

**FINNAIR**



# COLLECTIVE LABOUR AGREEMENT

between

**FINNAIR PLC**

and

**FINNAIRIN INSINÖÖRIT**

ja **YLEMMÄT**

**FINTO RY**

concerning

Finnair Plc

1 March 2020 – 28 February 2022

*\*\*In case there are any inconsistencies, the Finnish version shall prevail\*\**

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## **1 GENERAL**

### **1 § Scope of the Agreement**

This Agreement shall apply to the individuals engaged in duties included in sector 08 in the employment of Finnair Plc, Finnair Cargo Oy, Finnair Technical Services Oy, Finnair Kitchen Oy and Finnair Travel Retail Oy. The Agreement shall not apply to the Company management or experts in corresponding positions. Hereinafter, the employer shall be referred to as the Company and the senior salaried employee as the Employee. FINNAIRIN Insinöörit ja Ylemmät FINTO ry shall hereinafter be referred to as the Association.

Entry in Minutes: The Contracting parties agree that any changes to the organisation structure shall not restrict the scope of this Agreement.

### **2 § Right of assembly**

The Association may organise meetings regarding matters of employment at the workplace outside working hours. If the meeting arrangements and procedures are agreed upon in advance with the employer, the organisers of the meeting shall have the right to invite representatives of the Association, the Federation of Professional and Managerial Staff YTN and the relevant central organisation to the meeting.

### **3 § Management and distribution of work and freedom of association**

The Company has the right to manage and distribute work and to employ and terminate the employment of Employees regardless of whether they belong to a trade union or professional association. The freedom of association is mutually inviolable.

## **2 EMPLOYMENT**

### **4 § Start of employment**

The employment contract is made in writing and, if possible, before the start of employment, however no later than within 1 month of the start of employment. The employment contract shall not include stipulations that restrict employment contracts made after the termination of the Employee's employment contract with the Company. The relationship between the Company and the Employee must be confidential. The Company supports the Employee as he or she performs his or her duties and acts as a representative of the Company.

A probationary period, in accordance with the Employment Contracts Act, shall be applied at the beginning of the new Employee's employment, during which the employment contract can be mutually terminated without a period of notice. If the Employee transfers within the Group, a clause on a probationary period may be included in the new employment contract between the Employee and the Company under the condition that the Employee's new job description considerably differs from the previous. If, under such circumstances, the employment is terminated on the basis of the probationary period, the Employee shall return to the position specified in the previous employment contract with the terms and conditions stated in the previous contract.

## 5 § Transfers of tasks

Transfers of tasks must be negotiated with the Employee. If the parties are unable to reach a mutually satisfactory solution, the issue is forwarded to the Employee's supervisor, a representative of the Company in charge of the sector specified in this Agreement and the employee representative before the transfer so that they can examine the issue together and reach a settlement.

## 6 § Changes to policies

If there are any changes to the Company policies applicable to the Employee or if new policies are made, the Association acting as a Contracting party shall have the right and the opportunity to issue a statement on such changes or policies sufficiently in advance before their approval.

## 7 § Termination of employment

If the Company terminates the employment contract of the Employee, the following periods of notice will be followed when the employment has continued for:

no more than one year	14 days
more than 1 but no more than 4 years	1 month
more than 4 but no more than 8 years	2 months
more than 8 but no more than 12 years	4 months
more than 12 years	6 months

If the employment is terminated by the Employee, he or she shall comply with a 14-day period of notice if the employment has continued for no more than 5 years and a one-month period of notice if the employment has continued for more than 5 years. However, the Employee can be released from work sooner than the aforementioned periods of notice if specifically agreed upon between the Employee and the Company.

A mutual 2-month period of notice can be agreed. If the employment of a senior salaried Employee continues for more than 8 years, longer periods of notice stated above shall be followed.

## 8 § Lay-off

The period of notice concerning lay-offs is 1 month. In exceptional circumstances, the Company and the employee representative shall aim to agree on a shorter period of notice, however not shorter than the minimum period specified in the Employment Contracts Act.

## **3 SALARIES**

### **9 § Salaries**

The Company agrees to comply with an individualised, rewarding and encouraging salary policy. The salary of the Employee is agreed upon between the Company and the Employee in an employment contract. Salary systems shall be developed in co-operation with the Association acting as the Contracting party in order to reach individualised and encouraging salaries. In addition, the parties may separately agree on an overall increase of Employee salaries. The salary of an Employee shall be determined as monthly wages with fringe benefits.

The hourly wages divisor for Employees on a monthly salary is 148. The daily wages of Employees on a monthly salary are calculated by dividing the monthly wages by the number of working days included in the pay period. The daily wages of Employees on a monthly salary are calculated by multiplying their hourly wages by the number of working hours in a normal working day.

The payday is the last day of each month or the weekday preceding it. The personal payslip is primarily drawn up and delivered to the Employee in electronic format (e.g. OmaPosti). The specified paydays shall also be complied with when the employment is terminated. If the time between the termination of the employment and the appropriately determined payday is shorter than 10 days, the 10-day salary calculation period shall apply.

### **10 § Personal target-related pay**

Each Employee is given a personal target and incentives to implement the target in accordance with the policy valid at that time.

### **11 § Performance assessment and feedback review**

The Employee is entitled to a performance assessment conducted at least twice a year. The purpose of the performance assessment is to assess the work performance of the Employee, set goals if needed and review potential opportunities to improve the Employee's professional skills. The Employee's salary development is also examined during the assessment, and the target-setting and realisation in accordance with the personal reward system applicable to him or her is discussed.

## **4 WORKING HOURS**

### **12 § Regular working hours**

#### **12.1. Regular working hours**

Regular working hours are no more than 7 hours 30 minutes a day and 37,5 hours a week. The break not included in the working hours is 30 minutes. The 30-minute break shall also be followed in locally agreed working hours.

Application guidelines:

- a) The working week begins on Monday



The weekly days off of an Employee with regular working hours are Saturday and Sunday. Work performed on days off shall be considered extra hours or overtime. Exceptions to the policies stated above can be agreed upon between the employee representative and the Company before agreeing with the Employee.

## **12.2. Deviation from working hours regulation**

### **Local agreement**

Despite the terms of Section 12 of Collective Labour Agreement and employment contract concerning working hours, the Contracting Parties can agree that regular hours can be extended by max. 24 hours annually. The Parties must at all times follow the compelling regulations of the Working Hours Act.

Working hours mentioned here are regular hours which shall be compensated with basic salary and possible shift or other circumstance-based allowances. In case the working hours take place on bank holiday, the regulation of Working Hours Act concerning Sunday hours shall be followed if not otherwise agreed with the employee representative.

When planning the arrangement, its necessity, benefits for the company and parties' needs concerning working hours must be discussed and the way of execution must be agreed. The agreement shall be made with the employee representative in writing. The purpose of the locally agreed arrangement is to proceed such working hour solutions which take into account both, the company's and the employees' needs.

### **Employers indication**

In case no local agreement of extension of working hours due to justifiable needs of production is achieved, the employer may, in addition to what has been agreed in Section 12 of the Collective Labour Agreement and in the employment agreement, indicate max. 8 hours of additional regular working hours annually. The working hours shall primarily be used for training that develops and/or maintains professional competencies. In case there are no beforementioned needs, the working hours can be used either entirely or partly to work tasks and duties.

Working hours mentioned here are regular hours which shall be compensated with basic salary and possible shift or other allowances based on circumstances.

Working hours can be indicated as either single hours or as a full day. The necessity, content and timing of the indicated working hours must be discussed well beforehand. In case the working hours take place on bank holiday, the regulation of Working Hours Act concerning Sunday hours shall be followed if not otherwise agreed in writing with the employee representative. Working hours can be indicated to Sunday only if so is agreed with the employee.

### 12.3. Working hours reduction model

The working hours reduction model applies to all forms of working hours with the following conditions:

- The Employee is at least 58 years old. Reduced working hours can also be agreed upon with employees under the age of 58.
- For shift workers, the reduction is implemented according to the local agreement model, primarily always 20%, as whole shifts.
- According to the resource situation, the employer shall have an approving approach towards reductions.
- Working hours are reduced by 10–20%; other arrangements can also be agreed upon case-specifically. The reduction of working hours shall be implemented either as whole shifts or as shorter daily working hours.
- If the employer refuses to agree on a reduction of working hours, the grounds for refusal must be stated. The cases are reviewed between the employer and the employee representative, if necessary.
- The period of transition is agreed upon case-specifically, with the purpose of transitioning to the shortened working hours as soon as possible under the circumstances.
- Agreements on the reduction of working hours are valid until further notice or, if desired by the employee, temporary.

### 13 § Additional work

Working hours exceeding the regular daily working hours of 7 hours and 30 minutes up to 8 hours and the regular weekly working hours of 37,5 hours up to 40 hours are considered additional work.

Additional work carried out between 7 hours 30 minutes and 8 hours in a day and between 37,5 and 40 hours in a week shall be compensated for by a salary increase of 50%. In accordance with the average weekly working hours stated in section 18 of this Agreement, additional work shall be compensated for as follows:

Additional work carried out for 0.5 hours in addition to the regular daily working hours in accordance with the adjustment system and the next 2.5 hours in addition to the regular weekly working hours in accordance with the adjustment system shall be compensated for by a salary increase of 50%.

### 14 § Overtime

Work performed at the initiative of the employer in addition to the maximum regular working hours imposed by legislation is considered overtime. Pay for overtime shall be based on the grounds pursuant to the Working Hours Act. In addition to the grounds pursuant to the Working Hours Act, the following shall be applied to overtime work:

1. If the work performed by the Employee continues over midnight, the work is included in the work of the preceding day when calculating the additional and overtime compensation until the Employee's regular working hours normally begin. Moreover, these hours are not included when calculating the regular working hours of the latter day.
2. If the overtime mentioned in paragraph 1 exceeds 7 hours, a paid day off is reserved for the next shift if the shift would take place the following day. If this





is not possible, the work carried out during regular working hours shall be compensated for by a salary increase of 100%.

3. When applying the average weekly working hours stated in section 18 of this Agreement, overtime refers to work carried out in addition to the regular working hours in accordance with the adjustment system, however not insofar as the working hours are, on average, shorter than 8 hours a day and 40 hours a week.
4. Daily and weekly overtime performed on a Saturday or a public holiday or the eve thereof shall be compensated for by a salary increase of 100%.
5. The primary rule is that additional work and overtime is compensated for in money according to the increase components. The overtime increase or the entire wages for the duration of overtime can, if specifically agreed, be exchanged to corresponding free time.
6. For shift workers, work carried out in addition to regular working hours shall be considered overtime and compensated for by a salary increase of 100%.

## **15 § Call-out**

Call-out work is compensated in money. The Employee and the Company can also agree on a different compensation for call-out work.

### **15.1§ Calling in an employee outside working hours**

If the Employee is called in for a shift that starts within 24 hours of the call, the work is considered call-out. This does not apply to continuing a normal shift as overtime.

An Employee called in for work shall be compensated for the actual time spent getting ready for work, finishing work and the commute, however for no more than 2 hours. Call-out working hours shall be compensated for by a salary increase of 100%. If the call-out work starts before 11 p.m. and continues past 3 a.m. the following morning, a paid day off is reserved for the next working day if the working day would take place the following day. If this is not possible and the call-out work continues with work performed during regular working hours, the work carried out during regular working hours shall be compensated for by a salary increase of 100%.

## **16 § Shift work**

The Employee and the Company can agree on the Employee's transition to shift work. The terms and conditions of shift work can be locally agreed on between the employee representative and the Company. Compensation for work on Saturdays and public holidays can also be locally agreed.

An Employee carrying out shift work shall be compensated by an evening supplement of 13% of the basic salary for work carried out between 3 p.m. and 11 p.m. and by a night supplement of 25% of the basic salary for work carried out between 11 p.m. and 6 a.m. Working hours carried out between 3 p.m. on Christmas Eve and midnight after Christmas Day shall be compensated for by triple the amount of hourly wages as an additional supplement. Working hours carried out between noon and midnight on Christmas Eve shall be compensated for by a 25% increase to the basic salary unless otherwise agreed locally. Work carried out on a Sunday or a religious holiday shall be compensated for by a Sunday work supplement increased by 100%. In addition, evening and night supplements are paid normally.

## **17 § Compensation for additional work and overtime**

### **17.1 § Hourly compensation in money**

The primary rule is that additional work and overtime is compensated for in money according to the increase components. The overtime increase or the entire wages for the duration of overtime can, if specifically agreed, be exchanged to corresponding free time.

### **17.2 § Fixed monthly compensation**

It can be agreed that additional work and overtime can be compensated with a separate, specifically determined, fixed monthly compensation. The compensation shall be agreed in a target/performance assessment between the individual in question and their supervisor, consulting the unit's head of HR. The agreement should be made in writing and indicate the grounds for compensation and the amount. If the circumstances during the period specified in the agreement are significantly altered, each party may request a new negotiation on the contents of the agreement.

### **17.3 § Reporting working hours**

Working hours shall be reported according to the Company's guidelines. The working hours report shall be approved by the supervisor.

## **18 § Locally agreed working hours**

### **18.1 § Parties to the local agreement**

The contracting parties may be the Employee and the supervisor or the employee representative and the Company.

### **18.2 § Average regular working hours**

The arrangement of an Employee's regular weekly working hours can be locally agreed so that they amount, on average, to 35 hours a week within a maximum period of 52 weeks, taking into account, however, the effect of days off shortening the working hours as stated in section 20. In addition, at least the duration of the roster to be published, the publication, the maximum regular working hours per roster, the placement of shifts, and the maximum and minimum duration of shifts shall be agreed upon. A period of rest must be provided after a series of night shifts.

A working hours adjustment system must be drawn up at least for the period during which the regular weekly working hours are adjusted to the specified average. The adjustment period should include, on average, 2 days off per week, at least one of which should be a monthly weekend day off (Sat and Sun) outside the summer holiday season. The roster to be published must contain at least the start and end times of the regular daily working hours and the days off. The Employee must be informed of the working hours adjustment system at least 2 weeks before its implementation.

### **18.3 § Temporary extension of working hours**

Regular daily working hours can be temporarily extended with 2 additional hours with a local agreement. A prerequisite is that the number of weekly hours is adjusted to the 37,5 regular weekly working hours within a maximum period of 4 weeks. The weekly working hours may not exceed 48 hours. The extension shall be agreed upon no later than on the day preceding the day on which the extended working hours are applied for the first time.

## 19 § Other working hours arrangements

When planning the implementation of various working hours arrangements, it is also advisable to examine the opportunities of transitioning to flexible and staggered working hours.

## 20 § Days off when applying regular working hours

List of paid holidays:

- midweek holidays
- Saturday in the week of New Year's Day
- Saturday in the week of Epiphany
- Easter Saturday
- Saturday after Easter
- Saturday in the week of Ascension Day
- Saturday in the week of May Day
- Midsummer Eve
- Saturday in the week of Finnish Independence Day
- Christmas Eve
- Saturday after Christmas

The aforementioned days are also comparable to working days.

If an Employee is obligated to be on stand-by during their free time as agreed in advance so that they can be called in for work if necessary in the agreed manner, they will be compensated for the time they spend on stand-by without performing work by half of the salary calculated from the monthly wages.

## 21 § Stand-by

Stand-by is not included in working hours. For reasons of expediency, however, stand-by is aimed to be compensated for by a fixed supplement, agreed case-specifically.

## 5 TRAVEL REGULATIONS

### 22 § Travel expenses and travel time compensation

1. The job description of a senior salaried Employee may also include travelling. The trip must be carried out in an appropriate manner so that it does not require more time or expenses than is absolutely necessary to perform the tasks.
2. The business trip is carried out and the travel expenses and daily allowance of the senior salaried Employee are paid in accordance with the Company's valid travel policy.
3. The Company will compensate the senior salaried Employee for the expenses of obtaining a visa, taking into account the tax authorities' interpretations.
4. The travel time is not included in working hours.



5. If the work of the senior salaried Employee includes a great deal of travel, the compensation is included in the Employee's basic or monthly salary or otherwise paid as a separate compensation in accordance with his or her employment contract.
6. If the travel takes place even partially on a weekend (Sat. and/or Sun.), the senior salaried Employee shall be granted free time corresponding to the travel time. The date and time of said free time shall be agreed upon between the senior salaried Employee and the supervisor.

## 6 RIGHT TO SALARY DURING ABSENCE

### 23 § Sick leave

The Employee shall receive sick pay as a result of incapacity for work caused by an illness, accident, impediment or disability, per calendar year, in total as follows:

The employment has lasted for less than 1 year; for 1 month

The employment has lasted for at least 1 year but less than 5 years; for 3 months

The employment has lasted for at least 5 years; for 6 months

If the incapacity for work continues uninterrupted over the turn of the year without the Employee returning to work during that period, the turn of the year will not entail an extended right to sick pay. If an Employee falls ill, they must immediately report the illness to their supervisor. The Employee must present a medical certificate provided by the Company's occupational health physician or other medical certificate approved by the Company regarding their illness, if requested. If the Employee has, at the time of concluding the employment contract, knowingly kept his or her illness secret from the employer, or deliberately or through gross neglect caused his or her incapacity for work, the employer shall not be obligated to pay salary for the duration of the illness. The full salary, including fringe benefits, shall be paid for the duration of the incapacity for work in the amount that the Employee would have earned during regular working hours.

In other than regular, daily work, the sick pay shall be based on the average hourly earnings calculated every quarter of a year after 1+5 days of incapacity for work.

## 24 Temporary absence

### 24.1. Leave for maintaining working ability

In case the senior salaried Employee has turned 50 **by 31.12.2020**, they become entitled to two days off for maintaining their working ability each year. One of the days may be a health promotion day organised for the department or the work community.

### 24.2. Other temporary absences

The supervisor may grant one day off for the funeral of next of kin.

A short, temporary leave granted due to a sudden illness in the family, the passing of a loved one, or other important reason shall not be deducted from the Employee's salary and annual holiday.

Application guideline:

- a) The duration of a short, temporary leave shall be determined in relation to the situations referred to in the policy and the required travel time.
- b) The duration of a short, temporary leave may be 1, 2, 3 or, at most, 4 working days.
- c) In this context, next of kin refers to the Employee's relatives in the descending or ascending generation, such as a spouse, children, the Employee's or their spouse's parents, and their siblings and grandparents.
- d) The same right applies to the parent of a child who is not living in the same household. Granting paid leave requires both parents to be gainfully employed or that the parent is a single parent and that the requirements of proving the Employee's own illness are followed in proving the child's illness.

## **25 § Maternity, paternity, parental and child-care leave**

The Employee's right to maternity, paternity, parental and child-care leave is determined according to the Employment Contracts Act, the Sickness Insurance Act and the Decree on Sickness Insurances. The Employee is paid a full salary for 3 months from the beginning of the maternity leave, provided that the employment has lasted at least 6 months before childbirth. If a female Employee has adopted an under-school-age child, she is granted a paid leave, directly related to the adoption and corresponding to 3 months of maternity leave with the same prerequisites.

The Company and the Employee may agree on work to be carried out during the maternity leave. However, the work must not be hazardous to the mother or the child. Work to be carried out within six weeks after childbirth can only be agreed upon if the work is extremely light and its safety is proven with a medical certificate. The agreed work carried out during maternity leave may be discontinued by both the Employee and the Company at any time.

## **26 § Military refresher course or other duties related to national defence**

If the Employee is ordered to attend a military refresher course, mental national defence courses, civil defence courses or similar, salary is paid for this period with the reservist's wages paid by the Finnish Defence Forces deducted from it. The days that would have constituted working days during this period shall be considered equal to working days.

Reservist's wages paid for days off shall not be deducted from the salary.

## **7 ANNUAL HOLIDAY AND HOLIDAY BONUS**

### **27 § Annual holiday**

The annual holiday and its compensation shall be determined according to the Annual Holidays Act, however so that Employees whose employment has continued for at least 14 years without interruptions by the end of the holiday credit year and who have gained the full 12 holiday credit months have the right to 36 weekdays of annual holiday. In terms of the annual holiday pay and the annual holiday compensation, the salary of the day of holiday is calculated by dividing the monthly salary by 25.

The annual holiday pay is paid according to pay periods for the duration of the annual holiday, unless the Employee asks to be paid before the start of the holiday or part



thereof. In such cases, the employer shall aim to pay the annual holiday pay at least three days before the start of the holiday. The aforementioned request shall be presented to the employer at the latest when the holiday or a part thereof is approved.

## **28 § ~~Holiday bonus~~ NOT IN FORCE 2021-2022**

~~The Employee is paid 50% of his or her annual holiday pay as a holiday bonus. The holiday bonus is paid on 31 May for summer holiday and on 30 November for winter holiday in connection with the usual payday. The employer and the Employee may agree on replacing the holiday bonus with corresponding free time that must be used by the end of March in the year following the holiday credit year, unless otherwise agreed upon between the Employee and his or her supervisor.~~

~~The holiday bonus is also paid in connection with potential holiday compensation if the employment is terminated for reasons not related to the senior salaried Employee. A senior salaried Employee who is retiring or starting a disability pension shall receive 50% of their entitled holiday compensation as holiday bonus.~~

## **8 VARIOUS BENEFITS**

### **29 § Compensation for service as an instructor**

Minor training activities are considered part of the job description of a senior salaried Employee. More regular or project-type training events exceeding 9 hours shall be agreed upon with a personal employment contract (OPO contract).

Training that lasts 9 hours or more shall be paid EUR 36.37 per each hour of instruction starting from the first hour of instruction. The amounts of instruction and compensation for instruction shall be reviewed in connection with target and performance assessments between the person in question and his or her supervisor.

### **30 § Right to staff tickets**

Employees are entitled to staff tickets in accordance with the Company's valid Staff Travel regulations.

### **31 § Insurance**

The Employer shall execute at its own expense a group life insurance for the Employees as has been agreed between the Central Organisations.

### **32 § Pension**

The Employee's right to supplementary pension shall be determined according to the regulations of the Finnair Pension Fund.

### **33 § Training compensation**

When the Company provides vocational training for Employees or sends Employees to training events relevant for his or her profession, the direct costs of this training shall be compensated, and the Employees' monthly salary shall not be reduced. If the training takes place in a different locality, the daily allowance and other compensations for expenses shall be paid in accordance with the travel policy.

## **9 NEGOTIATION OFFER AND RESOLUTION OF DISPUTES**

### **34 § Employee representative**

#### **34.1 § Election and duties of employee representative**

Employees may elect from among themselves a chief employee representative as well as one employee representatives per each full or partial group of one hundred (100) employees. The number of represented employees is annually confirmed with the employer on the basis of employee lists for sector 08 obtained by the end of September.

#### **34.2 § Employee representative's position and protection against dismissal**

In terms of their employment, an employee representative must not be placed in a position that is inferior to other Employees due to their position as an employee representative. An employee representative elected in accordance with this collective labour agreement is covered by protection against dismissal under chapter 7, section 10 of the Employment Contracts Act. The protection against dismissal shall be valid for 6 months after the termination of their position as employee representative. The employee representative must be given the same opportunities and related benefits as the other representatives in terms of participating in training that is considered necessary by the unions for the management of the representative's duties. The employer and the employee representative must, during the validity of the position as employee representative, analyse whether the maintenance of his or her professional skills for the previous or corresponding work requires the type of professional training also organised for other Employees.

#### **34.3 § Obligation to inform**

The employer must ensure that the employee representatives are informed of any matters directly or indirectly concerning the senior salaried Employees of the workplace in question as early as possible. If there are any ambiguities or disputes concerning the matters related to the employment of an Employee, the employee representative must be provided with all the information needed to investigate the disputed issue at the initiative of the Employee.

Employee representatives must be provided, at least once a year automatically, the following information on the Employees included in the scope of this Agreement:

1. Information about new Employees is provided as soon as possible, however no later than 4 months after the beginning of the employment.
2. In addition, the chief employee representative has the right to receive the following information in writing from their field of operation:  
name, job description, temporary/permanent position, full-time/part-time position of the employees, the job grade and the start date of employment.
3. Salary statistics data on the monthly wages of the Employees included in the scope of this Agreement, including fringe benefits, twice a year.
4. The right to review the list prepared according to labour legislation of call-out and overtime work conducted by Employees within the employee representative's field of operation and the increased salaries paid for such work. The above-specified information shall be provided for the employee representative confidentially and for the purpose of performing the employee representative's duties. Information



covered by data protection must not be disclosed to other people without personal consent from the party in interest. The employee representative must not disclose any type of information to parties outside the Group. In other respects, the rules of the Confederation of Finnish Industry and Akava/Federation of Professional and Managerial Staff YTN regarding the contact person system shall be followed.

### **35 § Occupational safety and health delegate**

When an Employee acts as an occupational safety and health delegate or as deputy thereof, they shall be granted exemption from their duties so that they can manage both their work tasks and their necessary cooperative tasks as delegate during their regular working hours.

### **36 § Resolution of disputes**

Any dispute concerning the interpretation or infringement of this Agreement or other matter of employment shall first be negotiated between the Employee in question and his or her supervisor. If a resolution is not reached, the Employee shall have the right to forward the case for processing by a more senior supervisor. They can be assisted or represented by an employee representative in this matter. If resolution still is not achieved, the issue shall be negotiated between the employee representative and a representative of the company in charge of the Employees' employment issues.

If necessary, the issue can be locally negotiated between the Association acting as a Contracting party and the Company's advisory committees. Each party can make the initiative and the negotiation proposal must be issued in writing. Local negotiations are started as soon as possible, however no later than within 2 weeks of issuing the negotiation proposal. The date and time of the next negotiations shall be agreed upon in the negotiations, if necessary. A memo shall be drawn up of the local negotiations, if requested by one of the parties, recording the relevant dispute and the views of the parties. If a local resolution is not achieved, the unions can be requested, if desired by one of the parties, to issue a settlement proposal to resolve the dispute. Here, 'the unions' refer to the Service Sector Employers Palta and the Federation of Professional and Managerial Staff YTN.

If a resolution is not reached, each party can bring the case to the Finnish Labour Court.

## **10 OTHER REGULATIONS**

### **38 § Benefits granted by employment contract**

This Agreement shall not weaken any benefits granted to the Employees in an employment contract or other agreement.

### **39 § Binding strength of the Agreement and commitment to industrial peace**

This Agreement is binding upon its parties, referred to in section 1, who, during the validity of the Agreement, have been bound by it in accordance with section 4 of the Collective Agreements Act. Finnair Plc and FINNAIRIN Insinöörit ja Ylemmät FINTO ry are obligated to ensure that those bound by the Agreement do not infringe the provisions of the Agreement. Any industrial action is forbidden during the validity of this collective labour agreement.



## 40 § Validity of the Agreement


The Agreement shall be valid between 1 March 2020 and 28 February 2022.

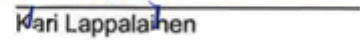
This contract has been executed in two identical copies, one for each party.

Vantaa, 7 March 2020

  
Jannina Karppi

  
Merja Lindberg

  
Tomas Bistrom

  
Kari Lappalainen

  
Teemu Valkonen

  
Hannu Parkkonen

  
Risto Vehkamäki

Finnair Oyj ja sen tytäryhtiöt

Finnairin Insinöörit ja Ylemmät FINTO ry