



**IFMETALL**

**Join us in making  
an impact at your  
workplace**

**5 great reasons  
to get involved  
in the union**

**Short version**

# 5 great reasons to get involved in the union

The union is you and your co-workers. A strong union demands that many of us get involved. In this brochure, we present five great reasons why you should get involved in the union.

For example, you can get involved in the union by attending union training courses and/or attending member meetings and making your voice heard at your workplace. Many people who are involved in the union are elected to their positions. And being elected is a bit like it sounds – a person who has gained the trust of their colleagues to represent them on various issues at work is elected to this “position of trust”.

There are many different types of elected positions. In one position, you act as a negotiator and support your colleagues, be it in an actual negotiation or in a conversation with your manager. In another position, you can combat discrimination at your workplace as a gender equality officer, and in a third, you can, for example, be a safety officer and push your employer to provide new work shoes.

All elected representatives are offered free training, so that they can perform their assignments in the best possible way.



# 1. You get to influence the work environment at your workplace

As an elected representative, you play an important role in influencing the work environment at your workplace. You can help reduce stress and pressure by highlighting your and your colleagues' demands for a reasonable workload and a good work environment.

You can participate in safety inspections and discover safety deficiencies that the employer needs to fix in order for you to have a safe work environment.

If there are changes at your workplace, such as re-organisation or the introduction of new work methods, you have the opportunity to influence decisions so that they are implemented in a way that benefits you and your colleagues.

In addition, you can work to ensure that you have more flexible working hours and schedules at your workplace, thus ensuring a better work-life balance.



## Examples of elected positions: Safety officer

Important tasks as safety officer:

1. Make sure your employer complies with work environment laws and regulations
2. Detect and criticise work environment risks at your workplace
3. Halt work in the workplace, if required

## 2. You get the opportunity to develop yourself and your workplace

As an elected representative within the union, you take on an important responsibility – you represent your colleagues on issues related to your workplace.

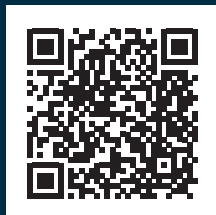
This gives you valuable experience and knowledge of key aspects of working life, such as protection work, gender issues, and negotiation. This can benefit your future career and enhance your CV.

You can help develop your workplace by making it safer and creating better conditions for workers.

In addition, you are offered training about various working life-related issues, from negotiation to work environment. Training is usually free of charge and conducted during paid working hours.

### TIP!

You can find all union positions in IF Metall's Uppdragsguiden, a guide to all the types of elected representatives in a union.



[ifmetall.se/uppdragklubb](https://ifmetall.se/uppdragklubb)

### 3. You get the opportunity to influence salaries/wages at your workplace

As an elected representative, you get the opportunity to influence salaries/wages at your workplace. The stronger we are together, the greater the influence we can have in wage negotiations. That's why it's important to have many union members at all our workplaces and numerous elected representatives who can speak for members.

All union clubs have negotiating mandates. This means that if you have a club at your workplace, you are involved in negotiating salaries/wages, benefits and other terms.

No club at your workplace? In that case, you can have a branch representative. If there is no club at your workplace, your branch representative plays an especially important role in advocating for better pay conditions for you and your co-workers. That person can be you!



#### Examples of elected positions: Negotiator

Key tasks of a negotiator:

1. Represent your co-workers in negotiations
2. Ensure compliance with labour laws and agreements at your workplace
3. Work to create a safe and fair work environment for you and your co-workers

## 4. You get the opportunity to get involved in what you find interesting

As an elected representative, you get the opportunity to get involved in what you find interesting.

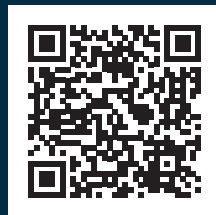
For example, you can become a negotiator and work for better conditions in the workplace, or become a safety officer and ensure a safe and good work environment.

You can also take responsibility for gender issues and work to create a more inclusive workplace, or become an insurance information officer and help your colleagues understand their rights and benefits.

These are just a few of the various elected positions that exist. In other words, there are many ways to get involved and make a difference!

### TIP!

*Take a training course!  
They are usually free of  
charge and conducted during  
paid working hours.*



[ifmetall.se/utbildningar](https://ifmetall.se/utbildningar)

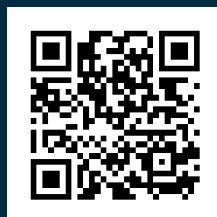
## 5. As an elected representative, you get the opportunity to contribute to something big – to be elected is to take responsibility

As an elected representative, you get the chance to be part of something bigger and make a difference in the lives of you and your co-workers.

By acting as an elected representative, you help improve your working conditions, achieve greater safety at work, and drive issues that matter to the people at your workplace.

We're stronger together – the more people involved, the greater the impact we have on negotiations and decisions. When you become an elected representative, you take responsibility for both yourself and your co-workers.

*The Swedish Model and collective agreements are worth working for.*



[ifmetall.se/om-kollektivavtalet](https://ifmetall.se/om-kollektivavtalet)

# I want to become an elected representative! What do I do?

Being elected is first and foremost about gaining the trust of your colleagues to represent them at your workplace. Talk to your co-workers and show your commitment!

If you have a union club at your workplace, you should turn to them first. If you don't have a club, contact your branch.



[ifmetall.se/avdelningar](https://ifmetall.se/avdelningar)

