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**Membership information 23w51**

**Dear member!**

Here comes a new member letter.

**Salary audit 2023-24**

During December, pretty much all the 2023 performance reviews will be held, salary review 1 in January and February and from March salary review 2 will be held between you and your manager. The important thing is that you get the right justification for why you get the salary you get and that even in 2022, performance is included in the salary discussion. This is since it is now a two-year agreement for audits in 2023 and 2024.

Based on the Ledarnas Volvo Cars salary survey, justification for new salary is one of the areas that we see that managers and the company are bad at conveying in connection with salary notification. If everything has been followed and worked based on the salary process, there should not be any problems based on the justification and new salary.

We recommend that if you are not satisfied with the justification and the salary you have received, take the enhanced salary interview. It is not guaranteed that you will get more money, but it provides a restart for the future wage dialogue and you as a manager do not want to end up in a similar situation next time. They have been experienced positively and you have had a better dialogue between you.

**Pension and insurance information:**On March 11, 2024, Collectum will close the login option for employed officials.  
On the same date, Avtalat.se will open individual login for civil servants (you can already log in in a beta version).  
The individual login will contain the same kind of data and history as what was available at Collectum today, i.e. the data will be transferred.

**An offer for your finances**It's approaching Christmas and a new year, and an especially good opportunity to review your personal finances.  
  
Together with Länsförsäkringar Göteborg and Bohuslän and the insurance council of the white-collar workers' unions, we now offer members of the Volvo white-collar workers' unions - Akademikerna, Ledarna and Unionen, a 25% discount when taking out a range of insurance policies during the first year. In addition, free bank cards and a discount on “remain in residence” insurance are offered to new bank customers. Existing customers can also receive discounts by becoming a bronze, silver or gold customer.  
  
Read more about the offer in the attached pdf or contact Länsförsäkringar directly if you have any questions.  
Phone: 031 350 20 34 (insurance)

Phone: 031 350 20 32 (bank)

**Work for Ledarna at Volvo Cars**If you have thought about taking on assignments as a local trade unionist at Volvo Cars for Ledarna, the opportunity to do this has now arrived.

We have had a few board members leave the company during the year. So, if you're interested, send in a line about yourself and we'll get back to meeting for a dialogue. Submit your interest as a return to this letter.

**Negotiated Overtime, freedom in the arrangement of working hours.**

Many members have asked what types of freedom in the arrangement of working hours look like and how they apply.

We will send out this information in the membership letter in January.

**Bingo lotto for sit-in-night before Christmas.**

We have now sent out the traditional Bingo Lottery for the day before Christmas 23rd of December to you members. We are keeping our fingers crossed that you would win and at the same time we want to congratulate those who win. 😊  
  
Bingo tickets are given to members who pay SEK 25/month to our local Ledarna club, and which are deducted from your membership fee. The bingo ticket should be in your mailbox by now, but if you haven't received one, come back. We see that some have returned in the mail to us.

**Here at Ledarna, we would like to wish all of your members a Merry Christmas and a Happy New Year!**

Sincerely

Peter Storm Leonel Diniz Sten Henricsson

Chairman Deputy Chairman Treasurer

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