



Umeå University  
Office for Human Resources

## **Transition Agreement**

The central parties in the agreement area covering government employees concluded a new transition agreement on 25 June 2014: Transition Agreement.

The agreement came into effect on 1 January 2015 and its purpose is to: “support the working line and the individual's opportunity for a longer working life and the change and restructurings of state activities that are necessary from time to time”.

### **Who is covered by the agreement?**

The transition agreement can be implemented for two categories of employees:

- Employees who are given notice due to lack of work

*Qualifying period: a period of at least 12 consecutive months of employment with the functional employer (in this case Umeå University). When calculating the employment period, only shorter interruptions to the employment period of 8 days or less are permissible.*

- Employees who have a fixed-term employment contract that expires in accordance with the employment agreement.

*Qualifying period: a period of at least 2 consecutive years of employment with the functional employer (in this case Umeå University). When calculating the employment period, only shorter interruptions to the employment period of 8 days or less are permissible.*

### **What does the agreement entail?**

Employees who are covered by the agreement are eligible for various transition benefits. Transition benefits include everything from planning discussions with the Job Security Foundation and individual transitional measures for financial assistance. The benefits that an employee is entitled to depends on:

- a.) the reason for his/her employment being terminated
- b.) the employee's contractual employment period
- c.) if the employee are entitled to unemployment compensation (have a vital impact on the total financial assistance)

### **Job Security Foundation**

The employer is responsible for implementing the agreement in accordance with the agreement terms and the parties' intentions. The employer is also responsible for notifying the Job Security Foundation in writing if an employee are covered by the agreement. The Job Security Foundation's task is to be our collaborative partner in the transition process. It shall administrate and execute the activities that are specified in the Transition Agreement.

### **For more information**

More information about the Job Security Foundation, the Transition Agreement and contact details can be found at the Job Security Foundation's website [www.tsn.se](http://www.tsn.se)