



**2020 STRIKE
Guidelines**

Content

Introduction	1
Industrial Action	1
Different forms of industrial action	1
Strike as a repression means	2
Strike strategy	2
Legal strike	2
Overtime ban	2
Time-limited strike	2
Lockout	3
Before the strike and being on strike	3
Preparing to the strike (member)	3
Preparing to the strike (shop steward)	3
Strike-bound work.....	3
Information about the reasons	4
During the strike	4
Pressure from the employer.....	4
Strike-breaker	4
Strike organisation	5
Central Strike Committee	5
Strike Committee	5
Regional Centers	6
Livelihood	6
Wage	6
Fringe benefits	6
Strike pay	6
Loans.....	6
Supplementary benefit	6
Strike communication	6
Questions and vocabulary related to the strike	7
Employment	7
Strike-bound work.....	7
Emergency work	7
Fixed-term employment contract	7
Probation	7
Absence from work at the same time as the strike is on	8
More detailed discussion about absence from work:	8
Illness	8
Lay-off	8
Strike and annual leave, holiday pay, holiday compensation, and accrual of new annual leave	8
Reduction in working time.....	9
Maternity leave.....	9
Expiration of wage claim	9
Effect of strike and lockout on part-time pension.....	9
Study leave	10
So-called leave of absence.....	10
Job alternation leave	10
Work blocking because of an industrial action of another personnel group	10
Strike and unemployment allowance.....	10
Industrial actions of another organisations	10
Annex 1: Guidance on establishment of Strike Committee	11
Annex 2: Dismissals of strike-breakers	12
Annex 3: Request of rejoinder for a strike-breaker	13

Introduction

Strike guidelines presents general proceedings in situations of industrial actions and provides basic information about industrial actions.

Every industrial action is different and specified guidelines are published strike-specific. In the guidelines there are general questions related to the strike and guidelines for associations and shop stewards on how to function in industrial action situations.

Industrial action

Right to industrial action is safeguarded by European Convention on Human rights: professional freedom of association. Industrial actions - like strike or overtime ban - always have an objective. Objective and possible means of pressure shall be realistic and properly proportioned in relation to each other, to be able to achieve a satisfying agreement. Persons participating the industrial action must understand what the objective is and commit to fight together to achieve the objectives.

Different forms of industrial actions

There are different sorts of industrial actions. Common nominator is that the action is trying to hinder the company business and the employer pays attention to the demands of the employees.

Examples of industrial actions:

- Italian in other words go-slow strike, where the employees are at the work place and working, but working very slowly or following every rule to the teeth or doing ONLY what they have been told to. It is said that first time this kind of industrial action happened in Italian railways hence the name Italian.
- Sit-down strike in other words sit-in strike, where the employees come to the work place but refuse to work.
- Japanese strike working continues as usual but the employees demonstrate against the employer for example by carrying a note around their necks.
- Wildcat strike in other words unauthorized strike is a strike against collective agreements or - Act. Unauthorized strike can start in individual work place, where it starts without contribution of trade union and may also include criticism against their own trade union. Unauthorized strike does not have full-scale pre-notification time of the law (for example sympathy strike).
- Legal strike is industrial action represented by labour legislation or collective agreement. In legal strike there is, among other things, obligation to report to the employer (employer organisation), notification on the scale of the strike etc.
- Blockade is like the protest strike and sympathy strike where employees from other companies are refusing to work with blockaded company. Specially in Salaried Employees sectors, blockade can also mean application boycott in the companies that are blockaded.
- Selective or spot strike is wider than blockade. In selective strike one part of production chain or part of the company is on strike. Usually, the part that prevents other parts of the chain to work is chosen.
- Sympathy strike means a strike that shows support to striking employees in another sector or work place. Sympathy strike is a legal industrial action if the needed pre-information times and technicalities are met.
- Over time ban is lighter industrial action with what the employees try to press the employer to the result wanted. During the over time ban union members refuse to work over time.

- General strike is a strike that is commonly agreed by Confederations and it applies to all (or at least most) sectors.

Strike as a repression means

Strike means that employees are not doing the blacked work. Strike is used as pressure in the situation where an agreement with the employer can't be found and negotiations don't help.

Strike strategy

When organising a strike, it is important that industrial action is targeted as effectively as possible to counter part in the negotiations.

For example, in collective bargaining it is natural to threaten those employers that have an opportunity to influence in achieving an agreement. That means employers that have representation in board of employer organisation or are otherwise influential in the negotiations. Also, creating a competitive situation between the employers, increases the tension in counter negotiators and helps to get to the agreement.

It is important that the employees that are going to be on strike, know what is the objective of the strike and why it is happening. It is important, that they don't feel the situation to be unfair – one work place is on strike, the other is not.

Legal strike

For employees' part the strike is ALWAYS legal. Possible ramifications from illegal industrial actions are always focused on the Union or its member associations.

Strike is legal if one of the following terms is met:

- Collective agreement is not in force and “period when no agreement is in force” is valid
- When the strike does not focus on collective agreement or its specific regulation
- Sympathy strike for another personnel group
- Political strike to try to influence on decision makers (for example raising the retirement age).

Employer can take industrial action they think is illegal to Labour Court. Labour Court can sentence the association or/and Union to be fined.

In period when no agreement is in force and a strike is organised, a strike notice must be given to the counterpart of the negotiations (normally employers' organisation) and to state conciliator 14 days before the industrial action starts. The notice must include the reason to the strike (usually collective agreement), who is concerned and how long the strike lasts (starting time and possible ending).

Overtime ban

Overtime ban can be called if there is no agreement in force. You don't have to give preliminary information about overtime ban. Work tasks that are under overtime ban can be done only during the regular working hours.

Time-limited strike

In time-limited strike the starting and ending time are informed. This means that the time of the strike is determined optimally. Alternative is to declare the strike to last as long as the agreement is reached.

Lockout

Industrial action of the employer, counterblow to the strike is lockout. Here the employer keeps employees of certain sectors or companies from coming to the work place. In practise, the employer also cuts the salary payments during the lockout.

Before the strike and being on strike

Each industrial action is different and independent. Union will inform separately about the things that concern industrial action. To have a successful strike, you need to be prepared to at least the following issues:

Preparing to the strike (member)

Follow the newsletters Pro is sending to the members. Communication associated with the strike is released during 14 days after strike notice has been given. You'll get more information about the strike from your shop steward.

Strike notice always tells when the strike starts. You don't go to work after strike has started. In case strike starts in the middle of your shift, you stop and leave the work place. When strike begins, the shop steward rotates the work place and guide the personnel out.

Don't leave anything you might need during the strike at your work place. After the strike is on you can't go to your work place at any circumstances. Usually, when the strike begins, the employer asks back work tools that are employment benefits. When asked these tools must be handed out to the employer.

Check that you have contact details of Strike Committee and contact details and opening hours of possible Strike Office. Also follow Pro web site and membership pages where you can find latest information about the strike. Check also your personal information from membership pages www.proplus.fi. In case you only have informed your work e-mail and work phone, it makes sense to update also secondary e-mail/phone number. This information is used in strike situations to inform the members.

ProPlus is an electronic service system for members. More information *proplus.fi*

Before the strike work tasks are done normally. You can't prepare yourself for the strike by doing your work beforehand. You neither can neglect to do your tasks before the strike.

Preparing to the strike (shop steward)

Check that you have an updated list of Union members and list form the employer of persons that are doing the tasks under the strike. List of the persons you represent can be uploaded from reports in member pages (Proplus). In case you find errors in membership information, inform the Union about it (*jasenasiat@proliitto.fi*).

Unorganised persons must be told, that work tasks are on strike and they must participate on strike. Inform and make sure that everybody knows why there is a strike and who are on strike. It is important that everybody understands the justification for it. Works tasks are on strike not persons. Other personnel groups must also be informed that they can't do work tasks that are on strike but they need to do their own tasks.

Get to know the strike guide in the web page well, so that you can answer the questions members will ask.

Consider, that it takes time to do the work as a shop steward and you have the right to use as long time as needed for your shop steward duties.

Strike-bound work

Strike notice will inform which work tasks are on strike and possible restrictions to them. When

certain work under the collective agreement is put on strike, this work task can't be done despite on if the worker is a member of a Union or not. Person who works under strike is called strike-breaker. The less there are strike-breakers, the faster and more effective the strike will influence and things can be solved and agreed.

Information about the reasons

To be successful it is essential that all persons on strike knows what the industrial action is seeking. Shop steward is a key player in reporting at the work place. Union will inform members periodically, but in addition the shop steward must tell the workers about the background, why there is a threat to start an industrial action. Precondition to have a successful strike is that the personnel knows what is happening and is committed to that.

For example, during the time of collective bargaining the shop steward must report actively to the members how the negotiations are going, who are negotiating, how the decision making is done in the Union and what issues are negotiated.

During the strike

Follow the information on Union web site during the strike. New information about the strike is updated and in negotiation situation the reporting is ongoing. During the strike you don't have to be in contact with your employer at all.

Strike committee will inform about strike occasions and strike office, where you can come to discuss and ask about issues concerning the strike.

When fixed-term strike is over you get back to work. When the strike ends to the negotiated settlement, the agreement of return to work will be drawn. Normally there is 1-3 days time to return to work. Employer will not pay wage from that time. Follow the information in member pages.

Pressure from the employer

Employer can't put pressure on the workers if they participate in industrial action organised by the Union. However, almost in every strike there is pressure of some kind. It is pressure if the employer tries to get the employees out of the strike, resign from the Union or tries to make them in unfavourable situation when comparing them to other employees. If any form of pressure emerges, it shall be reported to the Union immediately. There shall be discussions with those who have been put pressure on. They need to know that those persons on strike can't get any personal consequences from industrial action conducted by the Union or association.

Putting a pressure on a worker can cause a fine or at the maximum 6 months imprisonment (Penal code, chapter 47:3 and 4§).

Strike-breaker

Almost always there are some strike-breakers. Pickets have an important role in preventing strike-breakers and in reporting forward. Pickets must discuss strike-breaking with the persons that are going to do the strike-bound work and to give information about the reasons for the strike. Unions must always be informed about strike-breakers. If a strike-breaker is a member of Pro, he/she will be receiving a written reply from the association. In the written reply is stated that person is suspected to have done strike-bound work in certain time. Member is asked to reply either by written answer or orally to the association. After the answer, the association is dealing with the issue and dismiss the member if so decided.

When the strike-breaker is a member of another Union, Pro will contact that Union and they will deal with the issue on their terms.

Guidance for associations regarding the strike-breaker will be found at the end of this guide.

Strike organisation

Central Strike Committee

Central strike committee is nominated by Executive Committee of Pro in connection with the decision of strike. Central Strike Committee

- coordinates the strike
- organises communication on Union level to the members and the media
- gives work permissions to the work tasks that are strike-bound
- adapt the strike directions when needed
- gives the needed authorisation to the shop stewards and local strike committees

All exceptional permits to do strike bound work are applied from the Central Strike Committee. It is the shop steward who will inform the employer about that. Central Strike Committee inform the shop steward about all applications and decisions concerning the work place. Work permit can be applied when not doing the work can cause environmental damage. When applying the permits, the Central Strike Committee assess how much does the strike weaken if the work is done and what ill-effects it can have if the work is not done.

Contact details of the Central Strike Committee is published just before the strike begins. Working permits are applied by the employer from *keskuslakkotoimikunta@proliitto.fi*

Working permit is an exceptional permit that the employer can apply for doing the strike bound work.

Strike Committee

Strike Committee coordinates the industrial action on local level. It can consist on persons at the work place or members from several work places. Strike Committee takes care of information on the work place and supports those on strike. Most important tasks of Strike Committee are

- inform the members on issues concerning the industrial action
- answer the questions concerning the strike
- coordinate the picket duties
- help with applying the strike benefits

Local Strike Committee is established before the strike begins and members will be informed about the contact details. Shop steward will convene the Strike Committee which consists on 2-10 members. Pro club or similar can act as Strike Committee. If needed the Strike Committee can establish a Strike Office or info point. There people can come and meet and talk. Information on where the office is located and when it is open is given to the members by the Strike Committee.

Membership events are organised before the strike, during the strike and after the strike. Strike Committee determinates how many and when these events are organised.

Working as a picket, the number of needed pickets and their work shifts must be acknowledged. Many people to participate will improve the community spirit.

Union will help Strike Committees if needed.

At the end of this guide there is an attachment including things that are good to remember in the work of Strike Committee.

Regional centres

Trade Union Pro has regional offices all around Finland. In industrial action your closest person from the Union is national officer from your sector. He/she will help you and support the strike. Union provides its help to establish a Strike Office, blackleg work and organising membership events. Before the industrial action the shop steward or Strike Committee should meet with the national officer and make sure that readiness for industrial action is there.

Livelihood

Wage

The employer doesn't have the obligation to pay wages during the strike. However, if already earned wage fall due, it must be paid normally.

Fringe benefits

Employer can take away fringe benefits during the strike (typically cell phone and car). This should be prepared for before the strike by getting a spare phone and prepaid. This number should be informed to the union and to the shop steward.

In case you have housing benefit the employer can't take that away.

Strike benefit

Strike pay is applied after the strike from Pro membership pages. Strike days are those which you had been at work according to the work schedule. The amount of strike pay is confirmed case by case and it is taxable income.

Members of other Unions that get strike pay from Pro, will apply it together with the help of shop steward.

Loans

Union has negotiated with different banks the loan terms for the situation of industrial action. Updated information about this are in Pro membership page *proplus.fi*. Possible, unsecured loans are agreed on behalf of the union.

Supplementary benefit

During the strike it is also possible to get supplementary benefit from local Social Services Centre if the preconditions for supplementary benefit are filled. You can get this when the income of you or the family is not enough to pay for necessary expenses. When the right for this benefit is evaluated, all income of the family is considered.

Strike communication

During the strike you can always find the updated info on Pro webpage *www.prolitto.fi*.

Union will inform a lot with e-mail and during the strike also with SMS. Shop steward should also inform the members about work place issues.

E-mail and phone of the employer might not be at use during the strike. In membership page you can inform 2 e-mail addresses and 2 phone numbers. In special occasions such as industrial action, these other addresses are taken to use.

Questions and vocabulary related to the strike

Employment

Employer don't have the right to give notice or terminate an employment contract because of the participation to the industrial action if it is organised by the Union or local association. The form of industrial action is not relevant.

Employment security of shop stewards, department shop stewards and industrial safety delegate is determined by collective agreement or the law also during the strike.

Strike doesn't change the right of the employer to give notice during the industrial action, for example by productive or economic reasons. Grounds for notice can't be discriminating, for example only Union members or salaried employees to be targeted.

Salaried employees have a right to give notice to employment agreement whenever, also during the strike.

Employer can't act discriminating or in equally when choosing the employees, they want to give notice to. Ending the employment during industrial actions is very rare. If that happens, you need to contact the Union immediately.

Strike-bound work

Work tasks are on strike and everybody that do strike-bound work must withhold from that, if they are members of Pro or not.

Emergency strike

Emergency work means work that the employer can order to be done without the consent from the employee. Employer can have the employee to do emergency work only if an unforeseen event has caused an interruption in regular activities in a way that life, health, or property is in danger and the work can't be conducted later. Preconditions for emergency work are determined in legislation controlling the working time 21§ (605/1996).

Employer that have employees to do emergency work must make a written paper on that to the Industrial Safety District. In the paper the reason, wideness and supposed time shall be described. Including also the statement from shop steward or safety delegate.

Employer can increase the normal working hours in emergency work, if preventing the danger takes, however, not more than two weeks.

Fixed-term employment contract

Strike doesn't have an effect, on how long the fixed-period agreement is. Fixed-term agreement ends always when agreed unless parties agree on continuing the employment.

Probation

During a probation both parties can annul an employment agreement without any special reason. Annulment can't be done by reasons that are discriminating or otherwise irrelevant. This goes also during the strike. Employer can't terminate the employment only because you are a member of the union.

Absence from work at the same time as the strike is on

If annual leave or sick-leave starts before the strike, person will be on leave also when strike has started. If the leave finishes during the strike, person will be on strike.

If the annual leave starts during the strike, annual leave is transferred to the time agreed later and after the strike person will return to work.

If annual leave and strike start at the same day, holiday will start at 00.00 and strike probably later.

After the strike notice has been given the holidays can't be agreed for that time.

More detailed discussion about absence from work:

Illness

1. If the illness begins before the strike and finishes after the strike is over, sick pay will be paid from the whole time if the employer is obliged to pay wages throughout the whole sick leave.
2. If the illness starts before the strike and finishes during the strike, sick pay will be paid also from those days that are one on top of another. If the employee will - despite of his sick leave – report to be a striker and is acting as a picket, can the employer interpret the situation as the employee is on strike and will not get sick pay (KKO 1994:30). After the sick leave the employee is on strike.
3. If you get ill during the strike, you are on strike. Sick pay is not paid for the dates that are the strike days. On the other hand, the time that the employer is obliged to pay sick pay is not worn out either. The calculation of the period starts when strike is over a.k.a. the moment the employee starts to get sick pay (TT:1980–152).

Lay-off

Lay-off situations are dealt with mainly the same principals as illness. If the lay-off starts before the strike and ends after, the employee is laid off the whole time. If the lay-off starts before the strike and finishes during the strike, the employee is on strike after the lay-off. If the strike starts before the lay-off, the employee is on strike the whole time regardless of when the lay-off notice has been given.

Strike and annual leave, holiday pay, holiday compensation and accrual of new annual leave

If annual leave and strike are on top of each other, the time priority rule states that decisive factor is which (annual leave or strike) has begun first.

According to the Annual Holidays Act the employer defines the timing of the holiday with regards to the frames of Annual Holidays Act (rule: summer holiday 2.5.–30.9. and winter holiday 1.10.–1.5.). According to the statement of Labour Council the annual holiday can't be set to start during a strike.

Threat of a strike can't stop the employer to set annual leave to start before the strike starts. Employee shall have a possibility to give his/her own opinion on when the holiday should be before the time for the holiday is set. In addition, the employer must inform the time of the holiday at least a month or at the latest two weeks before the holiday starts (Annual Holidays Act 23 §).

Strike doesn't stop annual leave that has started before the strike. In these situations, holiday pay is paid as usual. New leave is accumulated as usual during the annual leave, because the employee is away from work because of the annual leave.

If the strike begins after the employer has informed the time of annual leave, but before the annual leave has started, the employee is on strike. Annual leave will be put off, to be given later.

Absence from work because of the strike is not of equal value to working time and it doesn't accumulate annual leave. If the reason for absence is something else, annual leave is accumulated as usual. If the employee is called for emergency work during the strike, wage is paid according to working time and these days also accumulate new annual leave.

Shortening the working time

Time off because of shortening of working time are not wasted during the strike. The employee has a right to get new time off after the strike. This time off must be given as whole days or if locally agreed as a compensation of loss of earnings. Exceeding the period off does not influence the issue.

Maternity leave

If maternity leave and with that the obligation of wage payment have started before the strike, wages are paid as usual from maternity leave as well as from a strike.

In case the maternity leave has started during the strike, the employer has no obligation to pay the wages from maternity leave until the strike is over. Paid period of maternity leave does not wear out during the strike. Obligation to pay wages of the employer will move forward to the time after the strike has started. (Turun HO 291/84; TT 152/80).

Expiration of wage claim

Strike doesn't influence expiration of wage claim. If the employee has wage claim that will expire during the strike, it must be paid in the date of expiry. If the payment is delayed, a penal interest must be paid. In case the employment is terminated during the strike must wages due to be paid at the last day of employment. If the payment is delayed, the employee has a right to get wage from waiting period. However, 6 days at the most even though the payment is more delayed.

Effect of strike and lockout on part-time pension

Condition to pay part-time pension is part-time work. Working time must be 16–28 per week. If the weekly working time changes it is levelled out in 16 weeks. Absence of work can last uninterrupted 6 weeks at the most. Pension will stop if the income of part-time work increases over 70% or decrease below 35% of the full-time employment income.

According to the guidance of Finnish Center of Pensions the effect of strike or lockout will be evaluated as in lay-off situations. According to the fact is the pensioner absent from work continuously 6 weeks at the most or longer period. Annual leave or sick leave are not noticed. However, for example lay-off time and pension time related to part-time pension are considered.

If the employee gets over 6 weeks absence of work because of a strike or lay-off/pension period, the part-time pension is determined by the end of that month which comes after 6 weeks absence.

In case the absence will be 6 weeks at the most, it doesn't influence on the right of part-time pension. However, the other preconditions of part-time pension must still be valid.

In unclear cases and additional questions, you should contact your own Pension provider and clarify how the absence and loss of income influence on part-time pension.

Study leave

Strike doesn't influence on terms of agreed study leave. Study Leave Act determine study leave.

Leave of absence

Strike doesn't effect on terms of leave of absence. Here the leave of absence means unpaid absence from work agreed with the employer.

Job alternation leave

Precondition for job alternation leave is that you have been working 12 months during those 13 months before the job alternation leave. If the strike or several strikes before the alternation leave last more than a month, the terms for getting alternation leave are not met. In these cases, person who is starting an alternation leave shall contact the shop steward or strike committee and make a statement of the situation.

Work blocking because of an industrial action of another personnel group

Employee has a right to get paid during blocking (7 days at the most) if their work is blocked by industrial action of another union, and this industrial action has no correlation on your working terms.

If the industrial action has correlation on working terms of employees that are left without work, the employer has no obligation to pay wage.

Legality of the industrial action blocking the work has no bearing when evaluating the obligation to pay wages.

If the employee is left without work because of industrial action of another personnel group, he/she has a right to get daily allowance without waiting period. However, he/she must fulfil the terms otherwise.

If the objective of the other personnel group that has started industrial action, have a connection to our working conditions, there are no 7 days obligation to pay wages.

Strike and unemployment allowance

The employee will not get daily unemployment allowance if he/she is unemployed because of the strike. Daily unemployment allowance is not paid if the employer has terminated or cancelled the employment contract for any reason and the employment is ended during the strike. This requires that the employee has been on strike at the day of termination of the employment. The other option is that a fixed-term employment ends during the strike and the employee has been on strike at the termination day.

Industrial actions of another organisations

Members of Trade Union Pro have no obligation by the contract of employment to do any other tasks than their own during the strike of other personnel groups.

This means, that employees are conducting their normal daily duties during these strikes.

The shop steward at the work place must make sure that the members of Trade Union Pro are following the guidance and principals agreed between Confederations and strike-bound work is not done. It is advisable to get in contact with central office or regional office.

If a member of Trade Union Pro has work task that other organisation has declared on strike, he/she must join the strike and he/she will get paid same amount of strike benefit as the others. Pro will pay strike benefit for its member who is on strike.

In case there is a problem to join the strike, always contact either Pro central office or regional office.

Annex 1: Guidance on establishment of strike committee

Planning the activities of strike committee

1. Name and address of the work place

2. Name, phone number and e-mail of the shop steward. If there already is a strike committee, include their names

3. Members of the work place

- a) What is the fighting spirit at the work place, is it easy to get people on strike?
- b) Do the members know why strike notice has been submitted?
- c) If there is no fighting spirit or members don't have enough information, how can we increase that? News letters from the shop steward or Union? What kind of issues to raise?

4. Strike Committee / pickets / strike office

Strike Committee should consist on 2–10 persons. The tasks of the committee are to organise strike activities at work place level, inform and guide the members, organise events that raise the strike spirit, keep contact with the Union and coordinate the work of pickets.

a) Organising the activities of pickets.

Every entrance shall have two pickets on every strike morning, before the beginning of first shift. First strike day the pickets must be there one hour before the first shift starts.

Entrances must be supervised at least when work shifts start.

How many entrances there are?

What should the time of duty for the pickets?

How many pickets are needed (minimum)?

Most important tasks for pickets are writing down strike-breakers, and turning employees away from the work place. Union will provide help with pickets' work if needed.

Do you think that a Union representative needs to be involved in pickets' work?

- b) Strike Office provides a place for strikers to meet and discuss during the strike. Strike guide is on Pro member website and Strike Committee needs to have an opportunity to use computer and phone.
 - iii) Is there a space (association /regional office), that the Strike Committee can use as office space? If so, what, and where?
 - iv) Do you think the Strike Office is necessary? How often and how long it should be open?
 - v) Do you need help from the Union to establish a Strike Office?

vi) Does the Strike Committee have phone and computer with internet access?

5. Membership events

The meaning of membership events is to keep up the strike spirit. The event can be eating together or strike dance etc. First whole strike week should have a membership event that raises the strike spirit. If needed, more events can be organised.

Where and when could this strike event to be organised (place / time)?

What kind of a place is needed?

Do you need somebody from the Union to come and answer the questions?

Members must be informed about Strike Office/Strike Committee and planned events before the strike begins.

6. Information and communication

To get information to members in the work place during the strike, there should be information in advance on how communication is done and collect contact details from the members – e-mail/SMS/strike office/something else. Think how the communication can be dealt with locally. Union can send e-mail/SMS/letters if the member has informed his contact details to the Union. Inform members that they should update their contact details in *proplus.fi*.

Annex 2: Dismissal of strike-breakers

To be acknowledged when dismissing the strike-breakers

In the meeting notice of the association there should be mentioned that a dismissal of a member is an issue at the meeting (not mentioned at the law but it is recommended to do so).

Decision to dismiss by the board of the association must include reason of dismissal. Clearly state what the member has done and how this has damaged the association.

Official notice of the decision to dismiss must be given to the member according to the association rules--> registered letter or otherwise proven.

The Union must get extract from the minutes of the association meeting. The extract must include names of the dismissed members and the reason for dismissal.

Attached a model letter to inform the dismissed member of the decision of the Board.

Name of the
association

Name of strike-
breaker

Name of the association have in their meeting *date* handled your actions during the time Trade Union Pro ry had Industrial action against *xx*. You have been working even though there was strike. According to the Executive Committee, this does not support the interest of members in the work place.

Because of this the Executive Committee considers that after you have been heard *date written/orally* the board have been given a reason according to the association regulations § 9 mom. 3 a) to dismiss you from the association. Executive Committee have decided that your membership in *name of the association* ends *at date*.

time and date
signatures

Annex 3: Request of rejoinder for a strike-breaker

Name of the
association

Name of the
strike-breaker

According to the information we have received, you have worked under Trade Union Pro ry Industrial Action against XX. Before possible actions by the Executive Committee we ask you to send us your written explanation no later than (date). Written explanation shall be sent to (*name, e-mail address, preferably chair of the association, time to answer at least 4–5 days*)

(Other option is to give a date when Executive Committee will conduct a hearing)

Time and place
name of the
association

signatures = signatories of the association (2)

Yhdessä vahvempi – arjesta parempi

proliitto.fi

Ammattiliitto Pro

Selkämerenkuja 1 A, PL 183, 00181 Helsinki
puhelin (09) 172 731, faksi (09) 1727 3330
proliitto.fi