



# ***Constitution 2016***

*Swedish Trade Union Confederation*

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## Section 1 Preamble

The Swedish Trade Union Confederation (LO) is an association of national union organisations – national unions. As the common organisation for the affiliated national unions, LO's task is to lead and coordinate the endeavours of LO and its affiliated national unions to safeguard workers' interests in the labour market and in business and industry. In this and other respects LO is to promote societal development on the basis of political, social and economic democracy characterised by equality and a feminist philosophy. The task is based on the fundamental view of the equal value and rights of all people.

In order to fulfil its role, LO is to work primarily to ensure:

- that** the affiliated national unions organise and unite workers in private, state and municipal sectors in national unions, in accordance with an organisation plan adopted by Congress,
- that** the activities of affiliated national unions are consistent and respect the principle of solidarity, while safeguarding common interests and considering the rights of the individual and the legitimate requirements of society,
- that** workers' interests are safeguarded in legal and public policy questions,
- that** relations with equivalent organisations in Sweden and other countries are developed,
- that** trade union interests are upheld through membership of international union organisations and in other international contexts and
- that** the local organisations of the affiliated national unions cooperate in organised inter-union activities in the LO-Districts.

## Section 2 Registered office

The registered office of the LO Executive Council is in Stockholm.

## Section 3 Decision-making bodies

LO's decision-making bodies are:

1. Congress,
2. the General Council and
3. the Executive Council.

## Section 4 Congress

- Sub-section 1. *Highest decision-making body*
- Sub-section 2. *Ordinary and Extraordinary Congress*
- Sub-section 3. *Convening of Congress*
- Sub-section 4. *Composition*
- Sub-section 5. *Delegates' credentials*
- Sub-section 6. *Motions*
- Sub-section 7. *Planning*
- Sub-section 8. *Proposals*
- Sub-section 9. *Discharge from liability*
- Sub-section 10. *Elections*
- Sub-section 11. *Nominations Committee*
- Sub-section 12. *Decision-making procedure*
- Sub-section 13. *Reimbursement*

### Sub-section 1. *Highest decision-making body*

The LO Congress is LO's highest decision-making body. Congress is to determine important matters of principle and establish guidelines for the future work of the organisation.

### Sub-section 2. *Ordinary and Extraordinary Congress*

An Ordinary Congress convenes in Stockholm on a date determined by an Ordinary Congress.

Where special circumstances so require, either the Executive Council or the General Council with a two thirds majority may decide to convene an Extraordinary Congress.

An Extraordinary Congress may only address the issue or issues which caused it to be convened.

**Sub-section 3.** *Convening of Congress*

A written notice to attend an Ordinary Congress must have been received by the affiliated national unions at least eight months before the opening of Congress.

An Extraordinary Congress is convened in the same way without observance of any given notification period.

**Sub-section 4.** *Composition*

Congress is composed of three hundred delegates appointed by the affiliated national unions in accordance with their established procedures.

The mandates are allocated between the affiliated national unions in relation to their membership as recorded in the report referred to in Section 13, Sub-section 3, which is available from the Executive Council at least five months before the opening of Congress. In this respect, only those whose monthly membership dues have been paid in to LO are counted as members. However, each affiliated national union is entitled to at least one delegate.

Members of the Executive Council, the General Council and the LO auditors may not be appointed as delegates, but are obliged to attend Congress. Persons receiving a pension from or otherwise having ceased to be active in the trade union movement are not eligible for election as Congress delegates.

Members of the Executive Council and the General Council are entitled to speak and to put proposals to Congress on all issues and to vote on matters not related to discharge from liability for the administration for the previous congress period or settlement of disputes where a decision of the General Council has been appealed to Congress. The Executive Council can decide to give employees who are not members of the Executive Council the right to speak and put proposals to Congress.



### **Sub-section 5.** *Delegates' credentials*

Credentials for Congress delegates are issued by the relevant union executive committee and scrutinised by a committee appointed by the Executive Council prior to the Congress. For this reason, the credentials must have been submitted to the Executive Council at least ten weeks prior to the opening of Congress.

For an Extraordinary Congress, the terms stipulated by the Executive Council on the submission and scrutiny of credentials when convening that Congress shall apply.

### **Sub-section 6.** *Motions*

Motions to Congress can be submitted by any affiliated national union and its branches. Motions must reach the Executive Council at least five months prior to the opening of Congress. Motions from branches are to be sent to the relevant union executive committee for forwarding to the Executive Council together with a statement of opinion on the motion.

The Executive Council has the motions consolidated and printed, and issues statements of opinion on them. Motions and statements must be available to Congress delegates at least six weeks before the opening of Congress.

### **Sub-section 7.** *Planning*

The Executive Council plans the work of the Congress and drafts an agenda and rules of procedure. These draft proposals are to be sent to the Congress delegates and affiliated national unions along with motions and statements. The Congress Chair and Secretary are to be elected by Congress.

### **Sub-section 8.** *Proposals*

Congress reports must be delivered to the affiliated national unions eight months before the opening of Congress. In ad-

dition, the Executive Council and the General Council may present proposals to the Congress on any matter concerning the activities of LO. These proposals must be available to Congress delegates at least six weeks before the opening of Congress.

Any matter not referred to Congress by the Executive Council, the General Council or through a motion may, after a resolution with a three-quarters majority, be included for treatment by Congress, provided it does not refer to an amendment of this Constitution.

**Sub-section 9.** *Discharge from liability*

The Executive Council must submit to Congress the reports on activities and financial administration for the past Congress period referred to in Section 9, Sub-section 5, Section 10, Sub-section 2 and Section 10, Sub-section 3. After examining these reports, Congress is to resolve whether to discharge the Executive Council and the General Council from liability for the period covered by the reports.

**Sub-section 10.** *Elections*

Ordinary Congress elects members of the Executive Council and their substitutes, auditors and their substitutes and officials under Section 8, Sub-section 1, first paragraph.

**Sub-section 11.** *Nominations Committee*

An Ordinary Congress elects a Nominations Committee consisting of five members, one of whom is convener. During the Congress period the Nominations Committee prepares the elections to be conducted by the General Council and the elections to be held at the following Congress.

If a member of the Nominations Committee resigns during

the Congress period the LO Executive Council is to propose a replacement to the General Council.

**Sub-section 12.** *Decision-making procedure*

Elections referred to in Sub-section 10 are to be prepared by the elected Nominations Committee before an Ordinary Congress convenes.

The elections shall take place by secret ballot, unless Congress unanimously resolves on an open vote. Other decisions are resolved by Congress via open vote unless at least fifty delegates entitled to vote apply in writing to the presiding Chair for a secret ballot.

Each person entitled to vote has one vote. The right to vote may not be transferred. With the exception of resolutions referred to under Sub-section 8, second paragraph, all resolutions require a simple majority. In the event of a tied vote, the presiding Congress Chair has the casting vote.

If no candidate receives more than half of the valid votes cast, another vote is to be taken between the two candidates with the highest number of votes. In the event of a tied vote, the election is to be determined by lot.

**Sub-section 13.** *Reimbursement*

A travel allowance is payable to Congress delegates as well as others required to attend Congress. Subsistence allowance and other financial compensation for those attending Congress is payable in the amounts determined by Congress.

## Section 5 The General Council

- Sub-section 1. *Terms of reference and eligibility*
- Sub-section 2. *Composition*
- Sub-section 3. *Ordinary and extraordinary meetings*
- Sub-section 4. *Report on activities and auditor's report  
Business, motions and proposals*
- Sub-section 5. *Decision-making procedure*
- Sub-section 6. *Reimbursement*

### Sub-section 1. *Terms of reference and eligibility*

The General Council is LO's highest decision-making body between Congresses. The General Council is to supervise the administration by the Executive Council and to determine important matters of principle between Congresses.

The General Council consists of representatives of all the national unions affiliated to LO and of the members of the Executive Council. LO's auditors and persons receiving a pension from or who have otherwise ceased to be active in the national unions are not eligible to sit on the General Council.

### Sub-section 2. *Composition*

In addition to the LO Executive Council, the General Council is composed of a hundred members. Each national union elects two members. The remaining mandates are distributed between the national unions according to their recorded membership in the latest membership report submitted to the Executive Council as stipulated in Section 13, Sub-section 3.

In this respect, only those whose monthly membership dues have been paid in to LO are counted as members.

If a member resigns during the Congress period the relevant national union shall immediately appoint a replacement.

**Sub-section 3.**    *Ordinary and extraordinary meetings*

The General Council holds ordinary meetings twice per year. The first ordinary meeting is to be held before the end of May and the second meeting before the end of October. The meetings shall be convened by the Executive Council at least three months before the date set. The Chair and Secretary of a General Council meeting are elected by the General Council.

The Executive Council may convene an extraordinary meeting without observance of any given notification period. An extraordinary meeting shall also be held when at least half of the General Council members request this in writing, stating reasons. An extraordinary meeting is only entitled to address the issue or issues which caused it to be convened.

**Sub-section 4.**    *Report on activities and auditor's report  
Business, motions and proposals*

Before the ordinary meeting in the spring, the members of the General Council must have had the opportunity to read the report on activities and the auditor's report for the previous year, as well as the reports on joint national union projects. The auditors' attendance at the ordinary spring meeting is obligatory. After examining the report on activities and the auditor's report, the General Council resolves whether or not to recommend that Congress discharge the Executive Council from liability for the period covered by the reports.

At the spring meeting, in accordance with Section 19, Sub-section 2, the size of the strike subsidy is to be determined.

The Executive Council can propose joint national union projects to the General Council.

Motions from affiliated national unions and, ahead of the ordinary meeting of the General Council in the autumn, from their branches or equivalent, must be submitted to the Executive Council at least two months before the meeting. Motions from branches or the equivalent must be accompanied by a statement of opinion by the relevant union executive committee. The LO Executive Council issues statements of opinion on the motions.

Apart from motions, an Ordinary General Council meeting shall deal with any other business that has been referred to it by the Executive Council at least five weeks before the meeting.

The General Council may also deal with motions referred to the General Council by Congress for a decision.

In accordance with Section 13, Sub-section 1 the General Council may decide on an additional fee for financing joint national union projects.

If a two-thirds majority is in favour, the General Council may also decide to deal with proposals introduced directly at the meeting.

#### **Sub-section 5.** *Decision-making procedure*

With the exception of the cases specified in Sub-section 4, last paragraph, Section 4, Sub-section 2, second paragraph and Section 14, Sub-section 2, decisions by the General Council require a simple majority. In the event of a tied vote, the presiding chair has the casting vote.

Decisions by the General Council are made through an open vote with the exception of the elections specified in Section 8, Sub-section 1, third paragraph, unless the General Council unanimously resolves on an open vote.

Executive Council members are not entitled to vote on matters concerning the administration of LO for the period covered by the report on activities and the auditor's report.

Employees who are not members of the Executive Council are entitled to speak and put proposals after a decision by the Executive Council.

**Sub-section 6.** *Reimbursement*

Subsistence allowance and other financial reimbursement to participants in meetings of the General Council, as well as reimbursement for travel and assignments on behalf of LO are payable to persons not employed by LO, in the amounts determined by the General Council.

## Section 6 Executive Council

- Sub-section 1. *Composition*  
*Eligibility*
- Sub-section 2. *Impediments*
- Sub-section 3. *Function*
- Sub-section 4. *Meetings*  
*Decision-making procedure*

### Sub-section 1. *Composition* *Eligibility*

The Executive Council consists of the LO President-General Secretary, First and Second Vice Presidents, Negotiations Secretary and one member from each affiliated national union. The Executive Council is elected for one Congress period by an Ordinary Congress.

For the last-mentioned members, Congress elects three personal substitutes from the respective national unions, to be a replacement in the absence of the ordinary member. On the resignation of a member, the General Council elects a new member. If any of the substitutes are elected as ordinary members or resign during the Congress period, a new substitute is to be elected by the General Council.

### Sub-section 2. *Impediments*

Members of the Executive Council and substitutes must be members of a national union affiliated to LO.

Persons receiving a pension from or who have otherwise ceased to be active in the national unions are not eligible to sit on the Executive Council.



If a member of the Executive Council retires or is excluded from an affiliated national union the member is deemed to be discharged from membership of the Executive Council.

### **Sub-section 3.**     *Function*

It is incumbent on the Executive Council to direct LO's activities as specified in Section 1. The role of the Executive Council thus includes

- to monitor and co-ordinate the trade union policy of the affiliated national unions and to work to ensure uniform planning and implementation,
- to where necessary, assist the affiliated national unions in negotiations on working conditions and wages,
- to work to ensure stable cooperation between the affiliated national unions based on mutual trust and to review and settle any disputes that may arise between these national unions,
- to review and definitively settle matters concerning interpretation and application of LO's organisation plan,
- to monitor and work to ensure that LO and its affiliated national unions are active in promoting gender equality,
- to monitor that the affiliated national unions live up to the obligations associated with membership,
- to monitor developments in the labour market and the business sector,
- to establish rules of procedure for the Executive Council as well as the councils and committees where there is cooperation with the national unions,
- to be responsible for the conduct of financial management to ensure satisfactory organisation and control of financial accounting and asset management,
- to use statistical data to provide an overview of trade union activities and labour market conditions,

- to issue statements of opinion on reports and legislative proposals referred to LO,
- to prepare the issues to be dealt with by Congress or the General Council,
- to promote increased information on LO and its affiliated national unions and their activities,
- to be responsible for LO's educational activities, and to encourage and support trade union, political and cultural educational endeavours in the affiliated national unions,
- to maintain LO's international contacts,
- to maintain LO's cooperation with other trade union and non-profit organisations and
- to establish regulations for the affiliated national unions' regional inter-union cooperation.

The day-to-day activities at LO Headquarters are to be directed by a Steering Committee consisting of the LO President-General Secretary, the First and Second Vice Presidents and the Negotiations Secretary.

The Executive Council may delegate certain matters to the Steering Committee.

#### **Sub-section 4. *Meetings***

##### *Decision-making procedure*

The Executive Council normally holds ordinary meetings every fortnight. Where deemed necessary, extraordinary meetings may be held.

To be valid, decisions made require a two-thirds majority of all members of the Executive Council.

## Section 7 Signatory authority

The Executive Council appoints the persons authorised to sign for the Swedish Trade Union Confederation. For validity, two authorised signatories, one of whom must be a member of the Executive Council, are required to sign jointly. Authorisation as signatory remains valid until further notice and may be withdrawn at any time by the Executive Council. Authorised signatories are not entitled, without special authorisation by the Executive Council, to purchase or sell real property on behalf of LO. Nor may any authorised signatory mortgage LO's real property or raise or grant loans on behalf of LO.

## Section 8 Officials

- Sub-section 1. *Officials*
- Sub-section 2. *Other commitments*
- Sub-section 3. *Mismanagement*
- Sub-section 4. *President-General Secretary*
- Sub-section 5. *Vice President*
- Sub-section 6. *Negotiations Secretary*

### Sub-section 1. *Officials*

An Ordinary Congress elects the President-General Secretary, a First Vice President, a Second Vice President and Negotiations Secretary. The elections refer to a Congress period.

Fees and other conditions for these officials are determined by the General Council.

In the event of the death or resignation of an Official during the Congress period, the General Council is to appoint a successor for the period up to the next Ordinary Congress. For such elections, the provisions of Section 4, Sub-section 12 shall apply, where relevant.

### Sub-section 2. *Other commitments*

Officials are to devote themselves entirely to their duties at LO and are not entitled to undertake any other commitments without the permission of the Executive Council.

### Sub-section 3. *Mismanagement*

Any official that mismanages his or her duties may be dismissed by the General Council on the recommendation of

the Executive Council. Decisions by the General Council on such matters may be appealed to Congress but irrespective of appeal must be complied with from the date specified in the decision.

**Sub-section 4.** *President-General Secretary*

The President-General Secretary together with the Executive Council and the Steering Committee conduct the day-to-day business of LO. The President-General Secretary chairs meetings of the Executive Council and the Steering Committee, ensures that all items on the agenda are presented and is responsible for implementation of the decisions made by Congress, the General Council and the Executive Council.

**Sub-section 5.** *Vice President*

The Vice Presidents assist in the duties of the President-General Secretary and deputise for the President-General Secretary in the order mentioned, as well as being responsible for specific duties laid down in the Executive Council's rules of procedure.

**Sub-section 6.** *Negotiations Secretary*

The elected Negotiations Secretary is responsible for, and coordinates, negotiation activities. The Negotiations Secretary assists in the duties of the President-General Secretary and in the third place deputises for the President-General Secretary, as well as being responsible for specific duties laid down in the Executive Council's rules of procedure.

## Section 9 Financial administration and accounts

- Sub-section 1. *Investment of funds*
- Sub-section 2. *Instructions, rules*
- Sub-section 3. *Retention of documents*
- Sub-section 4. *Accounting*
- Sub-section 5. *Report on activities*
- Sub-section 6. *Responsibility*

### Sub-section 1. *Investment of funds*

The Executive Council decides on the investment of funds.

### Sub-section 2. *Instructions, rules*

Every year the Executive Council is to draw up investment instructions, an authorisation manual and rules for payment orders and disbursements.

### Sub-section 3. *Retention of documents*

As far as possible, documents of value are to be deposited with a bank.

Documents of value retained by LO must be kept in a strong room approved by the insurers and with a reliably regulated system for strong room deposits and withdrawals.

### Sub-section 4. *Accounting*

LO's accounting must be in accordance with generally accepted accounting principles. LO's books of account are closed per calendar year. The final annual accounts must be submitted to the auditors by 15 April.

**Sub-section 5.** *Report on activities*

It is incumbent on the Executive Council, by May at the latest, to submit to the ordinary meeting of the General Council a report on the activities of LO in the previous year. The report must include an income statement, an opening and closing balance sheet and particulars of pledged assets and guarantees as well as contingent liabilities.

**Sub-section 6.** *Responsibility*

The Executive Council is responsible for the financial administration and accounts. The Executive Council appoints an employee or member of the Executive Council to manage the financial administration and to manage LO's real property and deal with correspondence associated with financial administration, in accordance with this Constitution. The person appointed must be covered by fidelity guarantee insurance at LO's expense.

## Section 10 Audit

- Sub-section 1. *Auditors*
- Sub-section 2. *Audit of the Executive Council*
- Sub-section 3. *Audit of the General Council*
- Sub-section 4. *Presentation and obligatory attendance*
- Sub-section 5. *Access to documents*
- Sub-section 6. *Further obligatory attendance*
- Sub-section 7. *Liability*
- Sub-section 8. *Fees*

### Sub-section 1. *Auditors*

For audit of the activities of the Executive Council and the General Council an Ordinary Congress elects three auditors and three substitutes for them for the following Congress period. In the absence of an ordinary auditor the substitutes are called in the order determined by Congress. If an authorised public accountant is required by law in addition to the auditors elected by Congress, this auditor will be appointed by the General Council for one year. In a Congress year an authorised public accountant must be appointed by Congress.

Any auditor or substitute called, who is absent from more than one audit meeting without valid cause, shall be deemed to have forfeited the assignment.

If all substitutes have replaced the ordinary auditors or have resigned during the Congress period, new substitutes are to be elected by the General Council and called in the order determined by the General Council.



**Sub-section 2.** *Audit of the Executive Council*

With regard to the activities of the Executive Council, it is the duty of the auditors

- to examine the accounts, the administration and the annual report and issue an auditor's report to the General Council with a recommendation concerning discharge from liability for the members of the Executive Council and
- to submit an auditor's report to an Ordinary Congress for the past Congress period with a recommendation concerning discharge from liability for the members of the Executive Council.

The audit is to be conducted in accordance with generally accepted auditing standards.

An auditor's report for each financial year is to be submitted to the Executive Council within one month of the date on which the final annual accounts are delivered to the auditors.

The auditor's report for the past Congress period to the Ordinary Congress must be submitted to the Executive Council no later than one month before the Congress.

**Sub-section 3.** *Audit of the General Council*

With regard to the activities of the General Council it is the duty of the auditors to examine the administration by the General Council and in the auditor's report to the Ordinary Congress for the past Congress period make a recommendation concerning discharge from liability for the members of the General Council.

**Sub-section 4.** *Presentation and obligatory attendance*

All auditors must attend the ordinary meeting of the General Council at which the question of discharge from liability

for the members of the Executive Council is on the agenda. One auditor appointed by the other auditors is to present the auditor's report.

All auditors elected by Congress must attend Congress. The authorised public accountant is entitled to attend and must attend when the question of discharge from liability is on the agenda. One auditor appointed by the other auditors is to present the auditor's report.

At meetings of the General Council and Congress the auditors have the entitlement to speak and put proposals.

**Sub-section 5.** *Access to documents*

Any auditor is entitled, on request, to access accounting records, minutes, correspondence and other material concerning the activities of LO.

**Sub-section 6.** *Further obligatory attendance*

If the Executive Council or the General Council, due to comments, criticism or proposals put forward, calls the auditors to a meeting, the auditors are obliged to attend such a meeting while the item in question is under review.

**Sub-section 7.** *Liability*

If the auditors in the auditor's report or other document submitted by them, intentionally or through negligence, provide incorrect information or for the same reason fail to comment on such incorrect information in a document they have audited, they shall be held liable in case of damage.

**Sub-section 8.** *Fees*

The auditors' fees are determined by Congress. Reimbursement to the authorised public accountant is payable as invoiced.

## Section 11 Affiliation – Disaffiliation

**Sub-section 1.** *Conditions of affiliation*

**Sub-section 2.** *Full membership*

**Sub-section 3.** *Application and decision*

**Sub-section 4.** *Appeal against refusal*

**Sub-section 5.** *Disaffiliation*

**Sub-section 1.** *Conditions of affiliation*

A national union that meets the requirements in this Constitution may be affiliated to LO if in its own Constitution it includes the provisions specified in Section 12, Sub-sections 1 and 2.

**Sub-section 2.** *Full membership*

A national union must be affiliated to LO with its entire membership.

**Sub-section 3.** *Application and decision*

A national union must apply in writing to the Executive Council for affiliation. The application must include details of the date on which the trade union was founded, the number of branches and members and the union executive committee.

The trade union's constitution must be attached.

The Executive Council decides on affiliation.

The Executive Council must immediately inform the national union of its decision.

**Sub-section 4.** *Appeal against refusal*

A decision to refuse affiliation may be appealed to the Gen-

eral Council. The appeal must be received by the Executive Council at the latest sixty days after the decision was communicated to the national union. If the General Council does not grant the application, the matter may be referred for a final decision to the next LO Congress.

**Sub-section 5.** *Disaffiliation*

An affiliated national union may disaffiliate from LO following a resolution by its congress. Disaffiliation may take place no earlier than six months after the Executive Council has received notification of the decision.

Section 15, Sub-sections 3 and 5 regulate special cases of disaffiliation.

## Section 12 Affiliation conditions and obligations

**Sub-section 1.** *Rights and obligations of individual members*

**Sub-section 2.** *Decisions on agreements and industrial action*

**Sub-section 3.** *Obligations of affiliated national unions*

**Sub-section 4.** *Disputes between affiliated national unions*

**Sub-section 1.** *Rights and obligations of individual members*

LO affiliated national unions must include the following provisions in their constitutions:

- Every worker within the sector covered by the national union has the right to be admitted as a member of the national union. The right to be admitted does not apply, however, in cases where grounds for exclusion exist under the national union's constitution.
- A member of the national union has the right and obligation to transfer membership at no additional charge from one LO affiliated national union to another, if the member has either been employed in the sector covered by the new national union or for another reason should belong to that union due to a decision by the LO Executive Council.

**Sub-section 2.** *Decisions on agreements and industrial action*

LO affiliated national unions must include the following provision in their constitutions:

- The union executive committee makes the final decision on matters concerning termination of collective agreements, adoption or rejection of drafts of such agreements and taking of industrial action.

**Sub-section 3.** *Obligations of affiliated national unions*

In addition to what is stipulated in Sections 11, 13, 14, 16 and 17, affiliated national unions have an obligation:

- to obtain a statement of opinion from the Executive Council on major matters of principle or of practical significance,
- to submit an annual report on activities for the previous year to the Executive Council, containing information on the national union's financial position,
- to collect, compile and forward to the Executive Council any data necessary for LO's statistics,
- to supply any special statements of opinion, information or other data if so requested by the Executive Council,
- to actively assist in transfer of membership when a member has found employment in a sector covered by another affiliated national union or is otherwise bound by a decision of the Executive Council to become a member of that other affiliated national union and
- to assist their own organisations' participation in inter-union activities determined by LO.

**Sub-section 4.** *Disputes between affiliated national unions*

Should a dispute arise between LO affiliated national unions, the dispute shall be referred to the Executive Council for review and settlement.

The Executive Council is to settle such disputes as soon as possible. The decisions of the Executive Council are binding on all parties.

## Section 13 Standard affiliation fees

- Sub-section 1. *Affiliation fees*
- Sub-section 2. *Preliminary basis for fees*
- Sub-section 3. *Reports on membership and fees*
- Sub-section 4. *Due dates*  
*Fee adjustment*
- Sub-section 5. *Final basis for fees*
- Sub-section 6. *Adjustment of obligation to pay*

### Sub-section 1. *Affiliation fees*

Affiliated national unions pay a standard fee per active union member and month. The size of the affiliation fee is dependent on assignment to fee category I, II or III.

The size of the affiliation fee and the national union's assignment to fee category is determined by Congress. In addition, the General Council may decide on an additional fee for financing joint national union projects.

### Sub-section 2. *Preliminary basis for fees*

Affiliation fees are payable on the basis of the trade union's average membership during the calendar year. The average membership is calculated on the basis of the recorded membership at the beginning and the end of the year.

Affiliation fees are not payable for retired members without earned income.

### Sub-section 3. *Reports on membership and fees*

A report on membership and fees must have reached the Ex-

ecutive Council by the last working day in January of the year after that covered by the report.

**Sub-section 4.** *Due dates*  
*Fee adjustment*

In the period March-February a preliminary number of monthly affiliation fees is payable by the 25 of each month, based on the union membership reported as at 31 December in the last report submitted in accordance with Sub-section 3.

If significant changes in the national union's membership take place during the current calendar year, the Executive Council may decide to grant an appropriate adjustment to the preliminary monthly affiliation fees determined.

**Sub-section 5.** *Final basis for fees*

The average number of monthly affiliation fees for the calendar year is presented in the report on membership and fees referred to in Sub-section 3. The final settlement of the previous year's affiliation fees takes place in conjunction with payment of preliminary affiliation fees for March.

**Sub-section 6.** *Adjustment of obligation to pay*

If there is unemployment in the sector covered by an affiliated national union and that unemployment is extensive and expected to be of long duration, the General Council may decide to make an appropriate adjustment to the union's obligation to pay.



## Section 14 Levies

- Sub-section 1. *Levies*
- Sub-section 2. *Extra levies*
- Sub-section 3. *Basis for levies*
- Sub-section 4. *Start of levy period*

### Sub-section 1. *Levies*

The Executive Council may, where necessary, impose a levy of a maximum weekly amount of ten kronor per union member for whom affiliation fees are paid.

### Sub-section 2. *Extra levies*

In the event of major industrial disputes, the General Council may decide on a higher levy, though no more than twenty kronor per member and week. Such a decision requires a two-thirds majority of the voting members of the General Council.

### Sub-section 3. *Basis for levies*

In the event of a levy being imposed, each affiliated national union must pay the levied amounts for the membership reported by the union as at 31 December in the last report submitted to the Executive Council in accordance with Section 13, Sub-section 3.

### Sub-section 4. *Start of levy period*

Levies are payable from the date determined by the Executive Council. Amounts levied are to be accounted for on a monthly basis.

The Executive Council may decide that the affiliated national unions are to pay the levy determined on a weekly basis. Amounts paid in advance will be credited on the monthly statements.

## Section 15 Expulsion – Other sanctions

- Sub-section 1. *Expulsion*  
*Appeal against expulsion*
- Sub-section 2. *Loss of right of representation and strike compensation*
- Sub-section 3. *Failure to pay, standard affiliation fees*
- Sub-section 4. *Delay*
- Sub-section 5. *Failure to pay, levies*

- Sub-section 1. *Expulsion*  
*Appeal against expulsion*

Any national union that intentionally violates this Constitution or a decision taken by LO in accordance with this Constitution and that does not immediately comply with a request to rectify the situation may, in the case of serious violations, be expelled from LO.

Such decisions are to be made by the Executive Council and may be appealed in accordance with the procedure laid down in Section II, Sub-section 4.

- Sub-section 2. *Loss of right of representation and strike compensation*

An affiliated national union that has not paid its set affiliation fees within the period stipulated in Section 13, Sub-section 4 is not entitled to receive strike compensation from LO after this period until the fees have been paid in full. Nor has this affiliated national union the right of representation at meetings of the Executive Council, the General Council or Congress.

**Sub-section 3.** *Failure to pay, standard affiliation fees*

A national union that has not paid its affiliation fees within two months of the date on which it should have paid such fees under Section 13, Sub-section 4, after a resolution of the Executive Council shall be deemed to have disaffiliated from LO.

If this national union wishes to reaffiliate, the provisions governing affiliation set out in Section 11 are applicable. In addition, as a further condition, previous unpaid affiliation fees must be paid, though for a maximum period of six months.

**Sub-section 4.** *Delay*

With regard to national unions, that have not paid the levied amount on the date determined by the Executive Council, the provisions of Sub-section 2 are applicable.

**Sub-section 5.** *Failure to pay, levies*

A national union that for more than one month from the stipulated payment date has failed to pay the amount levied, unless for a reason approved by the Executive Council, shall be deemed to have disaffiliated from LO.

If this national union wishes to reaffiliate, the provisions governing reaffiliation set out in Sub-section 3, second paragraph, are applicable. The term “affiliation fees” also covers levies.

## Section 16 Wage bargaining rounds

- Sub-section 1. *General obligations*
- Sub-section 2. *Duty of the Executive Council to provide information*
- Sub-section 3. *Proposals from the Executive Council*
- Sub-section 4. *Conference of Presidents of Affiliated National Unions*
- Sub-section 5. *Organisation of the wage bargaining round*
- Sub-section 6. *Statements on recommendation*
- Sub-section 7. *Joint negotiations*
- Sub-section 8. *Coordinated trade union negotiations*
- Sub-section 9. *Individual trade union negotiations*
- Sub-section 10. *Bargaining for several national unions*
- Sub-section 11. *Participation in trade union negotiations*

### Sub-section 1. *General obligations*

Affiliated national unions must keep the Executive Council informed of significant wage bargaining rounds and disputes. In major matters of principle or of practical significance the national union must obtain a statement of opinion from the Executive Council.

### Sub-section 2. *Duty of the Executive Council to provide information*

The Executive Council must provide on-going information on important wage bargaining rounds and on disputes to the affiliated national unions concerned or that can be assumed to be concerned. In the case of wage bargaining rounds and dis-

putes that may be of principle significance or of considerable practical significance for several affiliated national unions, the Executive Council must call a meeting of their representatives for the purpose of information and discussion.

**Sub-section 3.** *Proposals from the Executive Council*

The Executive Council must discuss the agreement situation in good time before most of the affiliated national unions' collective agreements have expired. Thereafter the Executive Council must present a recommendation to the General Council concerning the organisation of the wage bargaining round.

**Sub-section 4.** *Conference of Presidents of affiliated national unions*

The General Council's treatment of the matter must, if all national unions have not had the opportunity to attend meetings of the Executive Council, be preceded by advisory conferences with all Presidents of the affiliated national unions or their deputies.

**Sub-section 5.** *Organisation of the wage bargaining round*

The Executive Council's recommendation to the General Council concerning the organisation of the wage bargaining round must specify whether the wage bargaining round should be conducted as joint negotiations, coordinated trade union negotiations or individual trade union negotiations or as otherwise specified in the recommendation. The recommendation must state whether any matters are to be settled with unanimity.

**Sub-section 6.** *Statements on recommendation*

If the General Council resolves to adopt a recommendation on the coming negotiations, statements of opinion must be

obtained from the national unions concerning whether the recommendation can be approved.

**Sub-section 7.** *Joint negotiations*

*Negotiating delegation*

If the Executive Council, on the basis of these statements of opinion, considers that conditions exist for joint negotiations, the Executive Council is to appoint a joint negotiating delegation for the participating national unions and be responsible for implementing the negotiations.

*Postponement of dates for termination and expiry of collective agreements*

When joint negotiations are to take place, the Executive Council may request authorisation from the national unions concerned to conclude an agreement with the respective employers' organisation to postpone the termination or expiry of all collective agreements covered by these negotiations.

*Recommendation and approval of settlement*

If a settlement is reached in joint negotiations between delegations representing both parties, that settlement is to be put before the LO General Council for approval or rejection. The decision of the General Council is communicated to the national unions concerned. These national unions will then decide in accordance with their constitutions whether for their part the settlement can be approved or not. The decision of the national unions is to be communicated to the Executive Council without delay.

**Sub-section 8.** *Coordinated trade union negotiations*  
*Recommendation on joint demands*

If the General Council decides to adopt a recommendation for coordinated trade union negotiations, the Executive Council is to present a recommendation to the General Council on joint demands. Statements of opinion must be obtained from the national unions concerned on whether the recommendation on joint demands can be approved.

**Sub-section 9.** *Individual trade union negotiations*

If the Executive Council considers that joint negotiations or coordinated trade union negotiations are not possible, the Executive Council is to submit a recommendation to the General Council on individual national union negotiations.

**Sub-section 10.** *Bargaining for several national unions*

If no arrangement on joint negotiations or coordinated negotiations has been reached, but a number of affiliated national unions organising members employed in the same industry or trade plan to initiate wage bargaining for these members, the cooperation is to be led by the Executive Council, in order to ensure agreement on the demands to be submitted. This shall also apply to negotiations initiated by an employer.

**Sub-section 11.** *Participation in national union negotiations*

The Executive Council, regardless of the organisation of the negotiations, is entitled, after a special decision in the LO Executive Council, to participate in affiliated national unions' collective bargaining negotiations and at that time to submit proposals for a settlement.

## Section 17 Disputes

- Sub-section 1. *Permission to take industrial action  
Appeal against refusal*
- Sub-section 2. *Consultations and lockouts*
- Sub-section 3. *Threat of a major lockout*
- Sub-section 4. *Reports on disputes*
- Sub-section 5. *Sympathy action*
- Sub-section 6. *Approval in special cases*

- Sub-section 1. *Permission to take industrial action  
Appeal against refusal*

No affiliated national union may call a strike involving more than three per cent of the national union's membership without the permission of the Executive Council.

Nor may any minor strike be called without such permission, if that strike may be assumed to lead to a lockout against more than three per cent of the membership of the national union in question or against members of other affiliated national unions, or if the strike may be expected to lead to lay-offs of members who, together with those directly affected by the strike, make up more than three per cent of the affiliated national union's membership or may be expected to lead to the layoff of a substantial number of members of other affiliated national unions.

Blockades or boycotts in connection with strikes that require the permission of the Executive Council or in response to lockouts, when compensation is paid from LO, may only be called if the Executive Council has given permission for them.

Permission may not be refused, unless the strike or lockout



caused by that strike may be anticipated to give rise to substantial disadvantages for other affiliated national unions, for the trade union movement in general or for vital community interests.

The term strike also refers to sympathy strikes.

Application for permission to take industrial action must contain an account of the reasons for the action planned.

The Executive Council is to process the application promptly and if possible a decision on the matter should be made no more than one week after the application is received by the Executive Council. The decision must be communicated to the national union immediately.

A decision refusing an application for permission to take industrial action may be appealed by the national union concerned to the General Council. At the latest on the fifth day after the national union has been notified of the decision, the national union must request that the General Council reviews the matter. In response to this, the Executive Council is to convene a meeting of the General Council within seven days.

### **Sub-section 2.** *Consultations and lockouts*

When an employer or employer organisation calls a lockout against members of an LO affiliated national union, the Executive Council is to decide on appropriate measures, following consultations with the union executive committee concerned.

### **Sub-section 3.** *Threat of a major lockout*

If an employer or an employer organisation threatens a particularly extensive lockout, the Executive Council, if it is deemed necessary, is to convene a meeting of the General Council to discuss the matter and to decide on what measures may be considered necessary in view of the situation.

**Sub-section 4.** *Reports on disputes*

It is the duty of an affiliated national union, after a decision by the union executive committee, to notify the Executive Council of a notified strike or lockout stating the workplaces concerned and the number of members.

During a dispute, when LO is paying compensation, the union executive committee must provide ongoing reports on the dispute situation.

When the stoppage of work ceases, a report must be drawn up and sent to the Executive Council through the agency of the union executive committee.

**Sub-section 5.** *Sympathy action*

The decision-making bodies of LO may recommend that some or all of the affiliated national unions take sympathy action in the form of work stoppages, blockades or boycotts, to the extent that there is nothing in collective agreements or otherwise to prevent this.

**Sub-section 6.** *Approval in special cases*

A blockade also affecting workers belonging to a trade union other than that organising the blockade may only be called if the action is approved by the trade union/s to which the workers in question belong. In the event of disagreement between several national unions concerned, approval by the Executive Council is required.

## Section 18 Strike compensation

**Sub-section 1.** *Entitlement to strike compensation*

**Sub-section 2.** *Size of strike compensation*

**Sub-section 1.** *Entitlement to strike compensation*

An affiliated national union is entitled to apply for strike compensation from the LO Executive Council if the national union has applied for and received permission to call a strike, regardless of the extent or nature of the strike notice. The same entitlement to apply for strike compensation applies in the event of a lockout, but only in the cases where the lockout is caused by industrial action approved by the Executive Council.

**Sub-section 2.** *Size of strike compensation*

An application for strike compensation is to be dealt with and decided on by the Executive Council. This decision cannot be appealed.

## Section 19 Strike subsidies

**Sub-section 1.** *Joint coverage of costs*

*Qualification period*

*Size of strike subsidies*

**Sub-section 2.** *Entitlement to strike subsidies*

**Sub-section 3.** *Transfer of strike subsidies*

**Sub-section 1.** *Joint coverage of costs*

*Qualification period*

*Size of strike subsidies*

For strikes and lockouts in connection with joint negotiations the direct costs of the dispute are to some extent borne jointly by the national unions involved in the joint negotiations. The share of the costs to be borne by individual unions is calculated on the basis of the membership of the national unions involved in the joint negotiations.

**Sub-section 2.** *Entitlement to strike subsidies*

The size of the strike subsidy is 20 per cent of the strike compensation actually paid.

**Sub-section 3.** *Transfer of strike subsidies*

The national unions concerned report the number of days of entitlement to strike subsidies to the Executive Council when the dispute is ended. The Executive Council decides on and effects the transfer of the strike subsidies.

## Section 20 Amendment of the Constitution

Amendments to this Constitution may only be made through a resolution of an Ordinary Congress on the basis of a proposal submitted by the Executive Council or the General Council, or after a motion.

