



**AKT**



## **Road Haulage Sector Workers**

– drivers in Finland –

**2024**

Do you know all of your rights under the collective agreement  
negotiated by your trade union?

# Regular working hours

Regular working hours are 80 hours in a period of two weeks.

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

All waiting time of a driver or assistant en route is paid time, but is not counted as working hours.

Any time when a driver in a loading or unloading line must repeatedly move the vehicle is counted as working hours.

A driver assigned temporarily to duties on a lower pay scale must continue to be paid according to the regular pay scale.

If the workday is at least 8 hours, the employee has a right to two breaks (coffee breaks) whilst working and at a suitable moment whilst carrying out the transport duty.

The working day may not be divided into more than two uninterrupted parts, divided by an unpaid break not longer than one hour in duration. The regulation does not rule out statutory breaks and the use of waiting time.

# Pay scales

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

## Full-trailer and module

<b>truck drivers</b>	<b>hour</b>	<b>2 weeks</b>
under 4 years	16,00	1280,00
4 to 8 years	16,17	1293,60
8 to 12 years	16,64	1331,20
over 12 years	16,98	1358,40

## Semi-trailer and tractor drivers

### (C1E/CE driving licence categories)

under 4 years	15,47	1237,60
4 to 8 years	15,63	1250,40
8 to 12 years	16,10	1288,00
over 12 years	16,40	1312,00

## Truck, pump truck, wheel loader and tractor drivers (B/C1/C driving licence categories)

under 4 years	15,16	1212,80
4 to 8 years	15,32	1225,60
8 to 12 years	15,76	1260,80
over 12 years	16,08	1286,40

## Passenger car, van, and tractor drivers

### (T/LT driving licence categories)

under 4 years	14,87	1189,60
4 to 8 years	15,02	1201,60
8 to 12 years	15,46	1236,80
over 12 years	15,71	1256,80

## Vehicle assistant

under 4 years	14,74	1179,20
4 to 8 years	14,90	1192,00
8 to 12 years	15,31	1224,80
over 12 years	15,59	1247,20

## 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 (€)**

**Full-trailer and module**

<b>truck drivers</b>	<b>hour</b>	<b>2 weeks</b>
under 4 years	16,24	1299,20
4 to 8 years	16,41	1312,80
8 to 12 years	16,89	1351,20
over 12 years	17,23	1378,40

**Semi-trailer and tractor drivers  
(C1E/CE driving licence categories)**

under 4 years	15,70	1256,00
4 to 8 years	15,86	1268,80
8 to 12 years	16,34	1307,20
over 12 years	16,65	1332,00

**Truck, pump truck, wheel loader and tractor drivers (B/C1/C driving licence categories)**

under 4 years	15,39	1231,20
4 to 8 years	15,55	1244,00
8 to 12 years	16,00	1280,00
over 12 years	16,32	1305,60

**Passenger car, van, and tractor drivers  
(T/LT driving licence categories)**

under 4 years	15,09	1207,20
4 to 8 years	15,25	1220,00
8 to 12 years	15,69	1255,20
over 12 years	15,95	1276,00

**Vehicle assistant**

under 4 years	14,96	1196,80
4 to 8 years	15,12	1209,60
8 to 12 years	15,54	1243,20
over 12 years	15,82	1265,60

**Pay scales for international traffic**

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

# Supplements

## **Supplement for evening and night work**

An evening work supplement of 15 % of the pay scale rate is paid for working hours between 18:00 and 22:00.

A night work supplement of 20 % of the pay scale rate is paid for working hours between 22:00 and 06:00.

## **Supplement for work on rest days**

Each calendar week must include no fewer than two full calendar rest days. In addition to all other compensation, a rest day supplement of 100 per cent of the worker's pay according to the pay scale must be paid for all hours worked on rest days.

## **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.

## **Pay for overtime and Sunday work**

A pay increase of 50 per cent ("time and a half") is paid for the first 12 hours worked in excess of regular working hours and 100 per cent ("double time") for all subsequent excess hours worked.

A pay increase of 100 per cent ("double time") is paid for all work performed on Sundays, church holidays, Finnish independence day (6 December) and Mayday (1 May).

These increases are based on the worker's average hourly earnings.

# Subsistence allowances

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

## **Domestic**

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

## **Abroad**

If the employee has to stay abroad, the employee will be entitled to a daily and food allowance of EUR 70,10 per diem in total.

Outside Europe, the daily and food allowance is EUR 74,90 in total.

If free lodgings are provided to the employee, but no food, only a food allowance of EUR 39,90 per diem will be paid.

If the stay abroad lasts 10 hours in addition to full days or in its entirety, the employee is paid half the food allowance for abroad, or EUR 19,95.

# **Reduction in annual hours of work**

The following annual reduction in hours of work has been agreed based on total regular working hours counted from the beginning of the calendar year or from the subsequent beginning of employment:



A. When epiphany (6 January) falls on a Saturday or Sunday:

Working hours in the calendar year	shortening	
no less than	94 h	8 h = 1 day
	188 h	16 h = 2 days
	283 h	24 h = 3 days
	377 h	32 h = 4 days
	471 h	40 h = 5 days
	565 h	48 h = 6 days
	660 h	56 h = 7 days
	754 h	64 h = 8 days
	848 h	72 h = 9 days
	942 h	80 h = 10 days
	1036 h	88 h = 11 days
	1131 h	96 h = 12 days
	1225 h	104 h = 13 days
	1319 h	112 h = 14 days
	1413 h	120 h = 15 days
	1508 h	128 h = 16 days
	1602 h	136 h = 17 days
	1696 h	144 h = 18 days

B. When epiphany (6 January) falls on a weekday:

Working hours in the calendar year	shortening
no less than 90 h	8 h = 1 day
180 h	16 h = 2 days
270 h	24 h = 3 days
360 h	32 h = 4 days
447 h	40 h = 5 days
537 h	48 h = 6 days
627 h	56 h = 7 days
717 h	64 h = 8 days
807 h	72 h = 9 days
893 h	80 h = 10 days
983 h	88 h = 11 days
1073 h	96 h = 12 days
1163 h	104 h = 13 days
1253 h	112 h = 14 days
1340 h	120 h = 15 days
1430 h	128 h = 16 days
1520 h	136 h = 17 days
1610 h	144 h = 18 days
1696 h	152 h = 19 days

Shortening of working hours also concerns part-time workers independent of how the part-time work has been realised.

## **Granting of rest days for reduced annual working hours**

Additional rest days arising from shortening of annual working hours are granted as whole days at the time of the worker's annual holiday or other leave. If a worker has earned 10 such additional rest days, then these must be granted by combining these rest days so that the worker enjoys at least one continuous rest period of five days.

If a worker has earned no fewer than 15 such additional rest days, then these must be granted by combining these rest days so that the worker enjoys at least two continuous rest periods of five days.

Such a continuous period of 5 additional rest days must cover 7 calendar days.

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

## Notification of rest days

The worker must be notified of five-day additional rest periods no later than 2 weeks before the rest period begins.

Individual additional rest days are notified in the advance programme of working hours or, where no such programme of working hours is prepared, no later than 2 weeks before the rest period begins.

## Pay for rest days

Additional rest days granted to reduce annual working hours are paid at the worker's current rate of average earnings

## Periods of notice

### On termination of employment by the employer:

when employment has lasted for	less than one year	14 days
when employment has lasted for	less than 4 years	1 month
when employment has lasted for	4 - 8 years	2 months
when employment has lasted for	8 - 12 years	4 months
when employment has lasted for	more than 12 years	6 months

### On termination of employment by the worker:

when employment has lasted for	less than 5 years	14 days
when employment has lasted for	more than 5 years	1 month

## Sick pay

During periods of inability to work arising from illness or accident the employer must pay to the worker the pay for regular working hours for the following periods. A full work shift that has started on the last calendar day of a sick leave is counted as sick pay.

when employment has lasted for	less than 3 years	28 days
when employment has lasted for	3 - 5 years	35 days
when employment has lasted for	5 - 10 years	42 days
when employment has lasted for	more than 10 years	56 days

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

## **Are you receiving all the work and wage benefits provided by the agreement?**

Also several other questions concerning your interests have been agreed in the collective labour agreements. Are you receiving all the benefits?

AKT's local trade union branch whose member you are or the union's local office will give you more information on the effective collective labour agreements.

## **Has a representative been chosen to supervise the interests of the worker at your work place?**

The status, rights and liabilities of a representative have been agreed in the collective labour agreement. The representative has a better employment protection than other workers based on the Law and the collective labour agreement. The representative is the most important contact person between the work place, the local trade union branch and the union.

## **Education and leisure time activity**

AKT offers its members versatile education activity in different sectors of society and is developing the activity further in cooperation with local trade union branches.

Similarly, AKT and local union branches offer exceedingly good possibilities for recreation and leisure activities at functions and locations, which they also often cover the costs for.

Only organised transport sector workers are able to look after their interests – together with the union.

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



# AKT

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