

Law vs. Collective Agreement

Salaries

Law	Collective Agreement
No minimum salaries	Minimum wages according to task categories and competency requirements.



Regular working hours

Law	Collective Agreement
<p>Regular working hours is 8 hours a day and max 40 hours / week.</p>	<p>Regular working hours 7.50 hours a day, 37.5 hours / week.</p> <p>Daily working hours are Mon-Fri between 8 and 17, unless there are justified grounds for other arrangements.</p>



Additional work/overtime

Law	Collective Agreement
<p>Additional work is paid as normal salary.</p> <p>Daily overtime shall be compensated for by a salary increase of 50% for the first two hours and 100% for any subsequent hours.</p> <p>Weekly overtime shall be compensated for by a salary increase of 50%.</p>	<p>Additional work exceeding 7.5 hrs a day and 37.5 a week is compensated with a 50% increase on the salary.</p> <p>Daily overtime shall be compensated for by a salary increase of 50% for the first two hours and 100% for any subsequent hours.</p> <p>Weekly overtime shall be compensated for by a salary increase of 50% for the first eight hours and 100% for any subsequent hours.</p>



Standby

Law	Collective Agreement
<p>Stand-by time is not included in working hours. The length and frequency of stand-by time must not excessively disrupt the employee's free time.</p> <p>The restrictions imposed by stand-by on the employee's use of free time must be taken into consideration in the amount of the remuneration. At least half of the time the employee spends on stand-by at home must be remunerated either in pay or by corresponding free time during regular working hours.</p>	<p>If the employee is, under his or her employment contract, required to remain at home or otherwise on standby and available to be called into work when necessary, the employee will be paid half the normal hourly salary for the time spent on standby.</p> <p>The standby time is not included in working hours, and every effort is made to arrange continuous standby periods.</p> <p>The standby period is interrupted when the employee is called to work.</p> <p>Standby compensation is paid for a minimum of four hours.</p>



Other salary compensations

Law	Collective Agreement
No extra compensations.	<p>Evening and Night shift extra compensation.</p> <p>Call compensation 1 hour salary (nights and religious holidays 2 hours salary).</p> <p>Call-Out: At least one hour's salary and a call-out pay shall be paid as follows:</p> <ul style="list-style-type: none">a) after regular working hours but before 10:00 pm, 2 hours' salary is paid.b) Between 10:00 pm and 6:00 am, 4 hours' salary is paid.



Travel costs

Law	Collective Agreement
<p>Nothing mentioned about compensating travel costs.</p>	<p>Daily allowance for over 40 km distance travel or meal allowance, all travel related costs covered excluding meals, accommodation expenses if not provided by employer, allowance for using the employee's own car.</p>



Matka-aika

Law	Collective Agreement
No compensations	When an employee is required by the employer to travel during his or her free time in accordance with the working hours scheme, the time spent travelling will be compensated for with basic salary not exceeding eight hours for a working day and 16 hours for a day off.



Absences due to illness

Law	Collective Agreement
<p>Salary is paid for 10 workdays. After that only social service minimum pay.</p>	<p>Full salary 4-8 weeks depending on length of service.</p> <p>Possibility to go to the doctors during working day in some cases.</p>



Maternity/Paternity leaves

Law	Collective Agreement
<p>Basic salary dependent allowance during maternity/paternity leaves.</p>	<p>Paid Maternity leave 3 months, if been employed at least 5 months.</p> <p>Paid Paternity leave for 6 weekdays if employed at least 5 months.</p>

Sick child

Law	Collective Agreement
<p>No compensations for staying home with an ill child.</p>	<p>When a child younger than 10 years of age or a disabled child under the age of 18 suddenly becomes ill, the child's guardian shall receive pay in accordance with the regulations concerning sick pay for a case of absence of no more than four working days that is necessary in order to arrange care for the child or personally care for the child.</p>



Death in Family

Law	Collective Agreement
<p>Nothing mentioned, i.e. no paid time off.</p>	<p>Effort shall be made to arrange an employee's short-time temporary absence upon the death and for the funeral of next of kin. The employee's annual holiday benefits and income shall not be reduced on the basis of such an absence.</p>



Other absences

Law	Collective Agreement
<p>Nothing mentioned, i.e. no paid time off.</p>	<p>Employee gets paid day off in accordance with his/her 50th , 60th and 70th Birthdays. Weddingday is a paid day off, if on a weekday.</p> <p>If an employee moves to another residence, he or she shall be granted a paid day off if the day of removal coincides with his or her work days. (Once in 12 months period.)</p> <p>Conscription and military refreshers.</p> <p>Public service meetings/activities during working day.</p>



Holiday Bonus

Law	Collective Agreement
<p>No holiday bonus mentioned in the law.</p>	<p>An employee shall be paid 50% of the salary for his or her statutory annual holiday as a holiday bonus in connection with the payment of holiday pay, unless otherwise agreed locally about the timing of the holiday bonus.</p>



Why to join union and not just unemployment fund?

5 good reasons	Union	Fund
Lobbying on behalf of our own and common objectives.	X	
Employee Counseling. The best expertise in collective agreements in the IT industry and engineering sectors.	X	
Unemployment benefits in layoffs and unemployment situation. However, that mere membership of an unemployment fund is foolhardy. Dismissal and layoff situations are often associated with big problems, to which the members of the fund do not get any help.	X	X
Labor insurance: legal* and liability insurance	X	
Training. You can improve your skills and increase your knowledge in union's training courses.	X	

*) Union of Professional Engineers has own lawyers taking care of court cases.



Why to join union and not just unemployment fund?

5 more good reasons	Union	Fund
The shop steward services and support in the workplace.	X	
Career Services help boost career and salary negotiations.	X	
Insurance for leisure time: accident and travel insurance	X	
Educational influence. The education of high quality and internationally recognized expertise in the union's educational policy influence cornerstones. For us, it is important to also affect the educational levels and the content of education, so that the IT industry (including Games industry) and engineering jobs are guaranteed in the future.	X	
Member events	X	
+ The top of working life professionals at your service.	X	X

