

Why should you join the union?



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Do you want to negotiate on your own?

Your boss won't.

Of course you can negotiate your own pay, and you can personally discuss the terms of your employment with your boss. But what happens if, for some reason, you end up in conflict with your employer, or even get dismissed unfairly? Your boss will have lawyers and consultants to help them. They won't be alone. Being a union member evens out the odds.

Why not join us!

Why would you want to join the union? What can they do for you? No doubt you've heard these questions when they come up during breaks or when talking with your friends.

You've probably also heard people talk about how they were able to negotiate much better pay than the union managed. It's quite probably true. There are plenty of construction workers, nurses and truck drivers who excel in their work and in speaking up for themselves and who absolutely earn every extra penny they manage to secure.

However, there is much more to being a member of the union. The union is not there to stop anyone doing anything for themselves. Quite the reverse. The union is there to resolve those issues that we have to tackle together or have something to gain from doing so. We back collective agreements to ensure that no one is paid too little. There are no laws to say how little you can pay someone. It is up to us to negotiate that, and to make sure that no one is exploited. Because if someone receives far too little pay, employers will play us against each other and in the end, we will all lose.

influence in the workplace

On many issues, the employer must negotiate with the union before decisions are taken.

As a union member, you have influence over these decisions.

The union gives you an opportunity to make a difference.

You get better pay

Workplaces with collective agreements generally have higher pay than workplaces without such agreements.

The union helps you to earn more and not fall behind.

Back in the infancy of the trade unions, one of the first demands was for an eight-hour working day. That was just some crazy fantasy, according to the employers. It was almost like suggesting a four-hour working day today. If an individual worker had put forward such a demand, he or she would have been sacked on the spot. That was why we joined forces. The management couldn't sack everyone.

The same applies today. Some things are better tackled together. By combining forces, we've had the courage to push through demands for a better working environment, better conditions and greater job security.

You get security of employment

If you're a member of the union and are sacked without a valid reason, the union can help you get your job back. If you're not a member, you have to take your employer to court yourself. That's expensive and the outcome is highly uncertain.

The union is your expert in labour law.

You get better working conditions

Members of the union have better working conditions and a better working environment than those who are not members. This applies to everything from working hours to health, safety and protection from victimisation.

Members of the union are also not alone. Help is available to rectify problems.

The union gives you a stronger voice at work.

Every time we've jointly put forward demands for change and improvements, there has been an outcry. When we demanded paid holiday, parental leave and co-determination in our workplaces, it was all denounced as dangerous. It would ruin productivity, people wouldn't work enough. In hindsight, we can see that quite the reverse is true. Productivity rises when people are happy. By acting together and helping each other, issues that were once union visions have become reality. These days, it feels normal to get holidays and even a little extra money to fund them. What started as a dream has become something that everyone takes for granted. Now it's up to us working today to ensure that today's visions become a future reality.

The whole of society benefits

People who feel happy in their workplace work better, which leads to increased productivity and more stable national finances.

We all benefit from it

Pensions, child benefit and the right to vote are just some of the rights and benefits that didn't exist before the unions and the labour movement demanded them. Now they are considered a matter of course – even by employers. Today, we're also working to promote human rights in other parts of the world.

As a member, you're part of that work.

Together, we help each other if someone has a problem with their boss. But that's not all – life is about much more than just work. Sometimes we need the help of others; of course you can take care of your own health, but that doesn't mean you want to operate on yourself if you get appendicitis. If something happens, it's important that the security and help is there for everyone. By getting together, the individual too has become stronger in the workplace. In addition, by negotiating together – with one voice – we've been able to secure insurance cover that is cheaper and better for every member.

Sometimes the union is like an emergency service that gets called out when something happens. But the most important work is our daily partnership around the workplaces.

Partnership with each other, but also with the companies and organisations we work for. It's only natural that those who own and run companies think primarily about profits and efficiency. By the same token, it's only natural that we members of the union put our considerations first.

We believe that this combination is good for everyone.

We're convinced that the work of the unions helps our workplaces to improve – in every way and for everyone involved.

You are insured

Collective insurance, collective pensions, unemployment cover and members' insurance give those who join the union security both at home and at work – at a fraction of what it would have cost to obtain the same insurance cover by other means.

The union provides you with cheaper and smarter insurance.

Your family benefits

Many membership benefits, including members' insurance, also cover your home and family.

Your membership provides greater security for your loved ones too.

☒ Yes, I want to join the union!

It is a wise choice that benefits you in many ways. To become a member, please contact one of the LO affiliates – scan the QR code below. Of which affiliated union you should become a member, depends on your profession. If you are not sure which union to join or if you want answers to questions about the unions or working life, you can always email us at kollpajobbet@lo.se or call 020-56 00 56.



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