



AKT



**Forwarding warehouse
terminal employees**

2023

The salary and other terms are summarised in this brochure.

Working Hours

Working hours are determined by the Finnish Working Hours Act.

Regular working hours consist of eight (8) hours per day and forty (40) hours per week.

The working week begins on Monday.

Regular weekly working hours may also be organised in a way that the average weekly working hours do not exceed 40 hours during a six-week period, for which there is a pre-defined plan to balance out working hours.

An agreement may be made to temporarily extend regular working hours to 9 hours, provided that the number of weekly hours is adjusted to 40 hours per week during a maximum period of 6 weeks.

Employees are entitled to two daily coffee breaks. The timing of lunch and coffee breaks is agreed locally.

If Epiphany falls on a weekday other than Saturday, working hours will be reduced without affecting monthly salaries.

Mid-week holidays reducing working hours include Good Friday, Easter Monday, Ascension Day and Midsummer Eve. Mid-week holidays reducing working hours also include New Year's Day, Epiphany, May Day, Finnish Independence Day, Christmas Eve, Christmas Day and Boxing Day. The reduction of working hours will not affect monthly salaries. One mid-week holiday reduces regular working hours by eight (8) hours.

Payroll

1. Terminal workers have monthly salaries.
2. The hourly wage paid to a hourly-paid worker is determined by dividing the employee's pay scale rate by 159.

WAREHOUSE TERMINAL EMPLOYEES

Monthly salaries for terminal workers starting from 1 April 2023 or the nearest next pay period starting after that (€/month):

0-3 years	2483
3-5 years	2536
5-7 years	2590
7-10 years	2640
10-12 years	2714
12-15 years	2760
over 15 years	2809

SALARIES FOR DOCK-WORKERS

Scheduled wages on 1 April 2023 or the nearest next pay period starting after that (€/hour):

0-3 years	15,62
3-5 years	15,95
5-7 years	16,29
7-10 years	16,60
10-12 years	17,07
12-15 years	17,36
over 15 years	17,67

Bonuses

1. Evening and night shift bonus

Work carried out between 4 p.m. and 10 p.m. will entitle the employee to evening shift bonus at 15% of scheduled wages. For work performed between 10 p.m. and 6 a.m., a night work supplement of 25% of the pay scale rate is paid.

2. Shift work bonus

In shift work, evening shift hours will entitle the employee to a bonus of 15 percent and night shift hours to a bonus of 25 percent of scheduled wages.

3. Bonus for shifts on free days

Hours worked on free days will entitle the employee to a bonus of 100% of scheduled wages.

4. Personal bonus

If the requirements of the employee's duties are materially different from the average level of the employee group in question, the employee may be paid a personal bonus of 5-15% of scheduled wages.

5. Cooled terminals

Employees working in cooled terminals with a maximum temperature of +7 degrees centigrade will be paid a bonus of 5% of scheduled wages for each full hour of work.

Compensation for overtime and Sunday work

Work performed outside regular working hours constitutes overtime. Overtime will entitle the employee to a bonus of 50% for the first two hours and 100% thereafter.

Hours worked on Sundays and holidays as well as on Finnish Independence Day and May Day will entitle the employee to a bonus of 100%. Overtime on Sundays will entitle the employee to a bonus of 100%.

Adjustment of working hours

The adjustment of working hours applies to those forms of working time where the regular working time is 80 hours in two-week periods or 40 hours per week.

The adjustment of working hours also applies to part-time employees.

On the basis of the regular working hours accumulated from the beginning of the year, or from the start of the employment relationship, working hours shall be reduced as follows:

Working hours during calendar year	Reduction
Minimum 136 h	1 day
Minimum 271 h	2 days
Minimum 407 h	3 days
Minimum 543 h	4 days
Minimum 678 h	5 days
Minimum 814 h	6 days
Minimum 950 h	7 days
Minimum 1085 h	8 days
Minimum 1221 h	9 days
Minimum 1357 h	10 days
Minimum 1492 h	11 days
Minimum 1696 h	12.5 days

Free days resulting from the adjustment of working hours must be granted as full days in connection with the employee's annual holiday or other leave by the end of the year following the year when the hours were accumulated.

Free days for reduced annual working hours may be granted to the worker prior to having been earned, if the worker agrees.

Sick leave pay

In the event of inability to work resulting from sickness or accident, the employer shall pay the employee according to regular working hours for the following periods (calendar days):

duration of employment relationship	under 3 years	28 days
duration of employment relationship	3 to 5 years	35 days
duration of employment relationship	5 to 10 years	42 days
duration of employment relationship	over 10 years	56 days

The sick leave pay for employees with variable working hours is calculated as follows:

If a work schedule has been drawn up, sick leave pay is paid according to the work schedule.

If a work schedule has not been drawn up, the average daily pay over 3 months is calculated and multiplied by the number of sick leave days (5 days per week).

Period of notice

Employment relationship terminated by employer

duration of employment relationship	under 1 year	14 days
duration of employment relationship	1 to 4 years	1 month
duration of employment relationship	4 to 8 years	2 months
duration of employment relationship	8 to 12 years	4 months
duration of employment relationship	over 12 years	6 months

Employment relationship terminated by employee

duration of employment relationship	under 5 years	14 days
duration of employment relationship	over 5 years	1 month

Are you receiving all the work and wage benefits required by the agreement?

The collective agreement governs several other issues relating to your interests. Are you receiving all these benefits?

Further information on valid collective agreements is available from your local branch of the Transport Workers' Union (AKT) and from the union's regional office.

Does your workplace have an elected employees' representative safeguarding employees' interests?

The standing, rights and obligations of employees' representatives are governed by the collective agreement. Employees' representatives enjoy a stronger law- and contract-based security of employment than other employees. The employees' representative is the most important contact person between the workplace, the local trade union branch and the union.

**Your union is the
Finnish Transport Workers'
Union- AKT**



AKT

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