A COLLECTIVE AGREEMENT NEGOTIATED BY A TRADE UNION RESULTS IN BENEFITS THAT ARE CLEARLY BETTER THAN PROVIDED BY LAW – IT IS WORTHWHILE MAKING COMPARISONS

A collective agreement negotiated by a trade union – terms of employment and salaries – is a significant matter, since it results in benefits clearly exceeding those provided for in the legislation. You can affect things with a collective agreement, which, however, is not to be taken for granted. It is possible to negotiate good labour terms only if as many salaried employees, experts and supervisors as possible belong to Trade Union Pro.

TERM OF EMPLOYMENT	COLLECTIVE AGREEMENT	LABOUR LEGISLATION
• **Salaries and their development**	Salary system, salaries are negotiated by sector	No minimum wage. Salaries can be decided by the employers.
• **Working time**	Shift and Saturday supplements, working time reduction leave.	No supplements for shift work or working time reduction leave.
• **Overtime**	A 50–200% increase, depending on the collective agreement.	50–100% increase (Working Hours Act, section 4, paragraphs 22–23).
• **Holiday bonus**	50% of holiday salary	No holiday bonus.
• **Short temporary leave**	For childcare or arranging for childcare. Paid.	Limited e.g. by age and duration. Without pay.
• **Sick pay**	Paid for four weeks to three months.	A maximum of nine days (Working Hours Act, section 2, paragraph 11).
• **Maternity leave pay**	Paid for three months.	No salary.
• **Parental leave**	Salary depending on the collective agreement.	No obligation to pay salary during parental leave (Employment Contracts Act, section 4, paragraph 8).

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TERM OF EMPLOYMENT	COLLECTIVE AGREEMENT	LABOUR LEGISLATION
• Daily allowances for work-related travel	Paid.	No compensation.
• Commuting to work (use of free time)	Depending on the collective agreement (usually compensated).	No compensation.
• Bank holidays	Free day(s) listed.	No.
• Stand-by and emergency duty	The collective agreement defines compensation for all kinds of standby duties.	Only minimum compensation for stand-by time at home.
• Deputy compensation	10–35% salary supplement.	No compensation.
• Layoff period of notice	14 days to two months.	14 days (Employment Contracts Act, section 5, paragraph 4).
• An opportunity to settle matters locally	In some matters, the collective agreement provides terms for agreement.	No.

Trade union membership matters!

It is important that the collective agreement is universally binding – all employers within the sector must follow it at minimum. The precondition is that employees in the sector belong to the trade union which has negotiated the terms of employment comprehensively (over 50% of employees in the sector). Ensure the benefits received from the collective agreement and join Trade Union Pro today at proliitto.fi.

There are many employment terms which have been settled through collective agreements – the legislation lays no provisions for them. In addition, improvements on some matters provided for in the legislation have been better negotiated in the collective agreement.

Wouldn't you like to affect the terms of your employment?

The examples are illustrative of the significance of the collective agreement, but they cannot be taken as being universal. Pro is party to negotiating about 60 different collective agreements, which all differ from each other in some elements.

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If you wish, we can handle your transfer from another union/unemployment fund to Trade Union Pro. Your right to unemployment benefit will be transferred with you.