

Collective agreement vs. legislation

in the technology industry



SALARIES AND THEIR DEVELOPMENT

COLLECTIVE AGREEMENT FOR EMPLOYEES OF THE TECHNOLOGY INDUSTRY

(Article 4) Mettova salary system. Based on the job requirements and personal competence. There are 10 competence requirement classes, and the effect of personal competence is 5–26%. The job-specific average is 11–17%. Service year bonus based on the duration of the employment relationship (10–25 years or more).

LABOUR LEGISLATION

No minimum pay. Employers may set the salary.

WORKING HOURS

(Article 6) Regular working time and possible working time shortening. (Article 7) Scheduling of working time and the working hour system, as well as any changes. (Article 14) Shift work, evening work, and night work bonuses.

No shift differentials or working time shortening.

ADDITIONAL WORK AND OVERTIME

(Article 11) Additional work and compensation for additional work, as for overtime, when regular working time is 7.5 hours per day and 37.5 hours per week. (Article 12) Definitions of overtime and overtime compensation (50–100%), as well as the calculation of basic pay.

No separate compensation for additional work; only basic pay and a 50–100% increase for overtime (Working Hours Act 5:20–21).

HOLIDAY BONUS

(Article 24) The holiday bonus is 50% of annual holiday pay, and it is paid in addition to holiday pay.

No holiday bonus.

SHORT TEMPORARY ABSENCE

(Article 21) In the event of sudden illness of a close relative, leave shall be granted without being deducted from pay.

Limited by age and duration etc. Unpaid.

SICK PAY

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(Article 18) Paid for 28–90 calendar days, depending on the length of the employment relationship (1 month to 5 years or more).

MATERNITY AND PATERNITY LEAVE PAY

(Article 20) Pay for 3 months when an employee takes maternity leave. Pay for 6 weekdays when an employee takes paternity leave. The condition is an employment relationship of at least 6 months. (Article 22) Daily allowances and compensations for business trips are paid pursuant to the collective agreement.

DAILY ALLOWANCES FOR BUSINESS TRIPS

(Article 22(6)). Compensation for travel time for work-related travel during free time.

WEEKS THAT INCLUDE MID-WEEK HOLIDAYS

(Article 9) The working time during weeks that include mid-week holidays is shortened in accordance with the mid-week holidays.

SUBSTITUTIONS

(Article 4) Substitutions shall be taken into account when determining the requirements for the job and assessing personal competence. If this has not been done, any increases in the amount of work and responsibilities are investigated and separate compensation is agreed.

THE OPTION FOR A LOCAL AGREEMENT

(Article 2 and Annex 7) Definitions and procedures for determining which matters may be agreed locally and between which parties the local agreements are made.

LABOUR LEGISLATION

For a maximum of nine days (Employment Contracts Act 2:11).

No pay.

No compensation.

No pay.

No compensation.

Other agreements by the collective agreement.



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