

TECHNOLOGY INDUSTRY
COLLECTIVE AGREEMENT

The benefits of belonging to a trade union

1.

Collective agreement shortens working hours **20.5–32.4 h**

DAYS PER YEAR.

Your working time is
8 h / 40 h →  days

Your working time is
7.5 h / 37.5 h →  days

Paid weekdays,
about →  days

2.

The collective agreement brings more earnings.



Average
monthly salary,
average earnings
3,594 €

Holiday allowance
+ €2,156

Seniority bonus
+ €539–2,156

Travel time
compensation
(calculated as 20 compensable
travel hours)
+ €449

Increased salary
for additional work
+ 50%

Trade Union
pro

3.

The allowances are agreed on in the collective agreement.



Shift
allowances



Evening and
night
allowance



Call-out
pay



Circumstance
allowances



Increased
salary for
additional work



Overtime
compensation
for short weeks



Increased salary
for additional and
overtime work

4.

The collective agreement enables paid absence from work



Paid
absence
due to a
sudden
illness in the
family circle



Taking
care of a
sick child



Local sick
leave



Payment
of salary
during a
family
leave

AGREEMENT REGULATIONS

Collective agreement shortens working hours

REGULAR WORKING HOURS:

Regular annual working time according to the Working Time Act (47.14 weeks x 8 hours – Independence Day 8 hours) = 1.878 hours per year

- There are **47.14 working weeks** per year (365/7–5 annual vacation weeks)

ACCORDING TO THE COLLECTIVE AGREEMENT, THE ANNUAL WORKING TIME IN 2023 IS:

The working time according to the collective agreement is **171–233 hours shorter** per year, depending on the type of working time (day and 2-shift work, interrupted and uninterrupted 3-shift work)

COLLECTIVE AGREEMENT REGULATIONS:

- **6 § paragraph 1** – length of regular working hours – average weekly/annual working hours
- **6 §, paragraph 2** – shortening of working hours in day and two-shift work
- **6 §, paragraph** – compensation for the reduction of working hours in three-shift work

The collective agreement brings more earnings

THE COLLECTIVE AGREEMENT BRINGS YOU

- **a vacation bonus**, which is 50% of the vacation pay – see **24 §, paragraph 4** of the collective agreement
- **seniority allowance**, 15–60% of the monthly salary – see **4 §, paragraph 14**
- **compensation for work trips** during free time – see **22 §, paragraph 6**
- **allowances for shift work and evening and night work**, 173–420 cents/hour – see **14 §** of the collective agreement
- **Call-out pay** – see **16 §** of the collective agreement
- **circumstantial allowances** (mining allowance and allowance for uninterrupted and continuous shift work) – see **section 17** of the collective agreement
- **increased salary for additional work** – see **11 §, paragraph 4** of the collective agreement
- **increased salary for overtime** – see **12 §, paragraph 2**
- **increased salary** for work exceeding the shorter regular working hours agreed upon in the collective agreement for a week off – see **section 9** and **section 12, paragraph 8** of the collective agreement

The collective agreement enables paid absence from work

SUDDEN ILLNESS IN THE FAMILY AND TAKING CARE OF A SICK CHILD – SEE **21 §** OF THE COLLECTIVE AGREEMENT

- length of paid period – **max. 4 days** in the event of an illness of a small child, other cases as needed

SALARY FOR THE PERIOD OF INCAPACITY FOR WORK DUE TO ILLNESS AND ACCIDENT – SEE **18 §** OF THE COLLECTIVE AGREEMENT

- paid period **28–90 calendar days**

SALARY FOR MATERNITY AND PATERNITY LEAVE – SEE **20 §** OF THE COLLECTIVE AGREEMENT

- **salary for family leave**