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**Amendments to  
the collective agreement  
concerning delivery personnel  
between  
Finnmedia and Industrial Union  
(Medialiitto and Teollisuusliitto)**

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**The agreement is valid for the period of  
1 February 2020 – 28 February 2022**

**This is an unofficial translation from Finnish to English.  
Only the original text of the Collective Agreement in Finnish is authoritative.**



# COLLECTIVE AGREEMENT PROTOCOL

FINNMEDIA

INDUSTRIAL UNION

COLLECTIVE AGREEMENT PROTOCOL

Date 28 January 2020

Venue Finnmedia's meeting facilities, Eteläranta 10

Participants	Marko Rosqvist	Industrial Union
	Martti Paavilainen	Industrial Union
	Meri Heikelä	Industrial Union
	Eveliina Koivisto	Industrial Union
	Eija Lyttinen	Industrial Union
	Timo Virtanen	Industrial Union
	Johanna Varis	Finnmedia
	Heli Manninen	Finnmedia, secretary
	Teija Kiiskilä	Finnmedia
	Janne Koski	Finnmedia

It was agreed that the collective agreement concerning delivery personnel, in force between the associations until 31 January 2020, be renewed with the following additions:

## 1. Agreement period

This agreement period is from 1 February 2020 to 28 February 2022.

## 2 Pay increases

### 2.1 Pay increases on 1 June 2020 or from the start of the payment period beginning soonest thereafter

#### Across-the-board increase

Personal wages are raised by a 1.3% across-the-board increase.

#### Minimum wages

Minimum wages are raised by 1.3%.

#### Bonuses

Night pay and familiarisation bonus are raised by 1.3%.

### 2.2 Pay increases on 1 May 2021 or from the start of the payment period beginning soonest thereafter

#### Across-the-board increase

Personal wages are raised by a 2.0% across-the-board increase.

#### Minimum wages

Minimum wages are raised by 2.0%.

#### Bonuses

Night pay and familiarisation bonus are raised by 2.0%.

## 3 Working hours provisions

### 3.1 Daily rest period

A new provision is added to the collective agreement:

### 3.8 Daily rest period

In deviation of section 25, subsection 1 of the Working Hours Act, employees must be given an uninterrupted rest period of at least 9 hours during the 24 hours following the beginning of each work shift, except for work carried out during standby. In other respects, the daily rest period provisions of the Working Hours Act shall apply.

Other provision numbers in the chapter increase by one.

### 3.2 Weekly rest

The heading of provision 3.9 is changed to Weekly rest.

It is agreed that the content of the weekly rest provision is equivalent to the content of the provision in the Working Hours Act that was in force until 31 December 2019, by adding the following note to the end of the provision:

**Note:** In this provision, it is agreed that weekly rest shall be determined pursuant to the Working Hours Act that was in force until 31 December 2019.

## 4 Pay provisions

### 4.2 Bonus for working in non-familiar delivery areas

Provision 4.5.1 of the collective agreement is changed

#### 4.5.1 Bonus for working in non-familiar delivery areas

A delivery employee who is working in a non-familiar delivery area is entitled to a bonus of 40% on his or her hourly pay on the first day. A delivery area is considered non-familiar if the employee has not worked in that area in the past 10 months. It is possible to locally agree on dividing the compensation over several days.

#### Application instruction:

*“The employer shall notify payroll administration of the delivery employee’s right to a non-familiar delivery area bonus. It is possible to locally agree that the bonus be paid later on the basis of a work notification or similar. The non-familiar delivery area bonus is payable to a delivery employee irrespec-*

*tive of the role in which he or she works in the area (day-off replacement, reserve delivery employee, substitute or delivery employee to whom an area is assigned at short notice).”*

**Note:** For the duration of the agreement period, the following procedure described in the previous application instruction may be applied:

*“The delivery employee and the employer together ascertain whether an area is non-familiar. To ensure timely payment of wages, the delivery employee shall notify payroll administration of his or her right to a non-familiar delivery area bonus. It is possible to locally agree that the bonus be paid later on the basis of a work notification or similar. The non-familiar delivery area bonus is payable to a delivery employee irrespective of the role in which he or she works in the area (day-off replacement, reserve delivery employee, substitute or delivery employee to whom an area is assigned at short notice).”*

### 4.3 Impeded delivery

Provision 4.13.2 is changed as follows:

*“When delivery is impeded, the delivery employee is paid in accordance with the agreed hourly rate for every six (6) minutes of or part thereof of waiting time, with applicable night pay. The delivery employee shall make every effort to complete the delivery even when the delivery is impeded. In such a case, the delivery employee is paid for the waiting time, in addition to wages for that day.”*

## 5 Management of absences due to illness

The signatory associations find that the best approach to managing absences due to illness is cooperation between the company management, the personnel and its representatives and occupational health care services. As part of the reduction of absences due to illness, a local agreement can be concluded on a “self-notification” procedure, in which an employee can be absent from work due to illness on their own notification for a maximum of three days.

The associations recommend that companies look into the applicability of the self-notification procedure in the company and the possibility of concluding a related local agreement, especially for flu, fever, stomach flu and similar epidemics. When negotiating on the content of the local agreement, the following matters, among other things, can be agreed on:

- objectives of the agreement
- target group of the agreement
- notification recipients
- notification methods
- notification recording methods
- actions to be taken if the illness continues
- potential restrictions on the acceptable number of absences
- employer's right to order the employee to a (occupational health care) physician's examination
- anticipation of misconduct and the possibility to deviate from the sick leave pay bases when misconduct is detected
- monitoring of the realisation of the agreement
- duration of the agreement, possibility of termination

Provision 3.10 Extending regular working hours is removed.

Confirmed by

Heli Manninen  
secretary

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## 6 Workgroups

### 6.1 Future of Delivery

The Jakelu 2020 (Delivery 2020) workgroup continues to investigate future needs for development of delivery work. In addition to the associations' representatives, the participants of the workgroup include employer and employee representatives. The name of the workgroup is changed to Jakelun tulevaisuus (Future of Delivery).

### 6.2 Sick leave pay

A workgroup will be established to investigate by 30 September 2021 the possibility of starting to use average earnings as the basis for sick leave pay.

## 7 Shop steward agreement

The possibility of agreeing on electing the chief shop steward is changed into a permanent provision by removing the note after section 3, paragraph 1 of the shop steward agreement.

## 8 The following corrections are made to the collective agreement

Sections that concern the employee's right to decide on switching to the Christmas bonus scheme during the transition period are removed from provision 5.2.1.3.

## MINIMUM WAGES AND BONUSES

### Minimum hourly wages at the beginning of the collective agreement period

Length of employment					
0y<1y	1y<5y	5y<8y	8y<11y	11y<	
7-day delivery					
8.98	9.55	9.80	10.02	10.26	
6-day delivery					
8.90	9.46	9.70	9.93	10.16	

### Minimum hourly wages from 1 June 2020

Length of employment					
0y<1y	1y<5y	5y<8y	8y<11y	11y<	
7-day delivery					
9.10	9.67	9.93	10.15	10.39	
6-day delivery					
9.02	9.58	9.83	10.06	10.29	

### Minimum hourly wages from 1 May 2021

Length of employment					
0y<1y	1y<5y	5y<8y	8y<11y	11y<	
7-day delivery					
9.28	9.87	10.13	10.35	10.60	
6-day delivery					
9.20	9.77	10.02	10.26	10.50	

### Night pay

Night pay is payable for hours worked between 12 midnight and 6 am:

- 80 cents at the beginning of the collective agreement period
- 81 cents from 1 June 2020
- 83 cents from 1 May 2021

Night pay is payable for the entire period of an early morning delivery round, even if the round ended after 6 am.

### Familiarisation bonus

A delivery employee who familiarises a new delivery employee with delivery work is paid a familiarisation bonus for an induction period of up to two (2) days:

- 168 cents at the beginning of the collective agreement period
- 170 cents from 1 June 2020
- 174 cents from 1 May 2021



