

Trade unions negotiate better benefits than what is written in the law

Collective agreements matter.

Negotiating better terms requires strength in numbers: every member counts!

	Collective agreements	Law
Salaries	♥ Fair system, negotiated sector-specificly	✘ No minimum wage, employer determines
Working time	♥ Shift and working condition bonuses , days off in exchange for shorter working hours	✘ No leave or compensation
Overtime	♥ Up to 200 % raise	✘ 50–100 % raise
Short temporary leave	♥ In the event of sudden illness of a child. Paid .	✘ Limited by age and duration among other things. Unpaid.
Sick pay	♥ Paid for even up to three months	✘ Up to 9 days
Maternity leave pay	♥ Paid for three months	✘ Not paid
Paternity leave pay	♥ Paid salary depending on agreement	✘ Not paid
Travel compensation	♥ Paid	✘ Not paid
Holiday bonus	♥ Paid 50 % of holiday pay	✘ Not paid
Compensation for work as a substitute	♥ Paid 10–35 % salary increment	✘ No compensation
Business trip during free time	♥ Usually compensated	✘ No compensation
Mid-week holidays	♥ Day(s) off and compensation agreed	✘ No compensation or leave
Standby time	♥ All forms of standby time compensated depending on the agreement	✘ Only minimum compensation for standby time in employee's own home
Notice period for temporary layoffs	♥ Even up to two months	✘ 14 days

Which one would you choose: Minimum standards set by the law or benefits brought by collective agreements?

When a collective agreement is generally binding, it sets the minimum standards for all employers in a given field of work.

This requires that over 50 percent of the employees in a given field of work belong to a trade union who has negotiated the agreement.