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**Member info 21w51**

**Dear member!**

Here is a new membership letter.

**Salary revision 2022.**

The local agreement right now looks like it will be delayed. It will probably be ready in January. We will return as soon as the agreement is ready.

**The manager's own work environment.**

We from Ledarna want to strike for managers’ work environment once again. We see more and more cases within the company where you see the manager as the performer without considering what you can put managers in for situations that can have a major impact on the manager's mental health? Moon. After our motion to the Leaders' Congress 2020 on support in the Manager's own work environment was approved by the Congress from us at Ledarna Volvo Cars, we will now have close dialogues with the Ledarna centrally on how we can influence and dress in being able to support the company in how we look at this and with this ensure that managers and our members have a decent everyday life to work in their own work environment.

Unfortunately, we see today that interest in society decreases to take on a managerial role since it often requires a presence 24/7. You are no longer willing to pay this price based on your own image of the balance between work and leisure. These are not good signals, and we must work on how we can make our managers' everyday lives easier so the trend reverses. We as managers know "being able to influence the work and at the same time develop their employees is the most fun there is".

**Bingolott for the day before Christmas**

We have now during the weekend, we have sent out the traditional Bingo lottery for the sit-down evening to the 23/12 to you members. We all keep our fingers crossed that you would win and at the same time we want to congratulate those who win.

Bingo tickets are given to the members who pay SEK 25 / month to our local Ledarna club and who are deducted from your monthly membership fee. The bingo ticket should be in your mailbox on Wednesday.

**Once again about Volvo Car's voluntary group insurance through Skandia**

We have received several emails and calls so we will send this out about the insurance again. **Keep in mind that you have to look over whether you have the right salary level against the health insurance that Skandia offers, several have not changed since they received the insurance, and a lot has happened in the last 10-30 years.**   
Skandia do not correct back in time so you can in the worst case get the compensation you once had when you took out the insurance.

So do not forget to look over your insurance policies.

Regarding the Life insurance it is important that you are properly insured based on the family's finances. Housing prices have risen markedly in recent years and do you have the right level of insurance, so the survivor can afford to stay with an income?

Also check if you have a child insurance and no longer have children younger than 25 years? Then you pay for something that does not apply or needs. Unfortunately, this is very common.

It only takes 10min. to go to Your Benefits under "Benefits" to make a quick assessment of what you have today. For the day something happens, it is too late to correct and adjust. Come back if you have questions?

**We also want to take the opportunity to wish you all a Merry Christmas and a Happy New Year, now take advantage of your Christmas vacation.**

Best regards

Peter Storm Leonel Diniz Sten Henricsson

Chairman Vice Chairman Member (Treasurer)

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