



**Karolinska
Institutet**

Local Term Agreement

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Section 1 Authorisation

This agreement is entered into with the support of Chapter 2, Section 2 of Term Agreement and Term Agreement T.

Section 2 Areas of application for Term Agreement and Term Agreement T

Term Agreement and Term Agreement T shall be applied to employees who receive old-age pension in accordance with government pension regulations until the end of the month when they turn 67 years old, unless otherwise decided by the employer.

Section 3 Areas of application for Local Term Agreement

Local Term Agreement applies to all employees at Karolinska Institutet that are covered by Term Agreement or Term Agreement T, unless otherwise stated in the agreement.

Local Term Agreement shall be applied to employees who receive old-age pension in accordance with government pension regulations until the end of the month when they turn 67 years old, unless the employer decides in accordance with Section 2 that Term Agreement and Term Agreement T shall be applied in some other way.

Section 4 Bargaining provisions etc.

Local Term Agreement is a compilation of local collective bargaining agreements, in accordance with appendices 1-8, agreed upon in accordance with Chapter 2, Section 2 of the Term Agreement and Term Agreement T.

Local Term Agreement includes agreements with additions to or exceptions from the provisions found in Term Agreement and Term Agreement T.

The Agreement or part of the Agreement may be terminated by either party with a termination period specified in Section 10 of the Local Term Agreement.

Section 5 Secondary employment

Instead of what is stated in Chapter 13, Section 10 of Term Agreement and Term Agreement T, the following applies. An employee must, when requested, provide information to the employer regarding if and to what extent they have secondary employment. The employer may order the employee to completely or partially stop their secondary employment if the employer believes that it has a hindering effect on their work (work-hindering secondary employment).

Section 6 Flexible work hours

For non-teacher employees, flexible work hours are applied in accordance with what is stated in Appendix 2. However the employer may, taking operative needs into consideration, decide that an employee or group of employees are exempt from the flex time system. In these cases, Section 7 applies.

Section 7 Work time extension for employees who do not have flexible work hours



For non-teacher employees who do not have flexible work hours, the agreed regular weekly work hours for full-time employees is 40 hours per holiday-free weeks. Work hours include making up for working days between holidays (Mondays and Fridays located between two work-free days). Working hours are 08.00 –16.30 with a 30 minute break on non-holiday weekdays. If the break exceeds 30 minutes, regular work hours shall be extended beyond 16.30 to compensate for this. Employees may be ordered to work on Mondays or Fridays between two work-free days in order to keep facilities open and service available. The employee is exempt from working for a corresponding period at a later date. The employer and relevant employee organisation may agree at a departmental level on an alternative distribution of work hours than what is stated in this section.

Section 8 Irregular work according to schedule

In workplaces which apply other work hour distribution than “office hours” for non-teacher employees, what is stated in Appendix 3 applies, rather than what is stated in Sections 6-7 above.

Section 9 Work hours, vacation etc. for teachers

Special provisions for teachers' work hours can be found in Chapter 4, paragraph B, Section 25 of Term Agreement and Term Agreement T as well as their appendices 5-6, and in local bargaining agreements in accordance with Appendix 5.

Section 10 Period of validity and termination period (Chapter 2, Section 5 and Chapter 16, Section 1 of Term Agreement and Term Agreement T)

This agreement applies as of 01/10/2013. The agreement or part of the agreement may be terminated by either party with a termination period of three months.

Section 11

Lokal-ALFA ceases to apply as this agreement enters into force.

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