

Klarna Sweden

Collective Bargaining Agreement

Flexible work policy	Not included
Work 20 days abroad	Not included
Incentive mix with equity	Not included
3 months notice (0-2 years)	1 month notice (0-2 years)
Flexible choice of pension	Union pension (Alecta)
100% paid parental pay 6 months	90% paid parental pay 2 months
Competitive salary setting (historically 3x CBA)	Collective compensation increase in line with Swedish industry standard
Salary dialogue	Salary dialogue
No guaranteed salary increase	No guaranteed salary increase
Wellness and athletic race, flu vaccine and eyeglasses allowance	Not included
Lunch allowance, office snacks, fika & fruits	Not included
Fast-moving decision making by individuals	Consultations with local union club before you decide
90% salary. 90-365 days sick leave	Up to 87.5% salary. 90-365 days of sick leave with cap e.g. 80% above 65k SEK
Family forming IVF discounts	Not included
Smooth Week	Not included
30 days vacation	25 days vacation
Co-determination act (MBL), Employment protection act (LAS), Work environment act, Working hours act, Discrimination act	Co-determination act (MBL), Employment protection act (LAS), Work environment act, Working hours act, Discrimination act

Fact check

CBA's don't regulate this at all. Which means Klarna is free to implement whatever flexible work policy they like.

CBA's don't regulate this at all. Which means Klarna is free to implement whatever work abroad policy they like.

CBA's aim to secure fair compensation. Forcing employees to accept RSUs instead of salary could be considered unfair, since Klarna doesn't have to pay occupational pension for the RSU portion of your salary.

That notice period is valid for the CBA known as Teknikavtalet. There's nothing stopping Klarna from reaching a local amended agreement with 3 months notice instead.

The private pension offered by Klarna is managed by SPP. With a CBA you can choose from 8 different trustees (SPP included) with fees as low as 0,09%. The Klarna SPP solution has a fee of 0,39% (that's a 300%+ increase in fees!)

Once again, the fact that the CBA guaranteed compensation is lower, does not mean Klarna can't offer more. The key word here is "guaranteed", with a CBA Klarna cannot offer less.

More desinformation. There's a "mark" % being negotiated every 3-5 years for the export/import heavy Swedish industries to keep Sweden competitive. Klarna is free to offer more than this in salary increases if they like.

-

Actually depends a little. With certain CBA's the employer isn't actually allowed to "zero out" employees' salary increases. So there's more nuance needed here.

Again, CBA's do not regulate wellness contributions, that's regulated by Skatteverket (Swedish Tax Authority). So Klarna is again free to offer whatever combination of wellness contributions they like.

Once again, this is regulated by tax law and thus Skatteverket, not CBA's. So if Klarna wants to continue offering this, having a CBA will not get in the way.

It should say "fast-moving and well-informed decision making by employer + employees". Because employees have a great understanding of the business and leveraging that knowledge would set the company up for success.

Once again for the people in the back, the CBA guarantees a _lowest_ level the employer has to adhere to. There's nothing stopping Klarna from offering more.

CBA's don't regulate this. Klarna can do whatever they like.

I'm sorry wat?! Is this a typo? Did they really put Smooth Week on here?! This is a joke right? But just to make sure noone is left in the dark, CBA's do not regulate kickoff events or the like, Klarna can do whatever they like.

Not true. Klarna already applies something called "förtroendearbetstid" for a lot of employees, which means no paid overtime and 5 days extra vacation. Wanna know where they got this setup from? Straight from the CBA's.

Not true. Klarna hasn't honoured the MBL act. Last year in May they chose to go ahead with the buyouts without negotiating with, or informing, the local Unionen club. That's a violation of the MBL act. With a CBA in place there's much stronger incentive and guard rails in place to make sure the MBL act is honoured.

Klarna.