

FEDERATION OF AGRICULTURAL EMPLOYERS MTA  
INDUSTRIAL UNION

## **PROTOCOL OF SIGNATURE**

### **PROTOCOL REGARDING THE UPDATE TO THE COLLECTIVE AGREEMENTS OF THE ALLIED RURAL INDUSTRIES, HORTICULTURE, FUR PRODUCTION AND LANDSCAPING SECTORS**

Time: Outcome of negotiations on 30 May 2018  
Place: The office of the Industrial Union,  
Hakaniemenranta 1 A, Helsinki  
Present: The negotiators of the Federation of Agricultural Employers MTA  
The negotiators of the Industrial Union

The Federation of Agricultural Employers MTA and the Industrial Union have agreed the following:

#### **1 THE COLLECTIVE AGREEMENTS TO BE UPDATED AND THE TERM OF AGREEMENT**

The collective agreements in force for the period 1 February 2018 – 31 January 2020 for the allied rural industries, horticulture and fur production shall be amended and for the landscaping sector supplemented with a provision regarding on-call hours.

The provision enters into force on 1 July 2018 and shall remain in force until the end of the term of agreement 31 January 2020.

Provisions on stand-by duties shall remain unchanged.

#### **2 NEW PROVISIONS UNDER THE COLLECTIVE AGREEMENT ON ON-CALL DUTIES**

Collective Agreement for the Allied Rural Industries section 16  
Collective Agreement for the Horticulture section 13  
Collective Agreement for the Fur Production Sector section 14a  
Collective Agreement for the Landscaping Sector Section 14a

**On-call duties**

It may be locally agreed that the employee shall be at the employer's disposal outside his or her regular working hours and prepared to arrive at the place of work/to work as agreed or when called out. The agreement on on-call duties shall be made in writing in advance. The agreement shall indicate the number of hours the employee is required to be on call, the time within which the employee is expected to arrive at work when called out, the amount of compensation for on-call hours and the term of notice for the agreement.

Compensation for the restrictions on an employee while on call shall be agreed on locally. Unless otherwise has been agreed, the minimum compensation for being on call is EUR 21/day rounded up to the next full day. It may also be locally agreed that on-call hours are compensated for as time off in lieu. The on-call hours are not included in working hours.

The work performed during on-call hours is paid according to the working hours used. Application guide: Stand-by and on-call duties shall not be assigned simultaneously.

**2 APPROVING THE PROTOCOL**

The undersigned approve this protocol with their signatures.

In Helsinki on 31 May 2018

FEDERATION OF AGRICULTURAL EMPLOYERS MTA

Kimmo Hovi

Veli-Matti Rekola

INDUSTRIAL UNION

Riku Aalto

Marko Rosqvist