



Towards the negotiations

Consulting sector webinar on October 26, 2021

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The agenda

- Set-up of the collective agreement negotiations
- How the sector is doing
- Take control of your working hours
- Negotiation goals

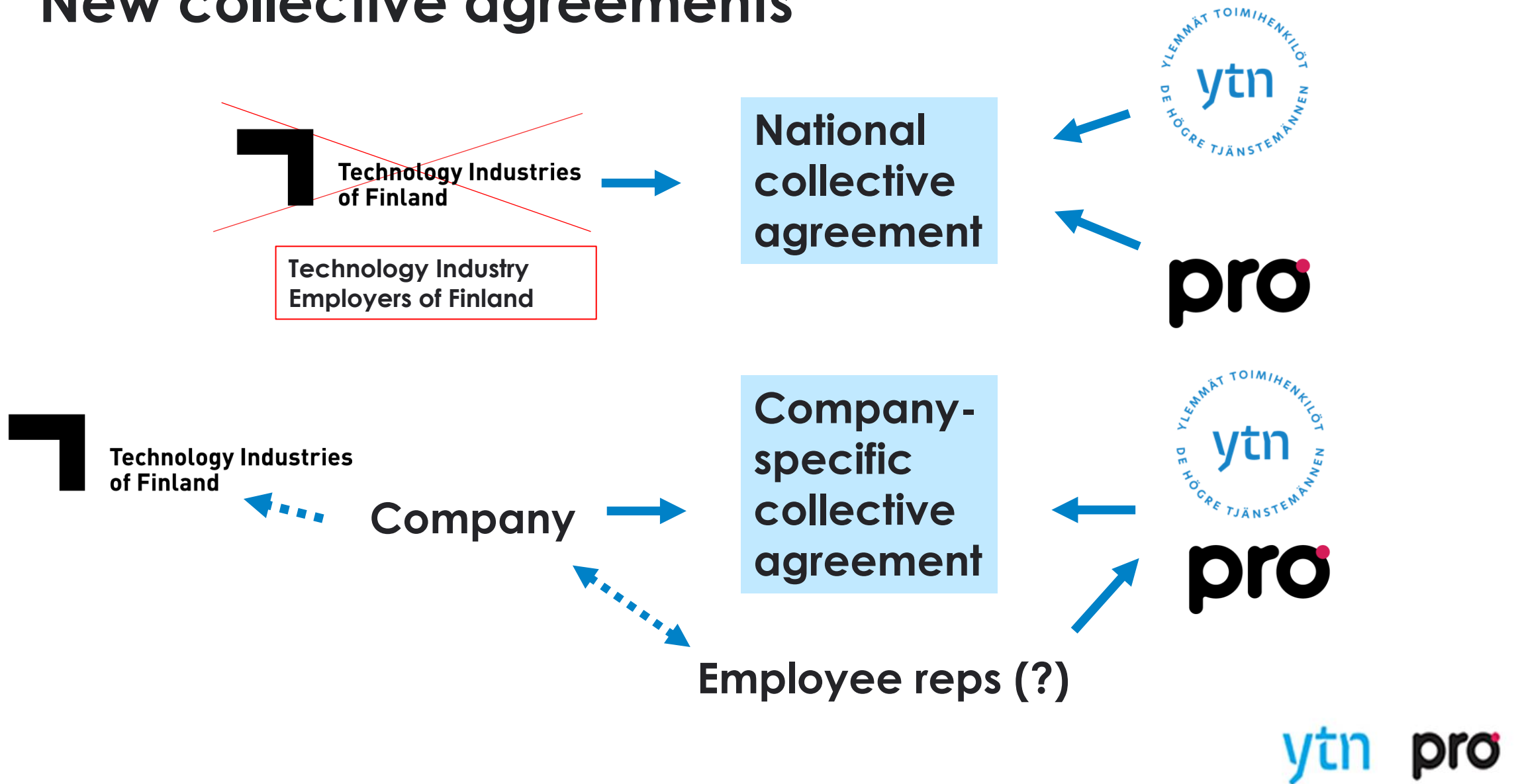




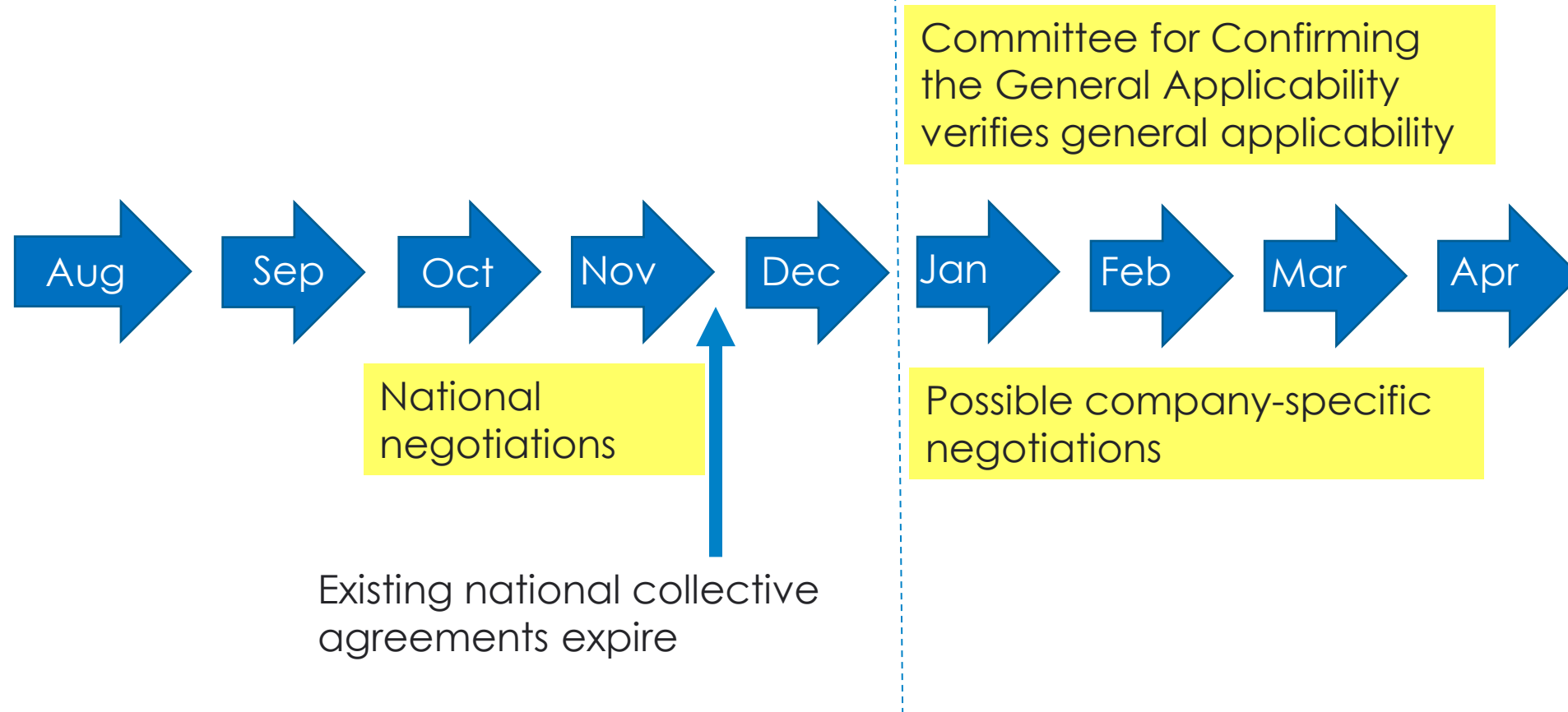
Set-up of the negotiations

The goal is to continue having generally binding collective agreements for both salaried and senior salaried employees

New collective agreements



Schedule of negotiations



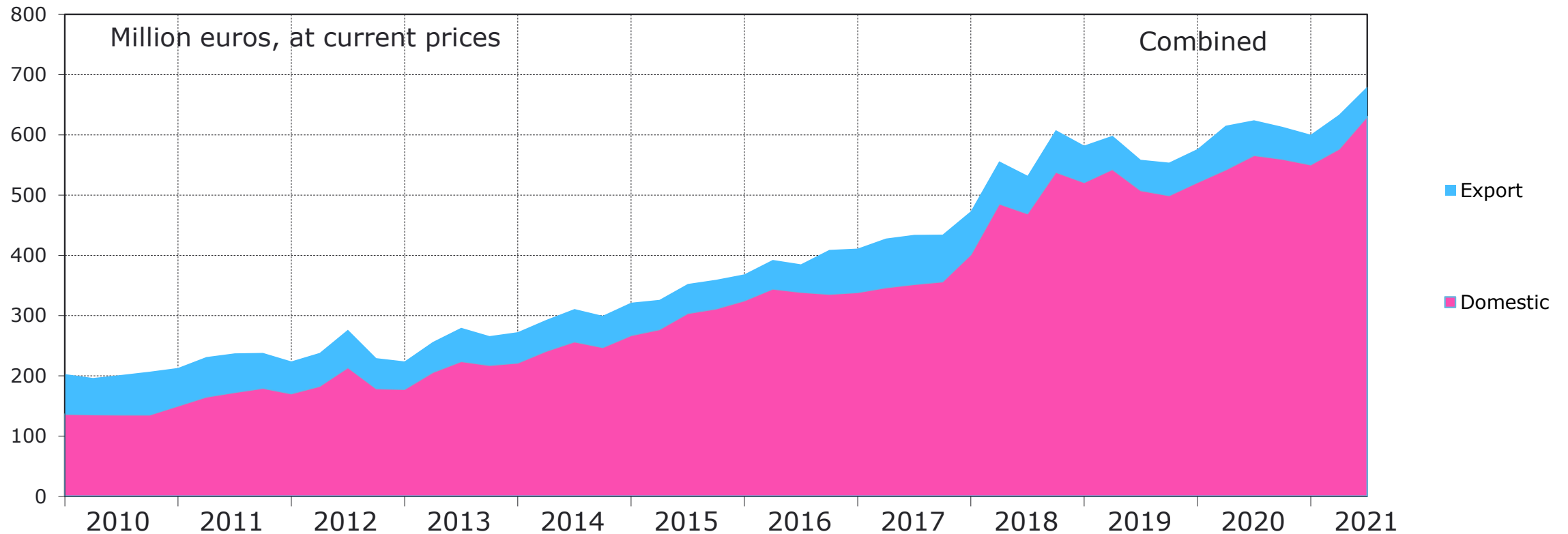
	Under collective agreements	By law
Working hours	37.5 h working week	40 h working week
Weekday public holidays	Days off agreed as paid	No compensation or days off
Flexitime	Maximum cumulative amounts can be agreed on (-40/120 Pro, -120/120 YTN)	Maximum cumulative amount -20/+60
Additional work pro	50% increase (7.5 h day / 37.5 h week)	Basic salary
Pay system pro	Pay system according to the collective agreement	No minimum wage, employer decides
Holiday bonus	Is paid , 50% of the holiday pay	Not paid
Short temporary leave	To arrange care or to care for a child. Paid.	Limitations related to age, duration etc. Unpaid.
Salary during illness	Paid for up to three months	No more than nine days
Salary during maternity leave	Paid for three months	Not paid. Compensation from Kela.
Salary during paternity leave	Paid for a period of six weekdays	Not paid. Compensation from Kela.
Per diem allowance for work travel	Per diem allowance is paid	Not paid
Work travel during free time	Compensation for travel time is paid	No compensation

How the Consulting Sector is doing

Source: Technology Industries statistics

<https://teknologiateollisuus.fi/en/node/893>

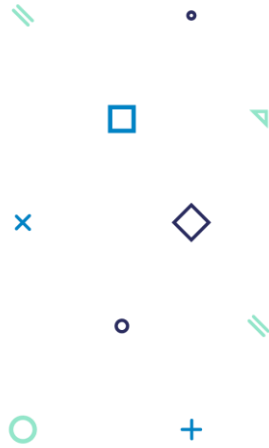
Value of order books in the consulting engineering in Finland



Change:	30.6.2021 / 30.6.2020	30.6.2021 / 31.3.2021
Export:	-15 %	-13 %
Domestic:	+11 %	+9 %
Combined:	+9 %	+7 %



Take control of your working hours



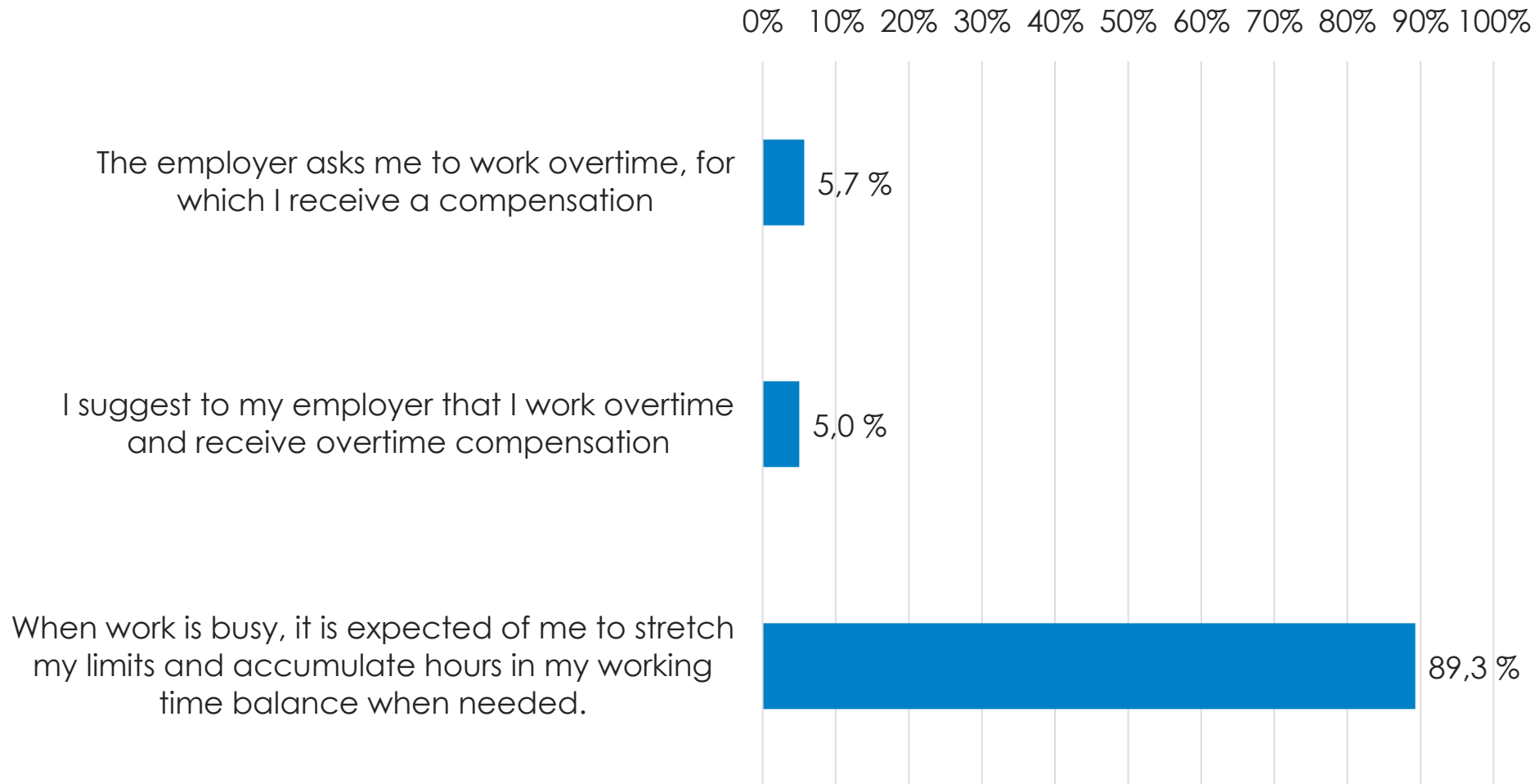
Flexitime

In a flexitime system, employees can choose how to schedule their daily working hours themselves within the agreed limits

- Daily working hours can be increased or decreased
- Regular working hours no more than 37.5 h per week on average

The employer and the employee agree on the start of using flexitime arrangements

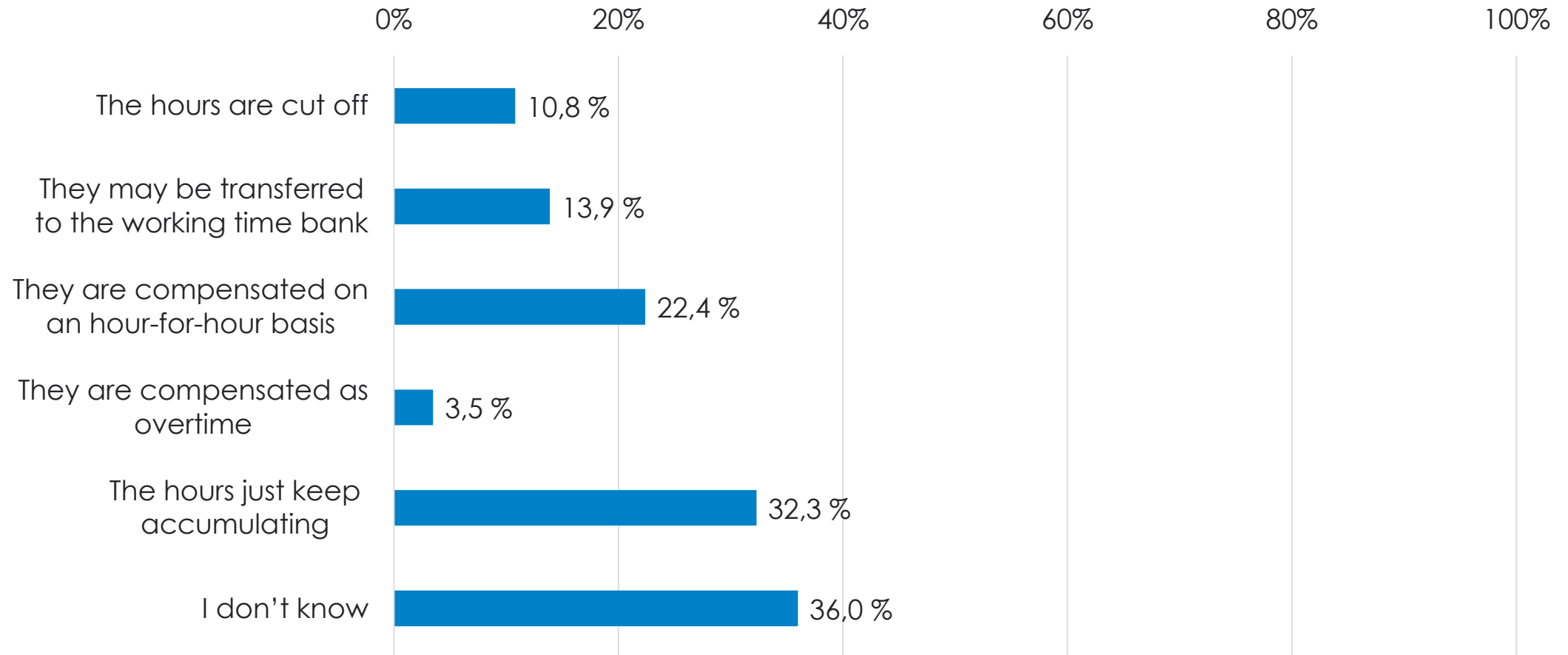
During a busy time at work, my workplace culture is best described as

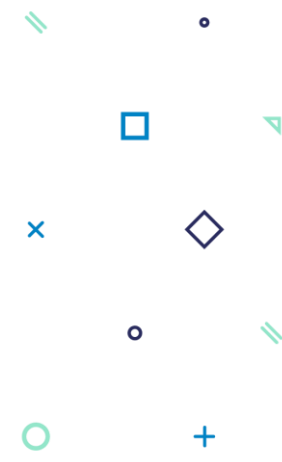


Surplus hours

What happens to the hours that exceed the maximum limit?

You can choose one or more options





Negotiation goals

Key goals 2021

- Salary settlement that increases purchasing power, salary increase for all
- Family leave reform (2022) must be taken into account
- Promotion of occupational wellbeing
 - Ground rules for flexitime and overtime
 - Ground rules for remote work
- Improving the conditions for local bargaining



Key goals of the Technology Industries of Finland in the reform of the labour market system:

- The terms of employment will be negotiated more often at the workplace
- Salary will provide a greater incentive: instead of general increases, salary will be based on the demands of the work and the competence and performance of the employee
- Working time arrangements are based on demand and customer needs: more work is done during busy seasons and days off are scheduled during quieter seasons

Työmarkkinat > Uudistetaan työmarkkinajärjestelmä tähän päivään

Uudistetaan työmarkkinajärjestelmä tähän päivään



Päivitetty 7.6.2021 klo 10.06

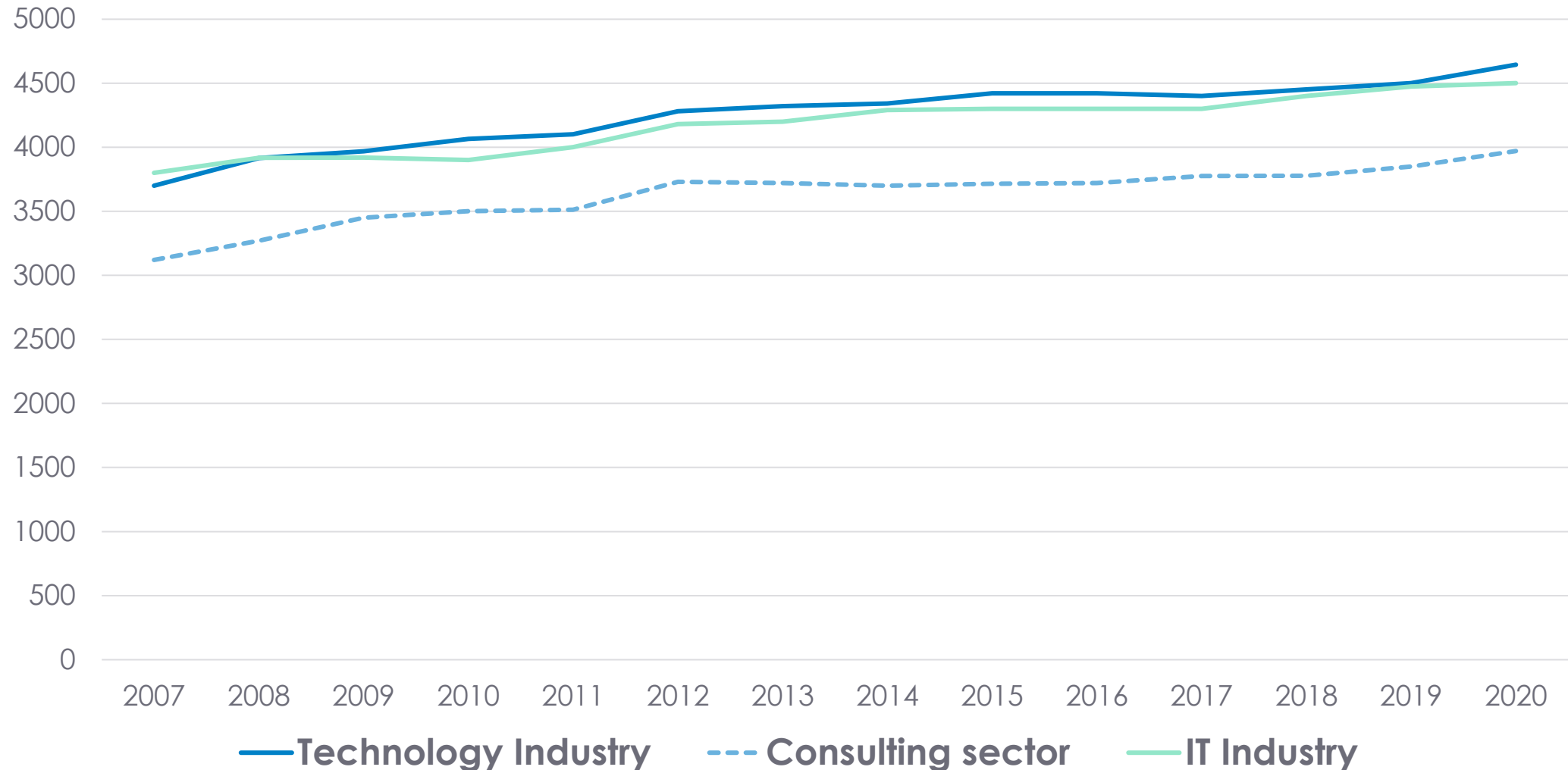
Suomalainen työmarkkinajärjestelmä on jäänyt kilpailijamaista jälkeen. Jotta vientiyritykset pystyvät jatkossakin työllistämään ja tuomaan hyvinvointiyhteiskunnalle välttämättömiä vientituloja, täytyy myös työmarkkinajärjestelmän uudistua vastaamaan globaalin kilpailun vaatimuksia.

Keskeisiä tavoitteita työmarkkinajärjestelmän uudistamisessa:

- Työehdoista sovitaan nykyistä enemmän työpaikoilla eli siellä, missä työ parhaiten tunnetaan.
- Palkkaus saadaan kannustavaksi eli yleiskorotusten sijaan palkan perusteina ovat työn vaativuus, työntekijän pätevyys ja tuloksellisuus.
- Työaikajärjestelyjen lähtökohdانا ovat kysyntä ja asiakkaiden tarpeet: työtä tehdään enemmän silloin, kun on kiire ja vapaat ajoitetaan hiljaisempaa kauteen.

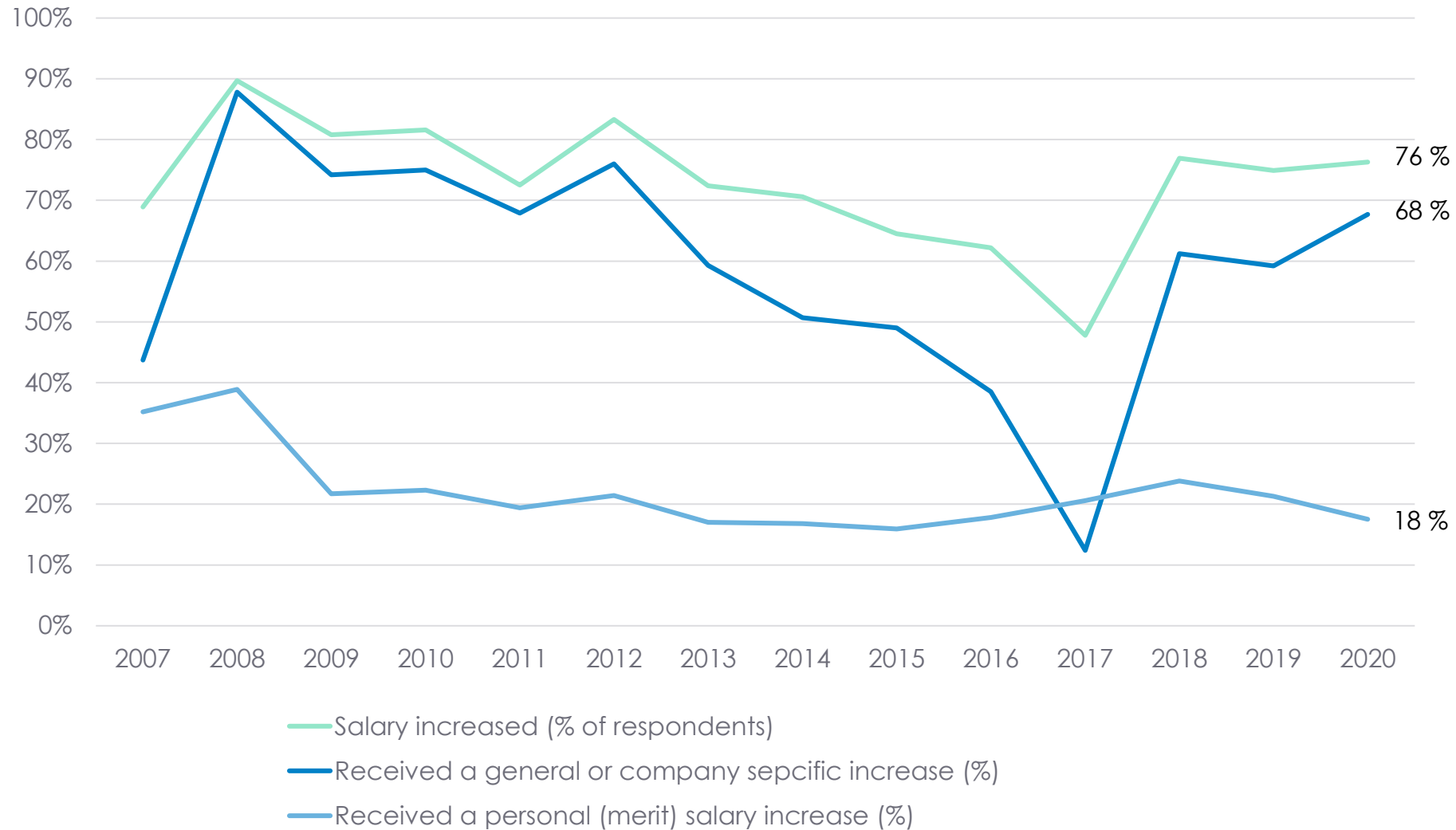
Työmarkkinoiden häiriöttömyys on osa kilpailukykyä. Suomi on verraten lakkoherkkä maa. Eritoten laittomat työtaistelut aiheuttavat yrityksille huomattavia vahinkoja suhteessa niistä seuraaviin sanktioihin. Myös poliittiset työtaistelut voivat aiheuttaa kohtuuttomia vahinkoja yrityksille, vaikka ne ovat täysin ulkopuolisia itse riitaan nähden.

Median salary (€/month) 2007–2020



Source: YTN Data 2020

How many have had a salary increase 2007–2020



Source: YTN Data 2020

New allowances for parents during family leaves 1/2

Current state:

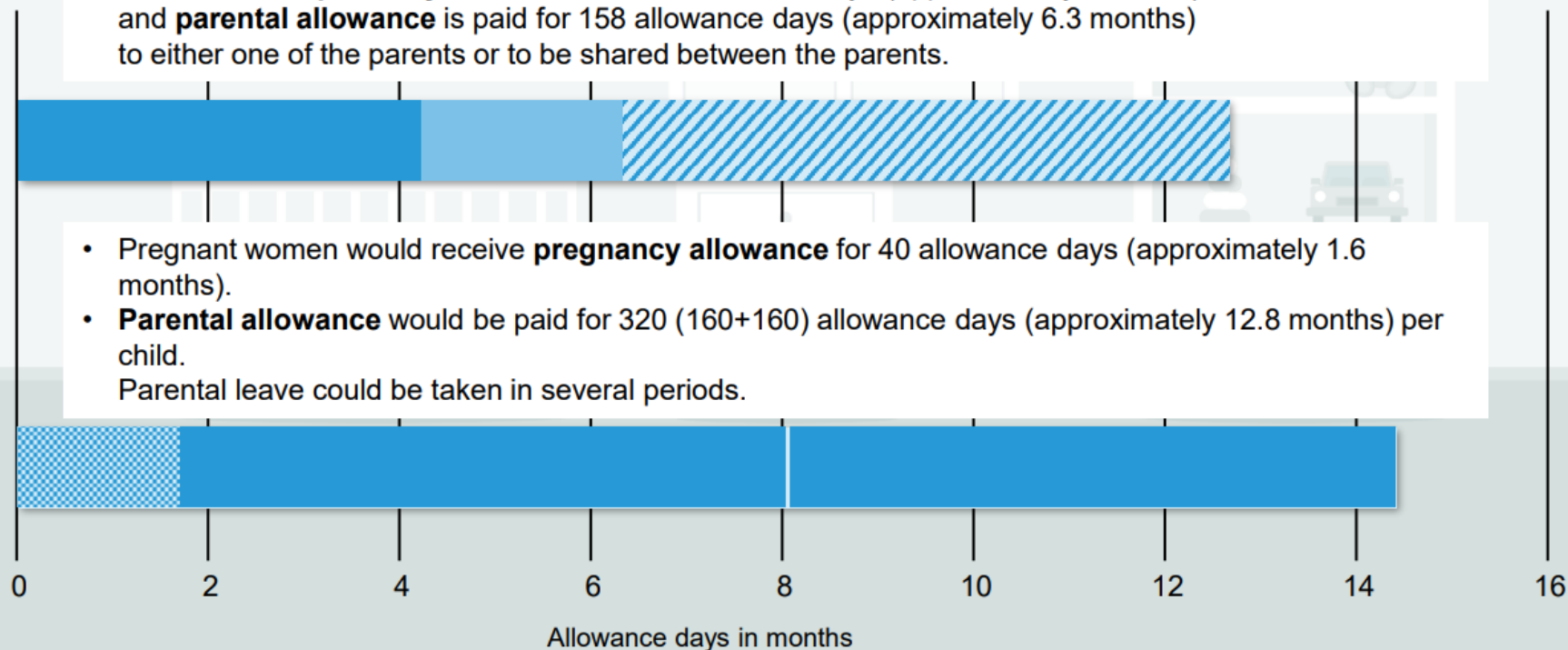


- Pregnant women receive **maternity allowance** for 105 allowance days (approximately 4.2 months), fathers receive **paternity allowance** for 54 allowance days (approximately 9 weeks), and **parental allowance** is paid for 158 allowance days (approximately 6.3 months) to either one of the parents or to be shared between the parents.

Reform:



- Pregnant women would receive **pregnancy allowance** for 40 allowance days (approximately 1.6 months).
- **Parental allowance** would be paid for 320 (160+160) allowance days (approximately 12.8 months) per child. Parental leave could be taken in several periods.



Reasons to join a union

- Regardless of whether the negotiation concerns a national or a company-specific collective labour agreement, the larger the share of personnel who belong to the negotiating union, the greater the bargaining power of the union.
=> Better terms of employment for all
- As local bargaining becomes more common, individual bargaining with the employer will also become more common. Unions support their members in these individual negotiations.
=> Individually better terms of employment and protection against the employer's arbitrary power
- The shop steward and the experts at the union provide support in the case of problems
- Unions also provide member benefits of monetary value (legal aid, recreation, training, salary advice, career services)
- Please note that the membership fee is tax-deductible

Join today!

Salaried employees:



[Joining is easy – Trade Union Pro \(proliitto.fi\)](https://proliitto.fi)

Senior salaried employees:



YTN's member unions ytn.fi/ytn/jasenliitot/ (in Finnish only)



- Join the Union of Professional Engineers: <https://www.ilry.fi/en/become-a-member/>



- Join Academic Engineers and Architects in Finland TEK: <https://www.tek.fi/en/membership/join-tek>



- Join Loimu: <https://www.loimu.fi/en/become-a-member/>



- Join YTY: <https://www.yty.fi/en/membership.html>





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Thank you!