



ROAD HAULAGE SECTOR WORKERS

– drivers in international transportation –

2024

Terms of the agreement on pay etc. are briefly presented in this brochure.

Regular working hours

The regular working hours for a two-week period consist of 80 hours.

Any shift that is shorter than 4 hours 45 minutes is counted as a full 4 hours 45 minutes shift and paid for as such.

If the driver or assistant must wait during the journey, wages are paid for the waiting time, but it is not counted as working hours (does not apply to the daily rest period).

If the driver must repeatedly move the vehicle while in the loading or unloading queue, this is counted as working hours.

If the driver is temporarily assigned to duties with a lower pay scale, he or she is paid according to the regular pay scale.

If the length of the working day is at least 8 hours, the employee has a right to two refreshment breaks (coffee breaks) while at work and at a time suitable for carrying out the transport duties.

The working day must not be divided in more than two continuous periods divided by an unpaid break that lasts for one hour at maximum. The regulation does not rule out legally mandated breaks or the use of waiting time.

Pay for transport abroad and experience bonus

The pay for a 2-week period and hourly pay in foreign traffic for a professional truck driver who is fully able to work are presented in the following table. A special bonus of at least 8 per cent calculated from the full pay of the period is paid to a truck driver in foreign traffic who has worked in the same company for at least two years and has during this time displayed an ability to work in foreign conditions (language skills, knowledge of traffic rules and customs formalities, etc.).

Pay scales

Pay scales starting from 1 February 2024 or from the nearest next pay period starting after that (€)

Pay scales for international traffic

	16,78	1342,40
8% increase	17,96	1436,80

Pay scales starting from 1 October 2024 or from the nearest next pay period starting after that (€)

	17,03	1362,40
8% increase	18,23	1458,40

Separate bonuses

Evening and night shift bonus

15% of the pay scale rate is paid as evening shift bonus for work done during 18:00–22:00.

20% of the pay scale rate is paid as night shift bonus for work done during 22:00–06:00.

Bonus for shifts on free days

There must be two free calendar days within each calendar week at minimum. A bonus of 100% of the employee's pay scale rate for shifts on free days is paid for all working hours executed on a free day in addition to all other bonuses.

Supplement for toxic substances and explosives

A supplement of 5 per cent of the worker's standard pay according to the pay scale shall be paid for handling and transport of explosives (class 1), toxins (class 6.1), infectious substances (class 6.2) and radioactive materials (class 7), to the extent that the limits for the transport of dangerous goods (ADR) are exceeded.

Special supplement

A special supplement of 5 per cent of the worker's pay according to the pay scale is paid to drivers of crane trucks, drivers of a 34.50 meter HCT semi-trailer combination, flat bed trailers, refuse trucks, timber trucks transporting timber from the forest when the driver operates a

loader and milk tanker drivers performing milk collection, drivers engaged in transportation in underground facilities and drivers working with special shipments the transportation of which requires official permission and a separate so-called escort vehicle or whose vehicles must display hazard boards and warning lights in accordance with legislation.

Compensation for overtime and Sunday work

A pay increase of 50% is paid for the first 12 hours exceeding normal working hours and an increase of 100% for all working hours after that.

Work carried out on Sundays, church holidays, Finnish Independence Day and May Day entitles the employee to a pay increase of 100%.

The above-mentioned pay increases are paid according to the employee's average hourly earnings.

Full and partial daily allowances

From **1 February 2024** or from the nearest next pay period starting after that.

Home country:

If the employee is prevented from having a meal at the home station for a period of 10 hours, the employee will be entitled to a partial daily allowance at €18,90; the employee will be paid €41,70 for each period of a full 24 hours from the beginning of the period. If a daily rest period in another district should exceed 12 hours, then an increased daily allowance of €51,00 is payable.

Abroad:

Whenever the employee must spend time abroad, he or she shall be paid €70,10 of meal and daily allowance per day altogether.

Outside Europe, the meal and daily allowance is €74,90 altogether.

If the employee is provided with free lodgings but not food, only the meal allowance of €39,90 per day is paid.

When the stay abroad lasts for 10 hours altogether or in addition to full days, the employee is paid half of the foreign meal allowance, i.e. €19,95.

Combining domestic and foreign daily allowance

EXAMPLE: Work begins in Finland on Monday at 12:00. The ferry leaves at 20:00 and arrives at Stockholm at 07:00 Tuesday morning. The driver works in Europe and starts the journey back at 08:00 Wednesday morning on the ferry from Stockholm. The ferry is in Finland at 19:00 and the journey continues in Finland until Thursday at 12:00.

In the example above, the first ten hour period is full on the ferry on Monday night at 22:00. The period of twenty-four hours is full on Tuesday at 12:00 abroad. Within the 14-hour period between 22:00 Monday night and 12:00 on Tuesday, the driver has spent most of the time (9 h) on the ferry and therefore within the domestic daily allowance, because the port where the journey began was in Finland. By 12:00 Tuesday, the driver has earned one full domestic daily allowance (€41,70).

NOTE! If the greater part of the 14-hour period between 22:00 Monday night and 12:00 Tuesday had been spent within the foreign daily allowance, then the foreign daily allowance would have begun at 22:00 Monday night and a partial domestic daily allowance (€18,90) would have been earned until that time.

The second period of twenty-four hours is complete at 12:00 Wednesday when the ferry is on the way back to Finland. For this period, the driver earns a full foreign daily allowance (€ 70,10).

The following period (10 h) is complete at 22:00. During this period, the driver is within the foreign daily allowance

for the most part (7 h), because the ferry left from a foreign port. For this period, the driver is paid $\frac{1}{2}$ of the foreign meal allowance (€19,95).

By 12:00 Thursday, there are only 14 hours eligible for daily allowance left. For this period, the driver earns a partial domestic daily allowance (€18,90).

Reduction in the annual working hours

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 are reduced each calendar year as follows:

A. Epiphany falls on a Saturday or a Sunday

at minimum, 94 h	8 h or 1 day
188 h	16 h or 2 days
283 h	24 h or 3 days
377 h	32 h or 4 days
471 h	40 h or 5 days
565 h	48 h or 6 days
660 h	56 h or 7 days
754 h	64 h or 8 days
848 h	72 h or 9 days
942 h	80 h or 10 days
1036 h	88 h or 11 days
1131 h	96 h or 12 days
1225 h	104 h or 13 days
1319 h	112 h or 14 days
1413 h	120 h or 15 days
1508 h	128 h or 16 days
1602 h	136 h or 17 days
1696 h	144 h or 18 days

B. Epiphany falls on a business day other than Saturday

at minimum, 90 h	8 h or 1 day
180 h	16 h or 2 days
270 h	24 h or 3 days
360 h	32 h or 4 days
447 h	40 h or 5 days
537 h	48 h or 6 days
627 h	56 h or 7 days
717 h	64 h or 8 days
807 h	72 h or 9 days
893 h	80 h or 10 days
983 h	88 h or 11 days
1073 h	96 h or 12 days
1163 h	104 h or 13 days
1253 h	112 h or 14 days
1340 h	120 h or 15 days
1430 h	128 h or 16 days
1520 h	136 h or 17 days
1610 h	144 h or 18 days
1696 h	152 h or 19 days

The adjustment of working hours also applies to part-time employees, regardless of how the part-time arrangements have been implemented.

Leave resulting from the adjustment of working hours

Free days resulting from the adjustment of working hours are granted as whole days in connection with the employee's annual holiday or other free days. If the employee has earned ten adjusted days, the free days are combined so that the employee is granted a continuous leave of five days.

If the employee has earned at least fifteen adjusted days, the free days are combined so that the employee is given two continuous leaves of five days.

The above-mentioned period of five adjusted days comprises seven calendar days.

Adjusted days can only be given to an employee before they are earned if the employee agrees.

Notification of leave dates

Notification regarding the five-day adjustment leaves must be given to the employee no later than two weeks before the leave.

A notification for the single leave dates is given either via a pre-programmed working hour system, or if no such system is available, at least 2 weeks before the leave is given.

Salary

The adjustment of working hours is payable according to current average hourly earnings.

Period of notice

Employment relationship terminated by employer

employment has lasted at maximum for one year 14 days
employment has lasted at maximum for 4 years 1 month
employment has lasted at maximum for 8 years 2 months
employment has lasted at maximum for 12 years 4 months
employment has lasted for over 12 years 6 months

Employment relationship terminated by employee

employment has lasted at maximum for 5 years 14 days
employment has lasted for over 5 years 1 month

Sick leave pay

In the event of inability to work resulting from sickness or accident, the employer pays the employee according to regular working hours for the following periods:

employment has lasted for less than 3 years 28 days
employment has lasted for 3–5 years 35 days
employment has lasted for 5–10 years 42 days
employment has lasted for over 10 years 56 days

The wages during parental leaves are specified in the collective agreement.

Are you getting all of the benefits guaranteed by the collective agreement?

The full collective agreement negotiated by your trade union also provides you with many other benefits at work. Are you getting all of these benefits in practice?

Further details of the current collective agreement are available from the branch of AKT to which you belong or from the union's regional office.

Has a shop steward been elected at your workplace to defend the interests of the workers?

The collective agreement includes a section on the status, rights and duties of shop stewards, who form the most important link between the workplace, the union branch and the trade union. The job security of a shop steward is specially protected by law and by collective agreement.

Training and leisure time activities

The Finnish Transport Workers' Union – AKT arranges a broad range of training activities for its members working in various sectors, and is working with its various branches to improve this aspect of its operations.

The events and facilities provided and generally also paid for by the union and its branches also provide superb opportunities for recreational activities.

It is only through organising that workers in the transport sector can defend their interests – working together with the union.

**Finnish Transport
Workers' Union – AKT
is your trade union**



AKT

**FINNISH TRANSPORT
WORKERS' UNION – AKT**

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