motion

## Motion 4: Exceptions for dealing with clubs under the statutes

Proposed by: Sara Westien and Tanja Forss

Has the Regional Board agreed to an exception for Unionen's employee organisation allowing them to have more clubs?

As employees in Unionen's trade union, we are divided into the national office and 18 regional offices, and within Unionen we have several clubs.

Unionen's statutes state that normally there is one club for all the members in the same workplace. Unionen's national office and Unionen's regional office in Stockholm operate under the same organisation registration number and the same address but are divided into two different clubs: the national office club Förbundskontorsklubben (FKK) and the regional office club Unionenklubben RK Stockholm. It has come to our attention that FKK is subordinate to the regional office club (RK) and that the Regional Board decided this. The regions consist of ombudsmen who are familiar with negotiation and as members of the national office, we raised the issue with FKK of belonging to the RK club that we are subordinate to. The reason for this is because we want to be a more united Unionen and we should only have one Unionen club for the national office and the regions. We would also like to look into the possibility of forming a nationwide club so that we could work together because we are one Unionen that works together. We would like an answer as to whether it is the case that Unionen's Regional Council approved Unionen's national office and regional office being permitted to deviate from the statutes and have two different clubs in the same workplace?

### Proposed decision:

That the Regional Board helps to form a joint club for FKK and RK. So that we can live up to our watchword of being one Unionen. "Together in Unionen we are the leading force in creating workplaces that deliver success, security and job satisfaction."

### Statement of the Regional Board:

The Regional Board relies on the fact that members have the right to organise and has no role in the process of restructuring a specific club. The Regional Board takes a positive view of members themselves deciding how they want to organise.

The role of the Regional Board in the question of forming clubs and the areas they cover is regulated in Unionen's statutes and the Regional Board can only decide on exceptions to normal practice, e.g. when a new area of operation is formed.

Historically, there were two different clubs, one in Unionen's national office and one at Unionen Stockholm (the regional office) due to two different decision-making structures. The national office was headed by the head of the secretariat and the regional office was headed by the regional manager. This structure was part of the process of forming Unionen, which also includes the internal club structure.

**Proposed decision of the Regional Board:**

That: no action is needed on the motion

## Motion 5: Unionen's lack of an internal collective agreement

Proposed by: Sara Westien and Tanja Forss

Unionen advocates the existence of collective agreements in all workplaces where we have members (and also at workplaces without members). Unionen internally does not have a collective agreement negotiated between an employers' organisation and Unionen's employee organisation. Unionen recommends that employers are either members of an employer organisation or associate themselves with an existing collective agreement on the labour market. Currently Unionen has neither. Today Unionen's employees have a corporate agreement negotiated between HR which is part of Unionen's own employer organisation and the highest internal trade union for employees called Facksam, which consists of representatives elected by the employees. The corporate agreement is thus created internally and not between another party, as is required for it to be considered a collective agreement able to violate the Employment Protection Act (LAS). Unionen does not need to belong to an employer organisation but should have a side agreement produced by two central organisations. Our internal trade union representatives refer to the fact that we have an existing collective agreement in line with Teknikavtalet (TA) and that in legal terms it can be interpreted as if Unionen has a collective agreement. This is not the case because in order to deviate from the provisions of the Employment Protection Act, among other things, the conditions in section 2 b, paragraph 1, first and second sentences must be met:

“If the agreement has not been entered into or approved by a central employee organisation, however, a collective agreement entered into or approved by such an organisation must be in effect between the parties in other matters, or else such a collective agreement must be temporarily not in effect.”

Unionen has not entered into such an agreement or been approved by a central organisation other than its own. A lawyer at a major university who has worked in different employer organisations and trade unions who is now a university lecturer in the Department of Law provided the following response when asked whether it is permitted to make derogations from the provisions of the Employment Protection Act through a company agreement.

*“It is always tricky when the trade union itself has to do something. I had the same question on another occasion and my assessment is that Section 5a of the Employment Protection Act may be amended by a collective agreement under section 2b of the Act. However, in such cases section 2b, first and second sentences should be followed and you aren't doing that, are you?”*

Our aim with this motion is to raise aspects that are important for our organisation and not to criticise. We think it is important that we comply with this ourselves in the same way that we advocate that companies like Spotify, and previously Klarna, enter into collective agreements. Internally, we are in breach of the rule in the Employment Protection Act in which temporary substitute employment is transformed into indefinite-term employment and have an arbitration board in the event of disputes and this contradicts what Unionen advises members to agree to, so we think it is important we should advocate for better terms and conditions for those who are employed internally too.

Before you in the Regional Council vote either yes or no on the motion, we would like to add that this question has been addressed before and if it is voted down, we want it to be known that there are several members of staff internally at Unionen who want us to have a collective agreement.

**Proposed decision:**

That: the Regional Council sends a survey to all employees in Unionen's national office and regional office asking whether they are for or against setting up a proper collective agreement/side agreement.

**Statement of the Regional Board:**

The Regional Board agrees with the proposers that a collective agreement is important for Unionen's members and essential as part of the Swedish model.

There is a signed agreement for Unionen's employees between the employer organisation FAU (the negotiating organisation for the employer party at Unionen) and Facklig samverkan (the collaborative body for internal union representatives and employees), which can be seen as a collective agreement.

A survey of a club's members is something that the club itself can decide and the Regional Board refers the question of a survey back to be handled by the members of the employee organisation.

**Proposed decision of the Regional Board:**

That: the motion is rejected

## Motion 6: Easier networking between union representatives in different clubs

Proposed by: Christer Keijser

Co-authors: The motion was addressed by the annual local union meeting of the Unionen staff club at Systembolaget (Systembolagets Personalförening Unionen, SPF). The annual meeting of the national club decided to back the motion.

Unionen has previously arranged and currently arranges various network meetings. Some have been by industry and others on specific areas of interest. The meetings have come and gone over the years. I don't know what the outcome of these network meetings was but I wonder how much time goes into keeping them active.

I want to emphasise that I think Unionen is doing a good job and I want central, regional and local networks to continue to exist. It is important that we have an opportunity to meet and exchange union experiences with others outside our own club. Sharing experience is important in terms of everyone's knowledge and understanding and our strength as a union. Exchanging ideas is part of the democratic process.

What I would like though is an easier and more direct way for my club itself to seek out and contact other clubs. If I don't know that there is a Unionen club in a company and/or know someone in the club, it's hard to create networks. You need to contact Unionen's ombudsmen for suggestions of who you can get in touch with. I can't make that initial contact myself either; that happens through the ombudsmen. Information and thoughts are screened. I also wonder if this is the right way to use the time and knowledge of the ombudsmen.

What I am looking for is a more organic way of networking. Being able to find union representatives in other clubs with whom you can discuss common issues, sometimes large and sometimes small. Not based on scheduled meetings but more being able to network as the needs and opportunities arise and where we ourselves can agree the form this contact takes. Networks where union representative can exchange experiences with others in the same industry, or have similar conditions, in my location or in completely different parts of the country.

Unionen doesn't need to set up all the networks but needs to make it easier for union representatives in clubs to network. Therefore, in my view, we need:

### *A register of clubs*

There should be a club register, like the membership register, of the Unionen clubs that exist. The register should have search parameters such as national or local

club, the company where employees are organised, the size of the club, the municipality or area where it is located and perhaps a free text box and an email address or other contact details.

#### *Email address*

Due to the General Data Protection Regulation (GDPR) etc, it is difficult to have union representatives' private addresses visible in a system and that goes for work email addresses too. For this reason, it would be good if all clubs had their own email address at @unionen.se. Then the club can set one or more people to receive mail to that address.

#### *Online noticeboard*

Some ability to search for other clubs with similar conditions, ideas or challenges. It might be to do with how they deal with communication with members, recruitment or the situation regarding contact with the employer.

#### **Proposed decision**

That: A club register is created.

That: All clubs are able to have an email address via Unionen or another option is created for online contact between clubs.

That: Some form of online noticeboard is created enabling searches for other clubs based on the description above.

#### **Statement of the Regional Board:**

The Regional Board shares the proposer's opinion that networking and contact between union representatives is an important element in trade union work. At the congress in 2023, Unionen supported motions from the Stockholm congress delegation on the question of networks and other forms of influence. Based on the motions and the discussions at congress, the National Executive Board has launched a review of the additional forms of engagement (public clubs and collaboration groups). This review will also encompass networks.

The Regional Board takes a positive view of the flexible and online solutions proposed by the proposer and thinks that these proposals can lead to good solutions for networks and contacts between union representatives.

The Regional Board recommends that the Regional Council backs the motion and that it is sent on to the National Executive Board.

#### **Proposed decision by the Regional Board:**

That: the motion is taken under advisement and sent on to the National Executive Board

## **Motion 7: All websites, portals and material must be accessible and readable by all members and union representatives**

Proposed by: The club committee board of the Swedish Association of the Visually Impaired (SRF)

Unionen has decided that the number of union representatives is to increase from today's 26,000 to 50,000. This is important and absolutely necessary to ensure the survival and development of trade unions. The staff of most disability organisations belong to Unionen, including the staff of the Swedish Association of the Visually Impaired (SRF) nationwide.

People whose sight is impaired or who are blind, use aids known as screen readers which enlarge text or turn it into Braille or synthetic speech. For these aids to function, websites and portals must comply with the World Wide Web Consortium's internationally adopted guidelines for accessible websites. All documents created in any Microsoft application for a computer must comply with Microsoft's accessibility guidelines. PDF documents must be proper documents converted from Word or other software and not scanned paper versions. PDF documents must have standardised headings, links and alt-text.

Today, far from all portals and sections on Unionen's website are accessible. For example, it is not possible to report a change in salary, manage club members or participate in Unionen's online training programmes. Practically all books, materials and documents do not follow accepted accessibility standards. Technical staff at Unionen have started to review accessibility and have found that there are major shortcomings.

Union representative and members with a visual impairment need to be able to use all Unionen's services to which they have access, always, using a screen reader. The Agency for Digital Government (DIGG) has put together material that can be used to ensure that documents and websites comply with the guidelines:

[Link to DIGG website](#) (in Swedish)

In the light of the above, the Unionen club of the Swedish Association of the Visually Impaired (SRF) moves:

### **Proposed decision**

That: The Regional Council decides that all documents, materials and books will be accessible by 2026

That: The Regional Council decides that all websites and portals at Unionen will be fully accessible by 2026

That: The Regional Council backs this motion and refers it to the National Executive Board so that the motion can be introduced throughout Unionen

**Statement of the Regional Board:**

The Regional Board is grateful to the proposer for drawing attention to current shortcomings in Unionen's communication and considers that it is democratically important that materials are available to all members.

Improvements are constantly in progress in the area of communications, both in terms of technology and editorial content.

The Regional Board recommends that the Regional Council backs the motion and that it is sent on to the National Executive Board.

**Proposed decision of the Regional Board:**

That: the motion is taken under advisement and sent on to the National Executive Board

## Motion 8: Increase in club funding

Proposed by: Mattias Carlsson

Co-authors: Christina Abrahamsson, Per Brisenmark, Fredrik Eklöf, Daniel Holmberg Kivi, Fredrik Karlsson, Daniel Prhat, Pierre Sjöblom

Increasing costs of everything mean that club funding (klubbanslaget) barely goes anywhere when the club committee board is providing coffee, etc. at member meetings or in recruitment, for example.

Often a member meeting needs to be called at short notice and this means that the process of applying for extra funding delays decisions.

### Proposed decision

That: Unionen increases club funding per member by at least 100%.

### Statement of the Regional Board:

Club funding is dealt with under guidelines based on the statutes, which state that the region is to contribute financially to the work of the clubs. The issue has been raised in the form of motions to Unionen's congress in 2023, when the National Executive Board in responding to motions stated that it is the region that determines the size of the club funding but that the amount stated in the guidelines, SEK 46 per member, should serve as a strong guide.

In the light of motions to the congress on this issue, the National Executive Board intends to review the existing guidelines and make a new decision. Therefore, work has begun to review the financial management of clubs. The review covers club funding, extra club funding and club administration, e.g. regarding bank accounts.

The Regional Board takes a positive view of this review being conducted and considers that the motion will be dealt with as part of the review and the Regional Board will await feedback from the National Executive Board.

### Proposed decision by the Regional Board:

That: no action is needed on the motion

## Motion 9: Club bank accounts

Proposed by: Katarina Bergstrand

Co-authors: Niklas Holm-Hansen

Just like private individuals and other companies and organisations, the clubs need a bank account with payment services to manage their finances. Today the clubs are advised to have a business account with a bank, which does not take into account whether they are a small local union club with turnover of a few hundred or a few thousand kronor a year or a company with a turnover of millions.

In 2023, our club received club funding (medlemsanslag) of 5,152 kronor and of this, 1,200 kronor, is immediately lost in bank charges, amounting to almost a quarter of our funding. We have looked at other banks but the fees are about the same.

We have been told by the union that Unionen has almost 2,500 clubs across Sweden. Many of these are considerably smaller than our club while others are much bigger. Smaller clubs can easily find that bank charges eat up all or even much more than the club funding the club is entitled to.

We don't think this is a good way of spending members' money – paying such a large proportion of our annual funding to the bank instead of spending it on campaigns or other things that can provide clearer added value to our members. If all 2,500 clubs were paying 1,200 kronor in bank charges, that would also mean Unionen as an organisation “leaking” 3,000,000 kronor, which isn't visible anywhere because it is split between the individual clubs. Anyone would probably agree that this money could be better spent elsewhere.

### *Proposal*

Unionen needs to produce a bank account solution for clubs like the solution that Hyresgästföreningen uses, for example, where local clubs can have a kind of sub-account under the “umbrella account” that Hyresgästföreningen has with the bank, which removes fees entirely, or at least keeps them down to a more reasonable level in terms of the finances of smaller clubs.

### *Consequences*

We are aware that our proposal would mean higher costs and more administration for the region and/or the national union but overall, we are convinced that Unionen as a whole would save a lot of money by doing as proposed in the motion. As our example calculation shows, today it is likely that a lot of money is trickling out from the clubs to the banks instead of being used to add value for our members, or arranging activities aimed at bringing in more Unionen members.

#### **Proposed decision**

That: The Regional Council adopts this motion as its own and sends it on to Unionen's congress.

That: We propose that Unionen Region Stockholm in the first instance rapidly introduces a bank account solution for clubs like the solution that Hiresgästföreningen uses, for example.

#### **Statement of the Regional Board:**

The Regional Board agrees that financial management for clubs needs improving. This was also a question raised in a number of motions to Unionen's congress in 2023. The National Executive Board has therefore appointed an inquiry to look into revising the guidelines on clubs' financial management.

The National Executive Board has commissioned the secretariat to investigate different alternatives and find more effective solutions. This includes how disbursements are handled and questions about bank accounts, in practical and financial terms. It is important that the clubs can use their funding for their own activities and that this is not spent on bank charges or other costs.

The Regional Board takes a positive view of this inquiry being conducted and considers that the motion will be dealt with as part of the inquiry and the Regional Board will await feedback from the National Executive Board.

#### **Proposed decision by the Regional Board:**

That the motion is taken under advisement

## Motion 10: @Unionen email addresses for union representatives and/or clubs

Proposed by: Katarina Bergstrand

Co-authors: Niklas Holm-Hansen

Today many of us union representatives in the clubs use our work email addresses also for union work. This is a problem as sensitive information ends up on the employer's servers, and work email is a work tool which the employer owns and has access to.

In our workplace we had an issue when a person with a union representative role suddenly fell ill and the employer gave another colleague access to that employee's mailbox so that they could answer customer emails.

The club objected to this and contacted Unionen's member service. The answer the club received was that email is a work tool that the employer owns and that thus the employer's right to give another colleague access to an employee's emails cannot be denied, given that the other employee needs to be able to respond to urgent customer emails.

When we asked Unionen's member service what the alternative was, we were told to use private email addresses or create a free Gmail or Hotmail account for union representatives and/or the club. In our view, telling members to email e.g. "unionen.kantar@gmail.com" or "unionen.kantar@hotmail.com" makes us not look like a serious organisation. But nor can we risk employers having the liberty to read the club's correspondence with members.

### *Proposal*

The solution to the above problem is simple, however, i.e. for Unionen to provide email addresses that Unionen owns, i.e. "...@unionen.se" addresses, not just to staff but to union representatives too.

If on the union's part there is a desire to distinguish between staff and union representatives (at club level, as we understand that members of the National Executive Board already have "...@unionen.se" addresses), a subdomain could be created for union representatives, such as an "F" for "förtroendevald" (union representative) as in "...@f.unionen.se".

If the cost and administration is considered too great to give all union representatives a personal Unionen email address, the alternative could be to provide these addresses to the chair/and/or have a shared email address for the respective club.

### *Consequences*

We are aware that our proposal would involve increased costs and administration for the region and/or the union, but we take the privacy of our members extremely seriously and if Unionen as an organisation does likewise, there is no alternative other than to simply approve our motion.

### **Proposed decision**

That: The Regional Council adopts this motion as its own and sends it on to Unionen's congress.

That: Unionen Region Stockholm rapidly introduces the ability to provide email addresses for union representatives at club level in the region.

### **Statement of the Regional Board:**

The Regional Board agrees with the proposer that it is important that the club's members' questions can be handled securely and that it is important that the role of union representative can be managed professionally.

The question of union-administered email addresses has been raised previously, including by Unionen Stockholm's Regional Board in a motion to the Unionen congress in 2023. In responding to these motions, the National Executive Board emphasised the options available through the digital support at unionen.se. Work is in progress to look at the options for both setting up and strengthening other digital communication methods and messaging solutions. The National Executive Board considers that these digital services should be developed rather than introducing union-administered email addresses.

The Regional Board will continue to monitor developments here as it is of the utmost importance that union representatives are able to communicate securely and professionally.

### **Proposed decision of the Regional Board:**

That: the motion is rejected in its entirety

# Motion 11: The Future of Work - Reduced Work-time to Promote Worker Health and Wellbeing

Proposed by: Love Arvidsson

According to a report from Försäkringskassan published in October 2023, mental health issues (primarily stress-related) now make up over half of all instances of long-term sick leave in Sweden (Försäkringskassan, 2023). The report further states that this situation is only worsening, as the share of stress-related health absences has trended upwards since the 1990s, and continues to do so. As a cause for this concerning situation, the report highlights the “double burden” of balancing paid labor with the unpaid labor of maintaining one’s home, as well as caring for family and relatives; a burden that is disproportionately put on women, but (as noted in the report) has the same effect on men in the same situation.

An effective way of balancing this double labor burden is to reduce work time for all workers. This can be done either through a reduction of daily work hours (e.g. 6- or 7-hour work days) or a reduction of the work week (e.g. a “4-day week”). The 4-day week, in this case meaning a 32-hour week of 4 “normal” 8-hour days without any reduction in pay, has been gaining popularity in recent years, and there have been multiple studies done on its efficacy, primarily in collaboration with the organization 4-Day Week Global.

The reports that have been released thus far (from pilot programs in the United Kingdom, United States, Canada, Australia, New Zealand, Ireland, and South Africa) all indicate that implementing a 4-day week could greatly reduce stress among workers and stem the rising trend of mental health absences from work. As stated in Schor et al. (2022):

“Stress, burnout, fatigue, and work-family conflict all declined, while physical and mental health, positive affect, work-family and work-life balance, and satisfaction across multiple domains of life increased.”

## *References:*

Lidwall, Ulrik, 2023, “Försäkringskassans lägesrapport - Psykisk ohälsa i dagens arbetsliv”, Försäkringskassan

Schor, Juliet B., Wen Fan, Orla Kelly, Guolin Gu, Tatiana Bezdenezhnykh, Niamh Bridson-Hubbard, 2022, “The Four Day Week: Assessing Global Trials of Reduced Work Time with No Reduction in Pay,” Four Day Week Global, Auckland, NZ.

With contributions from: Jacob Chappelle, Sarah Ix and Meriel Zhao.

#### **Proposed decision**

That: For Unionen to push for the implementation of a 4-day week (or equivalent reduction in work time) in the negotiation of collective bargaining agreements with employer organizations.

That: For Unionen to promote the reduction of work time in the political sphere.

#### **Statement of the Regional Board:**

The Regional Board agrees with the proposer that work-life balance is very important. Important questions such as work being sustainable and stimulating while also providing a good balance between work and leisure are highlighted in Unionen's work environment policy platform, decided by Unionen's congress in 2023.

Unionen has goals in its collective bargaining policy that include shorter working hours and Unionen's collective bargaining policy programme includes a target of reducing working hours by 100 hours. Unionen has also pursued the question of flexible pensions since 2013, which means an opportunity to work part time in the years before retirement and to increase the occupational pension contribution.

Unionen works for labour market issues to be regulated by the labour market partners in collective agreement in the first instance and the issue is also pursued politically on this basis.

The Regional Board itself has raised the issue of lower working hours, including in a motion to Unionen's congress in 2023, and is positive towards the question being raised ahead of the upcoming collective bargaining process. The Regional Board recommends that the motion be sent to the Union Council prior to the collective bargaining process held in October 2024.

#### **Proposed decision of the Regional Board:**

That: the motion is sent to the Union Council that deals with collective agreement issues

## Motion 12: Protection from airborne infection in the workplace with Unionen

Proposed by: Tobias Petersson

The motion addresses the question of protection from infection at work after we faced the COVID-19 pandemic, lessons to be learned from the pandemic, and important measures to reduce the transmission of infection. The motion seeks to achieve optimum modern infection protection

Protection from airborne infection in the workplace with Unionen

### *Background*

The COVID-19 pandemic clearly showed the importance of strong infection control in the workplace.

Airborne infections are a significant risk at work for many of Unionen's members and all employees in workplaces where Unionen operates, and it is time that Unionen acts to boost protection against this type of infection and protects the employee's office environment. The office environment is unfortunately a risk environment for airborne infection. The often crowded spaces, lack of ventilation and lack of air purification increase the risk of transmission.

Since the airborne disease COVID-19 started to spread, the disease has not only led to the deaths of tens of thousands of Swedes. Although since 2022, the disease has no longer been classified as a public health emergency, the pandemic is still ongoing according to the World Health Organization and the disease is continuing to do lasting damage to internal organs.

At the moment, vaccination does not stop infection or its long-term effects.

Many people who have been infected are currently living with chronic symptoms or are suffering months of ongoing symptoms after the disease and have what is known as Long Covid.

Besides Long Covid, which produces a number of symptoms, the disease affects organs such as the kidneys, liver, heart and brain. International research also shows that reinfection increases the risk of Long Covid and that the immune system is weakened by the disease.

For those affected, there is a risk that the disease will lead to long-term sick leave and difficulties in performing duties at work. Consequently, many people risk unemployment and worse finances and face the fact that they are incapable of supporting themselves.

### *Action*

Due to the COVID-19 situation and the fact that Unionen's members find themselves in a high risk environment, an indoor environment, where people share air and are often exposed to a work situation where potential virus-carrying aerosols are generated and many people who are infectious transmit the disease before showing symptoms, and where unfortunately many people go to work when "under the weather", it is important to pursue the issue of better air quality and the right for individuals to use personal protective equipment in the workplace for preventive purposes.

Being able to protect oneself from airborne infection that causes organ damage and long-term sickness is a rights issue founded in the UN's universal human rights, i.e. the right to life and health. Therefore it is important that Unionen works to ensure that employees have the right to protect themselves in their workplace using masks (FFP2 or higher or an equivalent protection class) without being discriminated against. Besides the employee being able to choose themselves whether they want to protect themselves from infection at work, the transmission of airborne infection can also be reduced with improved ventilation and air purifiers with an HEPA filter.

Improved ventilation and air purifiers at work should be requirements that Unionen's Regional Council in Stockholm pursues both regionally and nationally.

It is important that Unionen points out that working remotely from home should be an option for the employee.

It is important that Unionen regionally and nationally points out that measures to combat airborne infection benefit both the employee and the employer, who gains the opportunity of offering an attractive and healthy work environment, and that improved health and wellbeing and less transmission of infection through infection prevention measures leads to less sick leave and lower staff turnover, which improves the finances of the employer and society.

Strong infection protection in the workplace is not just a question of a good work environment, health and safety but also about productivity and job satisfaction. Introducing the above measures would enable us to create a safer and more attractive work environment for all employees.

The Regional Council in Stockholm supports that stated in the motion:

#### **Proposed decision**

That: Employees being able to protect themselves from airborne infections that give rise to organ damage and long-term illness is a rights question that should be pursued by Unionen regionally and nationally

That: The workplace should be equipped with air purifiers and ventilation designed to reduce the transmission of airborne infection

That: Working remotely from home should be possible in workplaces

That: The employee should be able to wear adequate protective equipment if he or she so wishes, in other words masks, if he or she is in the workplace in person.

### **Statement of the Regional Board:**

Unionen's congress in 2023 passed a decision on Unionen's work environment platform which says that "everyone in the workplace has the right to a good and risk-free work environment. It must always be taken for granted that an employee's own health must not be jeopardised. Systematic work environment management must minimise or entirely eliminate the risks so as to prevent illness, injury and accidents. All workplaces should have clear safety procedures to tackle acute risks and emergencies."

It is always important that the employer is responsible for the work environment and that all work environment management is carried out systematically and collaboratively.

The Swedish Work Environment Act regulates that a work environment representative must be present in every workplace with more than five employees. Unionen considers that work environment representatives should be union representatives and this is an important factor in ensuring that systematic work environment management at the workplace is conducted in the best possible way. Systematic work environment management includes preventing the risks that exist, in the physical and psychosocial work environment.

Unionen takes a positive view of remote working in principle and considers that it should be voluntary but that it is important to take all aspects of remote working into consideration. Consideration must be taken to the advantages of a workplace community and the risk of boundaries between work and leisure being erased.

### **Proposed decision of the Regional Board:**

That: no action is needed on the motion

## Motion 13: Cleaner air with Unionen

Proposed by: Tobias Petersson

The importance of good air hygiene for health and wellbeing and which measures are needed to achieve this are things we learned in the ongoing COVID-19 pandemic. More people have become aware of everything we are at risk of breathing in that is unhealthy for our lungs.

The air is polluted, especially indoors in Sweden. Workplaces are no exception.

The smallest airborne particles, those under 2.5 micrometres, PM2.5, can penetrate the lungs and via the lungs reach the bloodstream and so be transported to all internal organs where they can cause damage and give rise to illness, disease and death.

Exposure to PM2.5 can cause diseases in the cardiovascular system and in the respiratory system, causing stroke, lung cancer and chronic pulmonary disease (COPD). There are also studies indicating that PM2.5 can cause cancer.

About 800,000 people in Europe die each year as a result of air pollution in the form of PM2.5 particles and in Sweden an estimated 8,000 Swedes die prematurely due to air pollutants that we cannot avoid indoors.

The WHO's recommendation for PM2.5 since 2021 is that levels are to be below 5 micrograms per cubic metre. Previously the recommendation was to keep levels below 10 micrograms, which indicates that given new data, the WHO has realised that air pollution is a bigger threat to our health than previously thought.

Last year the European Parliament voted to lower the recommended maximum level for PM2.5 from today's 25 micrograms per cubic metre to 10. This target of 10 is to be met in EU countries by 2035.

The level is still set too high, even by 2035. The aim should be to be below 5 micrograms, the level the WHO recommends that everyone should be below.

Therefore Unionen should work regionally and nationally to ensure that values in the workplace are below the WHO's recommended level.

High radon levels are also a problem in workplaces. In 2022, Laboratoriet Radonova carried out measurements at more than 6,000 workplaces which showed sky-high levels of radon in a third of Sweden's workplaces. Radon is a gas found naturally in air, soil and water but which can be harmful to health when it decays into solid radioactive substances in the air, known as radon daughters. These are around 0.05 – 0.3 micrometres and can cause cancer.

### *Action*

Fortunately, action can be taken to combat PM<sub>2.5</sub> and high radon levels in the workplace.

Improved ventilation and air purifiers are the solution. Improved ventilation also reduces the amount of carbon dioxide in indoor air, which can cause problems such as tiredness and headaches.

Air purifiers with HEPA filters efficiently filter out 99.97% of particles that are 0.3 micrometres. HEPA filters are even better at filtering out particles larger and smaller than this size. This means that they can effectively reduce the amount of airborne particles such as viruses, bacteria, radon daughters and PM<sub>2.5</sub> particles.

Good work environment management means having a great focus on good air quality. And good air quality demands better ventilation and additions such as air purifiers with HEPA filters.

The Regional Council in Stockholm supports that stated in the motion:

#### **Proposed decision**

That: Unionen backs the WHO's recommendation that PM<sub>2.5</sub> particles in the air should not exceed 5 micrograms per cubic metre

That: Unionen backs efforts to see a greater focus on good air quality in workplaces, which means pursuing measures to combat poor air quality, measures in the form of better ventilation and air purifiers as an addition

#### **Statement of the Regional Board:**

Regulation of air quality is covered by the Swedish Work Environment Act's sections on climate and installations in the design of workplaces.

Unionen's work environment platform, decided at Unionen's congress in 2023 states that everyone in the workplace has the right to a good and risk-free work environment. It must always be taken for granted that an employee's own health must not be jeopardised. Systematic work environment management must minimise or entirely eliminate the risks so as to prevent illness, injury and accidents. All workplaces should have clear safety procedures to tackle acute risks and emergencies.

The Regional Board considers that ensuring a good work environment for Unionen's members is of utmost priority and that systematic work environment management offers the greatest opportunity to influence work environment issues.

#### **Proposed decision of the Regional Board:**

That no action is needed on the motion

# 11. Motions to the Union Council

Here we look at all the motions sent to Unionen's annual meeting, the Union Council.

## Handy information

The Union Council is Unionen's national annual meeting. All members in the whole country can submit motions to it. The Union Council decides on the motions but here in the Regional Council, we can submit our own opinions on the decisions proposed by the National Executive Board.

### The path of motions to the Union Council

- Member/club writes a motion
- The National Executive Board writes a proposed decision on the motion
- We give our opinion on the National Executive Board's proposal at the Regional Council
- The final decision is made by the Union Council in May



We are here!

Three motions have been received by the Union Council.

## Motion 1

JONATHAN JÖNSSON, REGION GOTHENBURG

### Sympathy strike or other supportive industrial action

In these times, it feels as though many unions are not properly taking their members seriously or that employers are basically ignoring the rules, see the strike that took place at MTR regarding unsafe working conditions, and the strike currently in progress at Tesla in Sweden.

However, I would like to praise Unionen and I am glad I am a member when I see news such as the redundancies at Klarna.

That said, I would like to see greater solidarity with the other unions that many of us work closely with and those who are not allowed to strike by law. Many people's working conditions are going in the wrong direction; it is getting hard for people to do their jobs, etc. especially in the health sector.

The motion I would like to move is that we must be more inclined to strike in sympathy and carry out other actions to support the people who are actually being affected even though they are not members of Unionen. After all, we depend on each other. We can't afford to have an 'us and them' mindset here.

As a trade union, we cannot allow workers to be worse off when as a country we are said to be constantly making progress, at least in terms of the economy.

I propose:

that: it is made easier for us to take supportive industrial action

that: cooperation with other unions is expanded so that there are more of us in total and we can better coordinate potential strikes (Maximum impact with minimum effort) that we support other unions and their members by making statements in the media and on the ground

#### Statement of the National Executive Board

The right to take industrial action is an integral part of the model that makes up Swedish labour law and creates balance between the labour market partners. The right to take industrial action is enshrined in the Instrument of Government (the Constitution) and can only be restricted by law or by agreement. Based on this rule, industrial action is allowed in all the cases where the action does not breach existing legislation or agreements. One common restriction on the right to engage

in labour disputes is the obligation to maintain industrial peace, i.e. where there is already a collective agreement in place regulating the employment conditions.

Supportive industrial action is a type of industrial action that is regulated in international and national law. Unlike a primary industrial conflict, supportive industrial action is not dependent on whether or not there is an obligation to maintain industrial peace. A trade union engaged in primary industrial conflict can request supportive industrial action from other trade unions who can then bring their members out on strike in support of the industrial conflict. It is also possible to give notice of supportive industrial action within the union by bringing out on strike your own members who are working for an employer other than the employer the industrial conflict primarily concerns. An employer with a collective agreement can therefore also be affected by an industrial conflict if supportive industrial action is taken.

The National Executive Board agrees with the proposer's view that the opportunity to take supportive industrial action, a "sympathy strike", is an effective way of showing other striking workers affected that we jointly take responsibility for the Swedish model and will ensure that employers enter into collective agreements.

Opportunities to request supportive industrial action are relatively open based on the current regulations. Taking supportive industrial action is often a very effective way to step up an existing industrial conflict to place additional pressure on the employer. Before a decision on industrial action is taken, a number of factors must be considered. This applies whether the issue involves a decision concerning a primary conflict or a decision to support the ongoing conflict of another union. In both cases, notice of industrial action must be given responsibly and such that the industrial action has the desired effect. This means surveying the situation and close contact with members and with other unions involved. Whether or not Unionen gives notice of industrial action is ultimately decided by the National Executive Board.

Collaboration with other unions before and during an industrial conflict covers the unions within TCO, Saco and the unions in LO. Additionally, we have joint meetings within the industrial action committee of the Swedish Unions within Industry. These collaborative partnerships work well and we are in dialogue with other unions affected both during company-specific conflicts and during the collective bargaining process.

In summary, the National Executive Board considers that the current regulations and the partnerships in place between the unions fulfil the intentions sought by the proposer of the motion. It is an important duty of the union to work on an ongoing basis to defend the existing rules on industrial conflict and to explain why they are so important. Today this is achieved through industrial relations of various kinds and through politics and lobbying. When Unionen sometimes does not actively call members out on strike in support of another union's ongoing industrial conflict, this might be because, for example, we are not properly equipped to support

an industrial conflict, we ourselves are involved in the negotiations, or because we have not been asked to come out in support by the union engaged in the primary conflict.

Regarding supporting other unions and their members by means of statements in the media, press input and social media blogs are handled as part of Unionen's press and lobbying work. In industrial conflicts of other unions, an assessment must always be made of the appropriateness and potential effect of action taken in Unionen's name. Support can be shown in several ways and where media contributions are judged to be helpful, Unionen works actively to prioritise and carry out suitable media activities.

**The National Executive Board proposes that the Union Council decides:**

that: no action is needed on the motion

## Motion 2

NICLAS SÖDERHOLM, REGION GOTHENBURG

# Membership of the World Federation of Trade Unions

The fact that the labour movement is international and completely dependent on each other is a fact we learned back in 1848 at the first international congress arranged by the social democratic parties of Europe in Paris. Karl Marx and Fredrich Engels wrote the first party manifesto, better known as the Communist Manifesto, which ended with the words “Workers of the world, unite!”

A tragic fact in this context is that today the international trade union movement is split in two. The ITUC, the international organisation to which LO belongs, has unfortunately proved to be led by people open to bribery, who accepted huge amounts of cash in return for speaking and writing positively about the dictatorship in Qatar before the men’s football World Cup in 2023. At the same time, the thousands of migrant workers building the arenas for the World Cup were living and working under conditions similar to slavery.

The second and first international formed in Paris in 1945 at a congress which came to be known as the “peace congress”, is called the WFTU, World Federation of Trade Unions. The WFTU now has 110 million members in 133 countries.

The way things are now, people in Sweden are pretending that the WFTU and its member organisations don’t exist. The consequences of this can sometimes be almost tragicomic. One example is that when the WFTU’s member organisations in India organised the world’s biggest general strike in which more than 200 million workers downed tools, in Sweden it was transformed into a non-event.

If we think about it, each and every one of us will realise this is not a path that will lead to success. It is a dead end that in no way benefits international solidarity and the global struggle for the emancipation of the working class.

The following 5 points guide all activities of the WFTU.

1. The union must be a class struggle organisation that stands against capital and governments.
2. The union must be a democratic organisation in which the interests of the working class should prevail on all issues.
3. The union must defend the working class and not capital.
4. The union must fight against imperialism, war, poverty and the exploitation of the working class.
5. Promote class struggle and not class collaboration.

**I propose:**

- that: the union develops good and friendly relations with the WFTU
- that: the union applies for observer status in the WFTU and its branch organisations
- that: in the longer term, the union applies for WFTU membership and works for unity in the international trade union movement on the basis of class struggle

**Statement of the National Executive Board**

Unionen is a non-party political trade union with an organisational philosophy founded in solidarity and the equal value of all people. We are part of the Swedish and international trade union movement and we take responsibility for bringing together, strengthening and developing the movement as a whole.

We need strong trade unions for the labour market and the society we want to see, both at home in Sweden and abroad. We work together in solidarity and in partnership with our union friends around the world to strengthen trade union rights and to organise workers.

Unionen is committed to broad international engagement partly through our federation work and partly through our development projects around the world. We are active in five European federations in which we represent our members, predominantly in the service sector, industry, tourism, construction and transport. We are similarly committed in the global arena.

Together with the global federations, we also carry out a number of development projects around the world that seek to strengthen trade union organisation and to give workers a voice.

Moreover, Unionen is influential internationally and globally through our membership of TCO, which is a member of both the European Trade Union Confederation (ETUC) and the International Trade Union Confederation (ITUC).

At the ITUC's most recent ordinary congress, Luca Visentini was elected as the new General Secretary. In 2022 he was arrested as part of a corruption scandal in Belgium with links to Qatar. The external audit conducted in the wake of this event showed that there was nothing to indicate that donations from Qatar had influenced the politics of the ITUC, but trust in Luca Visentini was broken and he was forced to resign. Although this was a matter of immoral behaviour on the part of one individual, the event naturally casts a shadow over the whole trade union movement.

Luc Triangle was recently elected as the new General Secretary of the ITUC and Unionen has great confidence in him. He was previously General Secretary of industriAll Europe, where he did a very good job.

As stated, the organisational philosophy behind Unionen does not spring from an ideal of class struggle and therefore does not sit well with WFTU's guiding principle that the union must be a class struggle organisation that stands against capital and governments. Another central principle of ours is that the federations and trade unions with which we work must be free and independent democratic organisations. It is unclear to us whether this is the case for all of WFTU's members.

Furthermore, we represent our members internationally, based on the industries to which they belong. This structure includes the ETUC and the ITUC, where we are involved and exert influence via our industry federations and TCO. The ITUC is a democratic organisation which promotes workers' rights.

Based on this argument, the National Executive Board considers that there are no grounds to build relationships with the WFTU or to apply for membership.

**The National Executive Board proposes that the Union Council decides:**

that: the motion is rejected in its entirety

## Motion 3

JOAKIM RINNERT, REGION STOCKHOLM

### Factual error

The work environment policy platform states “Unionen considers that work environment representatives ARE and must be local trade union representatives”. Irrespective of what we as a trade union think, this contradicts what the Swedish Work Environment Authority says, namely that normally safety representatives are appointed for three years by the trade union that has or usually has a collective agreement with the employer. IN THE ABSENCE OF SUCH AN ORGANISATION, SAFETY REPRESENTATIVES CAN BE APPOINTED BY THE EMPLOYEES. THE SAFETY REPRESENTATIVE DOES NOT NECESSARILY NEED TO BELONG TO A TRADE UNION, ALTHOUGH THIS IS USUALLY THE CASE. The safety representative represents ALL employees in the workplace irrespective of their trade union affiliation.

If Unionen thinks that the current regulations are wrong, we should work towards changing them, not incorrectly assert our conviction as if it were true in our work environment steering document.

As a union we should instead work for what we believe in and show that “alternative facts” belong in the bin!

I propose:

that: Unionen takes the view that work environment representatives must be local trade union representatives

### Statement of the National Executive Board

Unionen’s work environment policy platform describes the union’s overarching and long-term vision and provides an important foundation to work from in the field of health and safety at work. Unionen’s current work environment policy platform was decided and adopted by Congress in 2023. This platform includes the statement “*Unionen considers that – work environment representatives are and should be local trade union representatives*”. Similar proposals to this motion were also moved at Congress and were addressed by the committee before a decision was made at Congress. Because Congress is the union’s highest decision-making body, the Union Council cannot make a decision amending a decision made at Congress.

The trade union right of priority to appoint safety/work environment representatives is currently regulated by Chapter 6, section 2 of the Work Environment Act. When work environment representatives are appointed under this rule, the Trade Union Representatives (Status at the Workplace) Act also applies. The role of work environment representative comes with a number of powers, as well as protection from harassment, poorer conditions and being prevented from performing the role. This protection is monitored by the labour organisations through the negotiation system and, where disputes cannot be resolved, by the courts. The Swedish Work Environment Authority does not clarify the collaboration rules and nor does it have supervisory authority over them. This is a duty that the legislator has vested in the labour market partners. The union right of priority came about more than 50 years ago, when the labour market partners agreed the rule. In other words, the rule was originally a construct from the labour market partners that was enshrined in work environment agreements. The principle was later written into law. An organised group of employees (such as a club) being given the right to appoint work environment representatives does not primarily conflict with work environment representatives working for a healthy and safe environment for all employees within the area concerned. The right of priority regulates how the work environment representative is appointed.

In recent years, this union right of priority has been the subject of debate and political questioning. Unionen sees it as an important fundamental rule to protect. The fact that work environment representatives are protected by rules in both the Work Environment Act and the Trade Union Representatives (Status at the Workplace) Act provides security and a strong position in representing the employees, a position which Unionen, as a trade union, has a duty to monitor and defend through the specific system of sanctions in Chapter 6 of the Work Environment Act. The union right of priority means that the union can work to ensure that elections of work environment representatives are conducted in accordance with the statutes. Under Unionen's statutes, only members can be elected to positions of trust (section 2.2, paragraph 1). Work environment representatives being members of the trade union is important in ensuring that the representatives are able to obtain advice, support, knowledge and the backing and security needed in the role.

The labour market partners have developed work in the field of the work environment and there are many shared commitments, both locally, in specific industries and centrally. For example, work on Prevent is run jointly by the partners, as is work environment training, research and entering into work environment agreements. Collaboration on the work environment is founded on both parties having their own representatives engaged in work environment management and the union link to work environment representatives enables employers and employees to work together as equal partners.

The union right of priority ties in with both the opportunity and the obligation of Unionen to stand up for work environment representatives as representatives of

the employees in work environment management. It also ties in with the joint interest in and responsibility of the partners for work environment management that creates a healthy, safe and good work environment.

The union right of priority is a fundamental rule and a principle and, as such, Unionen sees it as being important to protect. As the proposer describes, there are exceptions. The principle does not always apply everywhere. At companies without a collective agreement, for example, work environment representatives are elected by the employees, who are able to elect both a non-member and a member of a union to the role.

Given the decision by Congress, which thus cannot be amended by the Union Council, the National Executive Board considers that the wording “Unionen considers that – work environment representatives are and should be local trade union representatives” is an important position to take in terms of union policy to protect both employee influence and the labour market partner model.

**The National Executive Board proposes that the Union Council decides:**

that: no action is needed on the motion



# 12. Deciding the number of members and deputies on the Regional Board

Before electing the Regional Board, we have to agree how many members it has.

## Handy information

Under this item, we decide how many people there should be on our Regional Board. There must be an odd number of members including the chair, and the Board must not number fewer than three people.

# 13. Determining remuneration

Local trade union representatives with a regional role in Unionen get a fee. Now we decide how much.

## Proposed remuneration

Here are the nominating committee's proposed fees for the Regional Board and the operations auditors. The nominating committee doesn't propose its own remuneration. That is proposed by the operations auditors. The income base amount (IBB) for 2024 is SEK 76 200.

### a) Regional Board

Annual remuneration	Proportion of IBB	SEK
Chair	30 %	22 860 kr
Deputy chair	22 %	16 764 kr
Ordinary member	15 %	11 430 kr
Deputies	15 %	11 430 kr
Youth representatives	15 %	11 430 kr

### b) Operations auditors

Annual remuneration	Proportion of IBB	SEK
Convenor	7 %	5 300 kr
Ordinary	6 %	4 600 kr
Deputies	6 %	4 600 kr

### c) Nominating committee

Annual remuneration	Proportion of IBB	SEK
Convenor	7 %	5 300 kr
Ordinary	6 %	4 600 kr
Deputies	6 %	4 600 kr

## **Meeting remuneration**

The Regional Board and auditors are paid a fee of SEK 500 per minuted meeting they have attended.

In order to receive the annual fee, Regional Board members must attend at least 70% of meetings and auditors at least 60%. If absence from a meeting is due to an activity decided by the National Executive Board or the Regional Board, this absence is counted as attendance in full. If absence is lower than 70% (or for auditors 60%), the fee is paid in line with the proportion of meetings attended. For example, if 50% of the meetings are attended, 50% of the fee is paid.

# 14. Election of Regional Board

Under this item  
we elect people to  
lead Unionen in our  
region.

## Information from the nominating committee

On the next pages we present the nominating committee's proposed new candidates for the Regional Board in Stockholm. We interviewed all the current members of the Regional Board as part of our preparatory work. We also attended the Board's meetings to get an idea of how the Board operates.

Everyone nominated for a role on the Board who had not previously been interviewed was invited for an interview with the nominating committee. Our aim is to put together a Board whose members represent different industries, large and small employers, and workplaces with and without clubs. Wherever possible, we have also taken into account elements such as the age structure of the Board and also its gender balance.

Our proposed Board is based on members sharing Unionen's values. We are convinced that our proposal will produce a Board able to do its job well. The deputies play an active role in the work of the Board. The difference between being an ordinary member and a deputy is that the deputies do not have the right to make decisions but do have the right to speak and to make proposals. The youth representatives have the right to attend, the right to speak and the right to make proposals at all Regional Board meetings but do not have the right to make decisions or the right to vote. The role of youth representatives is to contribute to the Regional Board in line with their experiences and skills and they also have a responsibility for adding a youth perspective on the issues addressed by the Regional Board.

On the following pages, the nominating committee also proposes auditors and representatives for the Union Council.

Best wishes,

*Unionen Stockholm's nominating committee*

## What does the Regional Board do?

The Regional Board is the region's highest representative and the ultimate representative of members in the region, both in Unionen and in the region itself.

The Regional Board is actively in dialogue with local trade union representatives and members in the region. They have an overview of members' needs, and represent these needs in the union and outside it. They lobby on Unionen's issues and are the democratic link to members in the region.

The Regional Board consists of a chair, ordinary members, deputies and youth representatives. The deputies and the youth representatives have the right to make statements and proposals at meetings, but do not have the right to vote. The youth representatives are especially focused on protecting the interests of young people.

### a) Ordinary members

#### ► Proposed by the nominating committee

Rodrigo Arce	ForumCiv	New candidate
Kristin Cederby Fransson	Coor Service Management AB	Re-election
Peter Ferm	Electrolux IT Solutions AB	Re-election
Mattias Gissler	Ahlsell Sverige AB	New candidate
Åsa Svensson	SAS Ground Handling AB	New candidate
Pamela Valenzuela Silva	Randstad Sweden Group AB	Re-election
Jaser Mardini	Agila FPA AB	New candidate

#### ► Other nominations

Mattias Ammenberg	Finansförbundet
Markus Andersson	Bavaria Bil
Maria Hagström-Blomqvist	Systembolaget AB
Jan Chronander	Sveriges Television AB
Cristina Da Costa	American Express GBT
Alexander Canizarés Dahlström	Finansförbundet
Marie Fohlheim	Sveriges Lärare
Kristina Hovlid	Sveriges Lärare
Lena Liljedahl	Kronans Apotek AB
Matz Lindell	Ahlsell

Jonas Palmberg	HSB Stockholm
Verdi Sawma	Kronans Apotek AB
Jo Smeets	SAS - kabin
Niklas Wanjura	Sveriges Television AB
David Zaar	Capgemini Sverige AB

## b) Deputies

### ► Proposed by the nominating committee

1. David Zaar	Capgemini Sverige AB	New candidate
2. Kristina Hovlid	Sveriges Lärare	New candidate
3. Jonas Palmberg	HSB Stockholm	New candidate
4. Christer Keijser	Systembolaget AB	New candidate

### ► Other nominations

Mattias Ammenberg	Finansförbundet
Markus Andersson	Bavaria Bil
Maria Hagström-Blomqvist	Systembolaget AB
Jan Chronander	Sveriges Television AB
Cristina Da Costa	American Express GBT
Alexander Canizarés Dahlström	Finansförbundet
Marie Fohlheim	Sveriges Lärare
Mattias Gissler	Ahlsell Sverige AB
Jimmy Johansson	JM AB
Marlén Krohn	Arla Foods AB
Lena Liljedahl	Kronans Apotek AB
Matz Lindell	Ahlsell Sverige AB
Liselotte Persson	SAS
Lennart Rönholm	Dun & Bradstreet Sweden AB
Verdi Sawma	Kronans Apotek AB
Jo Smeets	SAS-kabin
Åsa Svensson	SAS Ground Handling AB
Niklas Wanjura	Sveriges Television AB

## c) Youth representatives

### ➤ Proposed by the nominating committee

Markus Andersson	Bavaria Bil	New candidate
Tamya Viinikka Sandy	Tallink Silja AB	New candidate

### ➤ Other nominations

Jaser Mardini	Agila FPA AB
David Zaar	Capgemini Sverige AB

### Remaining on the Regional Board (one year of term left)

Maria Nilsson	Häger
Johan Kovaniemi	Sveriges förenade studentkårer
Håkan Nilsson	Job seeker
Robin Olofsson	Hennes & Mauritz GBC AB
Annika Salomonsson	Ericsson AB
Karin Åberg	Ericsson AB

### Resigned during their term

Rose-Marie Bard	Systembolaget AB
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# 15. Election of operations auditors

Next we elect auditors to audit the work of the Regional Board during the year.

## What do operations auditors do?

The regional operations auditors audit the work of the Regional Board during the year ahead. They judge whether the Board is working in line with the decisions of the Regional Council and in the best interests of the members in accordance with their mandate. They only audit the work of the Regional Board, not its finances and accounts. At the next Regional Council, the operations auditors will report their conclusions in an audit report.

### a) Ordinary operations auditor

#### ➤ Proposed by the nominating committee

Ludmila Stefankova

Kvinna Till Kvinna

New candidate

#### ➤ Other nominations

Jonas Palmberg

HSB Stockholm

### b) Deputies

#### ➤ Proposed by the nominating committee

Nader Akbari

Keolis Sverige AB

Re-election

Anna Fernström

Mamma fixar AB

New candidate

#### ➤ Other nominations

Jonas Palmberg

HSB Stockholm

#### Remaining as operations auditors (one year of term left)

Peder Reinholtz

SAS Ground Handling AB (Proposed as convenor)

# 16. Election of representatives to the Union Council

Now we are going to choose who will represent our region at Unionen's national annual meeting.

## What does the Union Council do?

The Union Council is Unionen's national annual meeting. It is attended by everyone elected as Union Council representatives in their regions. They decide on motions, audit the annual report and discuss current issues. The Union Council elects members to the delegation for union-wide questions, which works on pension issues and the career readjustment agreement via PTK. Before the collective bargaining process, the Union Council sets out the aims and guidelines for the negotiations. The Union Council also elects members of the union's sectoral delegations, who are tasked with proposing agreement demands ahead of negotiations on the collective agreements.

130 representatives and the National Executive Board sit on the Union Council. The 130 mandates are divided between Unionen's 18 regions according to their number of members. Unionen Stockholm will elect 26 representatives to the Union Council in 2024.

## a) Ordinary representatives (1 year term)

### ► Proposed by the nominating committee

Markus Andersson	Bavaria Bil	New candidate
Rodrigo Arce	ForumCiv	Re-election
Keith Barker	Hennes & Mauritz GBC AB	New candidate
Carl Bjelksjö	Scouterna	Re-election
Maria Hagström-Blomqvist	Systembolaget AB	New candidate
Ylva Eriksson	Manpower Group AB	Re-election
Peter Ferm	Electrolux AB	Re-election
Kristin Cederby Fransson	Coor Service Management AB	Re-election
Kristina Hovlid	Sveriges Lärare	Re-election
Mattias Gissler	Ahlsell Sverige AB	Re-election
Stefan Langett Gustafsson	Ericsson AB	New candidate
Johan Kovaniemi	Sveriges förenade studentkårer	New candidate
Veronica Ljushammar	Telia Sverige AB	New candidate
Jaser Mardini	Agila FPA AB	Re-election
Maria Nassikas	Sveriges Television AB	New candidate

Helene Neuss	Fujitsu Sweden AB	New candidate
Håkan Nilsson	Job seeker	Re-election
Maria Nilsson	Häger	Re-election
Rainer Nyberg	SAS	Re-election
Lennart Rönholm	Dun & Bradstreet Sweden AB	New candidate
Roger Sandman	Systembolaget AB	Re-election
Tamya Viinikka Sandy	Tallink Silja AB	New candidate
Pamela Valenzuela Silva	Randstad Sweden Group AB	Re-election
Åsa Svensson	SAS Ground Handling AB	Re-election
David Zaar	Capgemini Sverige AB	New candidate
Karin Åberg	Ericsson AB	Re-election

### Other nominations

Torbjörn Andersson	SAS
Henrik Börefelt Axell	Sveriges Lärare
Cathrine Wall Blixth	SAS Ground Handling AB
Jan Chronander	Sveriges Television AB
Cristina Da Costa	American Express GBT
Anna Fernström	Mamma fixar AB
Marie Fohlheim	Sveriges Lärare
Maria Fornemo	Sveriges Television AB
Roberto Galazzi	Sveriges Lärare
Michael Hall	Telia Sverige AB
Mats Holmberg	Sveriges Lärare
Rikard Ingemansson	Hennes & Mauritz GBC AB
Lovisa Karlevall	Coor Service Management AB
Ingrid Karlsson	SAS
Sibyl Kulbay	Systembolaget AB
Annika Nilsson	SAS
Hans Norrman	SAS
Jonas Palmberg	HSB Stockholm
Peder Reinholtz	SAS Ground Handling AB
Ingalill Arnsköld Rödin	SAS
Jo Smeets	SAS – kabin
Ludmila Stefankova	Kvinna till kvinna
Ulrika Sunesson	Sveriges Lärare
Ulf Swensån	Ericsson AB
Ewa With	BCD Travel Sweden AB
Jan Åkerlund	Ericsson AB

## b) Deputies

### ► Proposed by the nominating committee

1. Christer Keijser	Systembolaget AB	New candidate
2. Sara Ahlqvist	Capgemini Sverige AB	New candidate
3. Ewa With	BCD Travel Sweden AB	New candidate
4. Rikard Ingemansson	Hennes & Mauritz GBC AB	New candidate
5. Lovisa Karlevall	Coor Service Management AB	New candidate
6. Peder Reinholtz	SAS Ground Handling AB	Re-election
7. Mats Holmberg	Sveriges Lärare	Re-election
8. Jan Åkerlund	Ericsson AB	New candidate
9. Ludmila Stefankova	Kvinna till kvinna	Re-election
10. Hans Norrman	SAS	Re-election
11. Jan Chronander	Sveriges Television AB	New candidate
12. Henrik Börefelt Axell	Sveriges Lärare	New candidate
13. Marlén Krohn	Arla Foods AB	New candidate
14. Jo Smeets	SAS – kabin	New candidate
15. Marie Fohlheim	Sveriges Lärare	New candidate
16. Jonas Palmberg	HSB Stockholm	Re-election
17. Anna Fernström	Mamma fixar AB	New candidate
18. Matz Lindell	Ahlsell Sverige AB	Re-election
19. Maria Fornemo	Sveriges Television AB	Re-election
20. Cristina Da Costa	American Express GBT	New candidate
21. Ulf Swensån	Ericsson AB	New candidate
22. Mari Stenberg	Systembolaget AB	Re-election
23. Andreas Holmberg	Systembolaget AB	New candidate
24. Cathrine Wall Blixth	SAS Ground Handling AB	New candidate
25. Eva Mattson	Ericsson AB	New candidate
26. Llywellyn Khalifa	SAS Ground Handling AB	New candidate

### ► Other nominations

Markus Andersson	Bavaria Bil
Torbjörn Andersson	SAS
Keith Barker	Hennes & Mauritz GBC AB
Carl Bjelksjö	Scouterna

Roberto Galazzi	Sveriges Lärare
Mattias Gissler	Ahlsell Sverige AB
Stefan Langett Gustafsson	Ericsson AB
Michael Hall	Telia Sverige AB
Kristina Hovlid	Sveriges Lärare
Ingrid Karlsson	SAS
Johan Kovaniemi	Sveriges förenade studentkårer
Sibyl Kulbay	Systembolaget AB
Veronica Ljushammar	Telia Sverige AB
Jaser Mardini	Agila FPA AB
Maria Nassikas	Sveriges Television AB
Helene Neuss	Fujitsu Sweden AB
Annika Nilsson	SAS
Maria Nilsson	Häger
Rainer Nyberg	SAS
Ingalill Arnsköld Rödin	SAS
Lennart Rönnholm	Dun & Bradstreet Sweden AB
Roger Sandman	Systembolaget AB
Ulrika Sunesson	Sveriges Lärare
Åsa Svensson	SAS Ground Handling AB
Tamya Viinikka Sandy	Tallink Silja AB
David Zaar	Capgemini Sverige AB
Karin Åberg	Ericsson AB



# 17. Deciding the number of members and deputies on the nominating committee

Next we decide how many people should be in our region's nominating committee.

## Handy information

Our statutes say there should be at least three people on the nominating committee, including one convenor.

# 18. Election of nominating committee

Now it's time to choose who will be on our region's nominating committee.

## What does the nominating committee do?

The job of the nominating committee is to receive nominations and propose candidates for election by the Regional Council – apart from for elections to the nominating committee itself. For that job, we instead appoint a regional council committee, which collects nominations and presents a proposal at the meeting. Your deadline for nominating people for the nominating committee is 11.30 on the meeting day itself.

The nominating committee also proposes remuneration and other reimbursement for regional trade union representatives for the year ahead.

### Current nominating committee

#### Ordinary members

Ylva Eriksson	Manpower AB	1 year of term left
Tiina Declercq	Apoteket AB	1 year of term left
Louis Hagströmer	SAS Ground Handling Sweden AB	Term ending
Stefan Gustafsson	Ericsson AB	Term ending
Roger Sandman	Systembolaget AB	Term ending

#### Deputies

1. Jonas Kemi	BooEnergi	Term ending
2. Sara Ahlqvist	Capgemini Sverige AB	Term ending
3. Mari Stenberg	Systembolaget AB	Term ending
4. Keith Barker	Hennes & Mauritz GBC AB	Term ending
5. Eva Mattsson	Ericsson AB	Term ending



## 19. Meeting closed

This agenda item means the meeting is over.

### Thank you 700 000 times over!

Thank you so much for taking part! By being here you have helped to keep democracy active and alive in Sweden's biggest trade union. This empowers the union even more to push for safe, stimulating and sustainable workplaces – for you and all the other 700 000 of our members.