

**Teollisuus  
liitto**

# **Collective bargaining settlement 2023-2024**

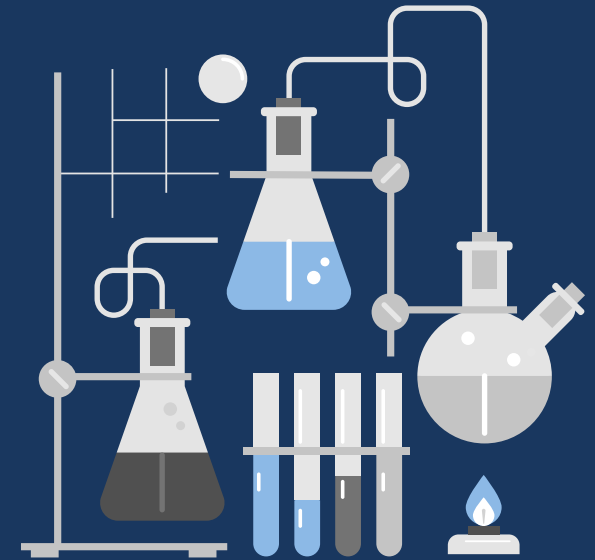
**Plastics and chemical products  
Chemical basic industry  
Oil, gas and petrochemical products industry**

# Agreement period

3 February 2023–31 December  
2024

# Texts:

- Encouraging of employers to adopt **monthly payroll** to be resolved in connection with the pay increase
- Added **general upper secondary (lukio) students** to the list used for determining **trainee pay rates** for students
- **Working time experiment** until the end of **2025** \*)
- Time limit of 14 weeks for **giving and taking leave earned from overtime** + up to 52 weeks **by local agreement**\*)
- **Right to take annual leave** during the notice period when the employer terminates the employee on personal grounds
- **Time of payment of holiday bonuses**, fixed payment dates, employee can also request another date



# Texts:

- **Holiday pay calculation** for the monthly salary working group
- Changing holiday eve compensation in favour of **leave** for day shift employees by local agreement \*)
- **Remote** and hybrid work guidelines
- **Work advisor training** provided by unions
- **Job orientation**
  - added an orientation compensation that is paid for orientation when transferring to new duties.
- **Child's illness**
  - Employees working at the same workplace have the option of resting after a night shift when their child is ill.



- **Child's illness** and overtime

5 February 2023

## Section 3.1.5 Start and end of employment, job orientation

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Added two new paragraphs at the end of section 5:

A person transferring within the company to entirely new duties and who has no previous work experience in the position in question is also considered a new employee. The job orientation of such an employee transferring within the company is usually not as extensive in terms of time and effort.

Other forms of job orientation compensation can also be agreed locally.

Added a new note in the protocol and changed the numbering of protocol entries accordingly:

### **Protocol note 1**

The orientation plan shall be drawn up in such a clear manner that no disagreement may arise afterwards as to the nature and duration of the orientation.

### **Protocol note 2**

The job orientation and guidance of summer employees and various trainees is part of the employees' normal duties, and no separate compensation is paid for the orientation and guidance of these persons.

## Section 3.1.11 Overtime, compensation according to weekly overtime provisions

Added “illness of a child” to the list under subsection 11

11. If, as a result of annual leave, illness, illness of a child, working time averaging leave referred to in Section 7 of the collective agreement, leave to compensate for weekly leave, temporary lay-off on economic or production-related grounds, travel on the employer's orders, training referred to in paragraphs 7.1 or 7.2 of the general agreement or army reservist refresher training, has not had the opportunity, on working days in accordance with the weekly working time averaging system, work for as many hours as to correspond to the employee's regular weekly working hours and is required to work on a day that is listed as a day off in the working time averaging system, overtime pay shall be paid for the hours worked on the day off as is agreed for weekly overtime.

## Section 3.2 11 Overtime, compensating overtime as time off

The paragraph is changed as follows:

12. The basic or increment part of overtime pay or both can be agreed to be exchanged for corresponding time off to be taken during regular working hours. The time off must be granted and used within 14 weeks of the overtime in question. If agreed locally, the period may be extended to up to 52 weeks.

# Section 3.3 14 Job-specific salary, instructional hourly wages for young employees

Added “general upper secondary school” to the list in **protocol note 2**

In order to improve traineeship conditions, 75% of the pay for category 1 TAM15 to TAM27 may be paid in the following cases:

- during the period of compulsory practical training related to a degree or part of a degree
- during the summer internship of students studying in general upper secondary school, vocational institutions or higher education institutions.



## Section 3.4 22 Compensation for major holidays

Added a new protocol note 2 and changed the numbering of protocol notes accordingly:

### **Protocol note 1**

The date of the major holiday and the compensation paid for it can be changed by local agreement.

On the eves of the days in question, persons employed in shift work or regular evening or night work are paid a major holiday eve pay of 100% of average hourly earnings for evening and night shifts and 20% for morning shifts. The compensation does not include possible overtime and Sunday pay increases.

### **Protocol note 2**

In day work, regular working hours can be shortened on the above-mentioned eves by local agreement, corresponding to the amount of the eve compensation.

## Section 3.5 28 Care for a seriously ill child

Added protocol note 7. Added new paragraph at the end of the section “both parents in shift work”:

If the parents of a child under the age of 10 who suddenly falls ill are employed by the same employer and one parent has worked the night shift and the other's shift is during the day, the parent on the day shift is given the opportunity to care for the suddenly ill child without loss of pay if the spouse who was on the night shift also has a night shift the following night.

## Section 3.6 32 Annual holiday

Add a new paragraph to subsection 6 of section 32 Annual holiday and changed the numbering accordingly:

If the employer dismisses an employee on grounds other than those referred to in Chapter 7, Sections 3–4 of the Employment Contracts Act, the employer may order the employee to take earned leave during the notice period regardless of the holiday period. Annual holiday pay and end-of-holiday pay are paid for the period of annual holiday taken in accordance with this section.

# Tutustu työelämään ja tienaa programme

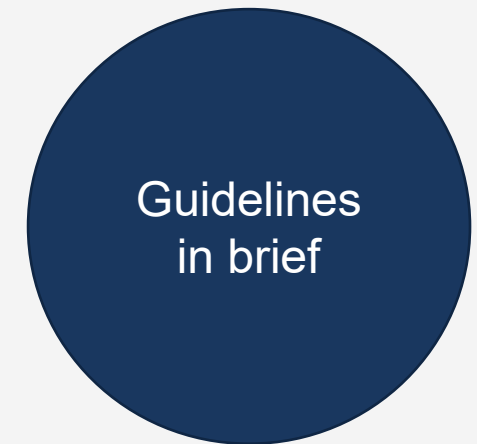
3. Completing the "Tutustu työelämään ja tienaa" summer internship program pays a lump sum of **365 euros** in 2023 and **375 euros** in 2024 and 2025 . The pay includes the holiday compensation earned during the introductory period. The pay is subject to statutory social security contributions, depending on the age of the person.

# Appendix 7, Remote and hybrid work guidelines

The parties encourage workplaces to adopt modern practices that promote productivity and wellbeing at work. This can mean, for example, organising training and/or meetings as distance or hybrid training. To this end, the parties pay attention to issues that should be taken into account in remote work.

**When arranging remote or hybrid work, attention should be given to the following:**

- **When is remote work possible**
- **When can training be held remotely or in hybrid format**
- **Whether meetings are conducted virtually or face-to-face, or as a combination of the two**
- **Amount and duration of remote work and ending the remote work arrangement**
- **Tasks that can be worked remotely**
- **Reporting on work done remotely**
- **Hours when the employee must be available**
- **Communication with the workplace**
- **Tools and accessories**
- **Data protection and technical support**
- **Working hours monitoring**



# Working time experiment

The unions will continue the temporary trial that began on 18 Jan 2022 until 31 Dec 2025. The project monitors workplace-specific working time experiments on new types of working time arrangements that are in the common interest of the parties. By local agreement, these experiments may deviate from the provisions of Chapter 2 of the collective agreement while the agreement is valid. However, in all cases, the parties must comply with the mandatory provisions of the Working Hours Act (definition of working hours, definitions of additional and overtime work and consent, maximum of 48 hours per week on average over one calendar year).

## 4.1.4 Training on job orientation and guidance

Kemianteollisuus ry and the Industrial Union are working together to produce a web-based training programme for supervisors and providers of job orientation at workplaces on sufficient job orientation and guidance under Section 14 of the Occupational Safety and Health Act. The training package covers the preparation of an orientation plan, job orientation and guidance and the verification and assessment of the competence of the new employee.

The training is a form of joint training organised by the unions.

The parties consult pedagogical and e-learning experts in the design and production of the training package. The training package will be planned by a working group set up by the unions by 03/2023 and produced by 05/2023.

Instead of the training offered by the unions, companies can use of their own training packages or ones provided by educational institutions, for example.

# Working group on the calculation of annual holiday pay for monthly salaried employees

An inter-union working group will be set up to examine specific issues related to the **payment of annual holiday pay for monthly salaried employees** during the agreement period.



# Tarinat ja narinat stories and grumbles competition

The contracting parties will organise a competition for workplaces in the chemical sector to find the best story or grumble about the positive or negative aspects of local agreement To participate in the competition, share with us

- a positive story of the workplace's negotiation culture related to local agreements
- a grumble about an obstacle or hindrance to local agreement caused by the collective agreement, workplace culture or history

The employer's representative and shop steward enter the competition together. The stories are used to develop local agreements in the industry. The best stories and grumbles will be rewarded in early 2024 together with Trade Union Pro. Stories and grumbles can be published, for example, on the unions' websites.

# Payment of holiday bonus



## 3.8 Section 32 Annual holiday, end-of-holiday bonus

Added a new paragraph 13 to section 32 Annual holiday, End-of-holiday bonus

13. The employer can also pay the holiday bonus on two paydays, one of which must be during the summer holiday season and the other during the winter holiday season. The employer will announce the date of payment of the holiday bonus for the summer holiday season by the end of April at the latest. During the winter holiday season, the holiday bonus is paid in connection with the first payday in February.

After learning of their annual holiday dates, the employee may also request that the holiday bonus be paid at another time due to the timing of the annual holiday. Also in this case, the holiday bonus is paid on a single payday.

This does not change the conditions for receiving holiday bonus.

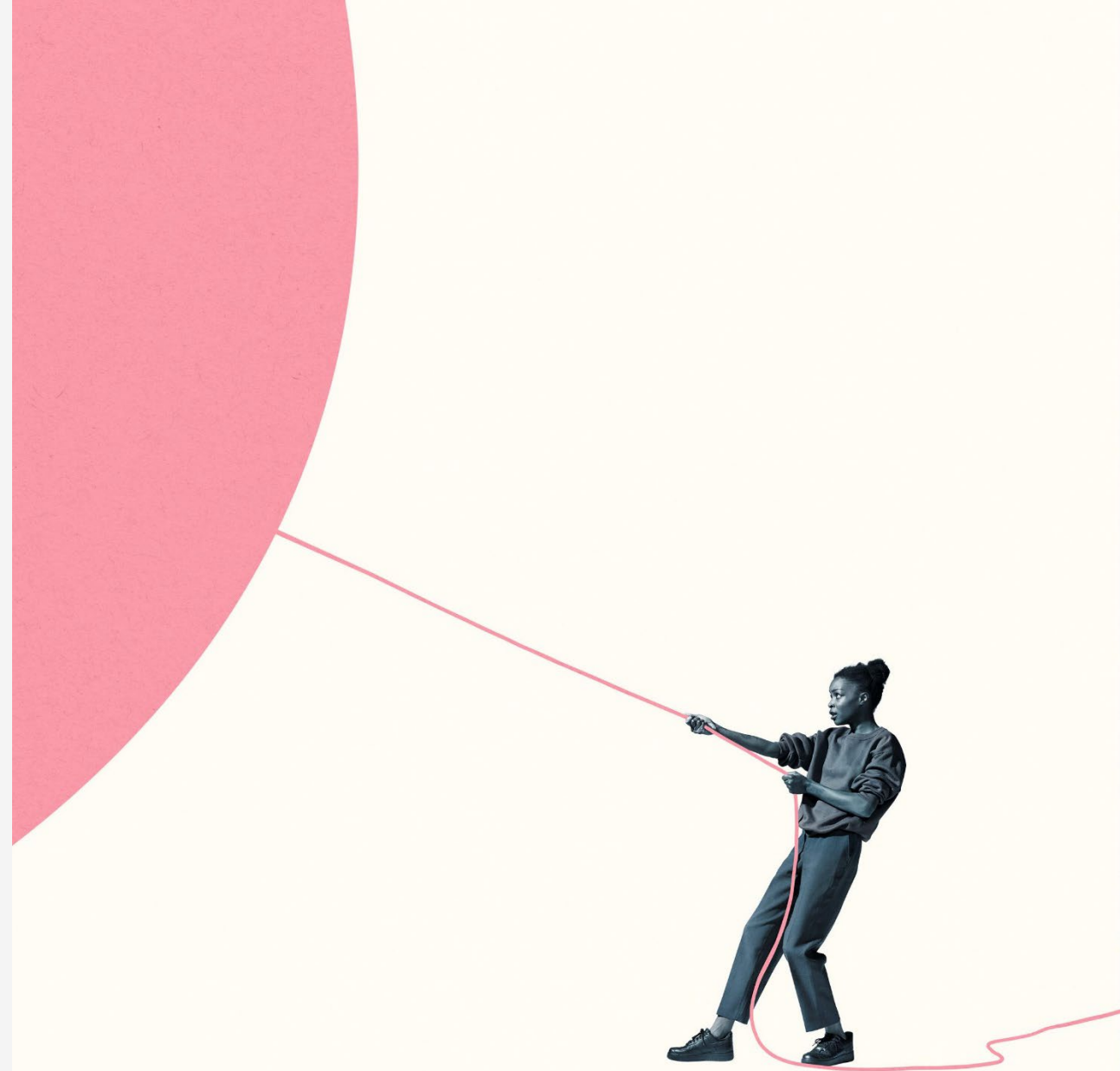
# Employee attraction and retention

**Together, the unions will launch** an industry-wide programme to improve the wellbeing of employees of all ages. Its purpose is to **improve the coping at work of employees of different ages and to extend careers.**

**The unions collect good practices and concrete examples** of promoting the coping at work of employees of different ages. Proven practices in the sector's workplaces are investigated with an **extensive joint survey** by the unions.

Together with expert organisations, the **unions also provide information** on various programmes that promote rehabilitation and wellbeing at work, such as KIILA and Liikkuva työelämä.

**The programme collects** good practices and concrete examples related to, for example, coping at work, job orientation and competence development among employees of different ages. It also investigates how flexible working hours, work arrangements, working time planning, different incentives and the employee's self-motivated maintenance of work ability can support these goals. **These best practices are compiled for use by workplaces and published on the website.**



# Attracting women to the chemical and plastics industry

In the contract sectors of the chemical industry, the gender distribution among employees is 80% male to 20% female.

For the duration of the agreement, the parties will launch a joint project aimed at **inspiring young people, especially women, to work in the chemical and plastics sectors in order to reduce the gender gap**. In addition, the project seeks to raise awareness of member companies in the chemical and plastics industries and to influence the perceptions of young people, women and career changers about process work.

An inter-union working group will draw up a joint action plan and measures for concrete progress on the issue.

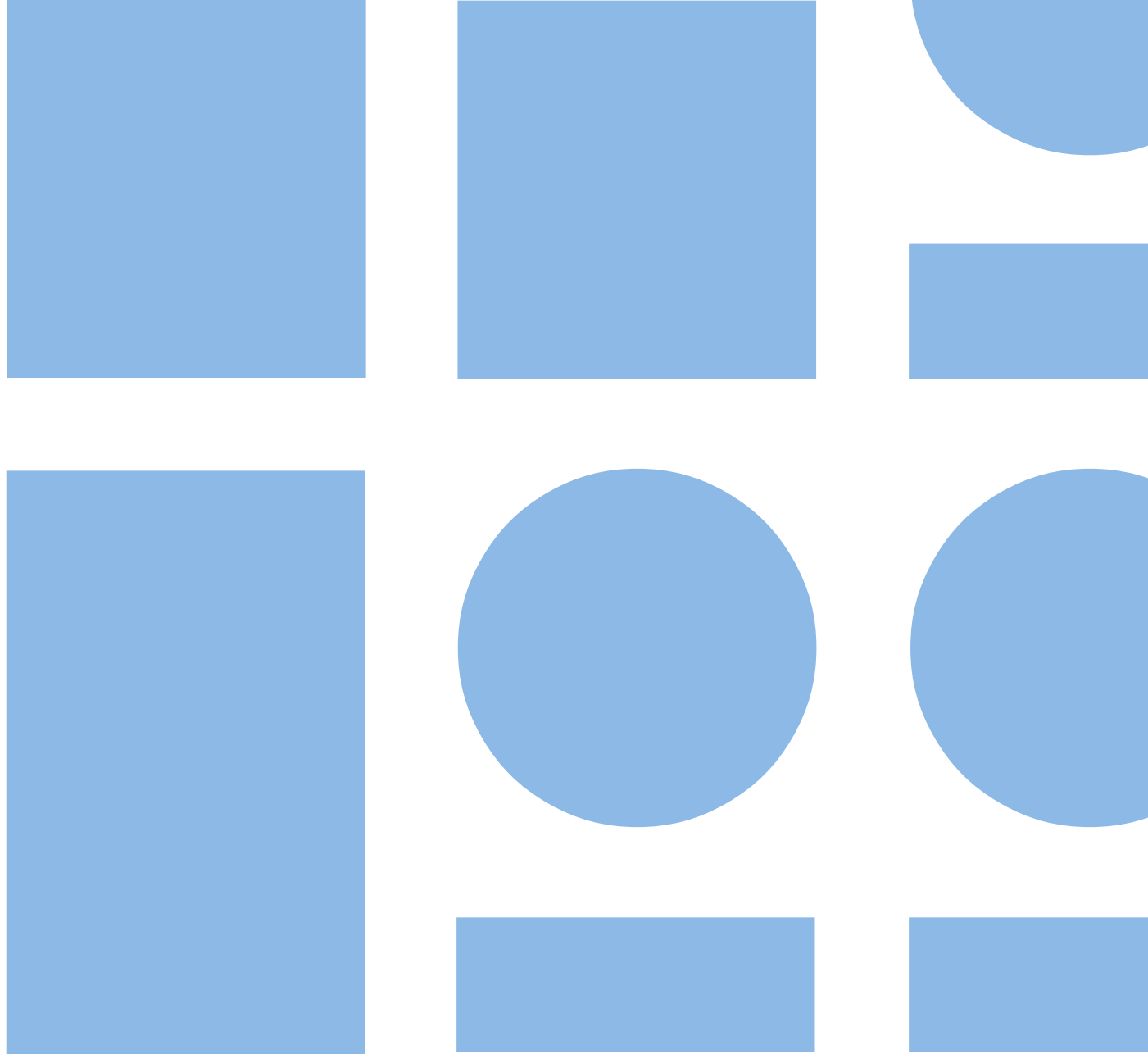
- **Targeted marketing campaign for young people.**
- **Preparation of materials for school counsellors**, introducing the chemical industry as a career and job opportunities in process work.
- **Highlighting positive employee stories** from the chemical sector and process work for career changers
- **Measuring the development of gender balance in the chemical industry.**

# Training, events and development work

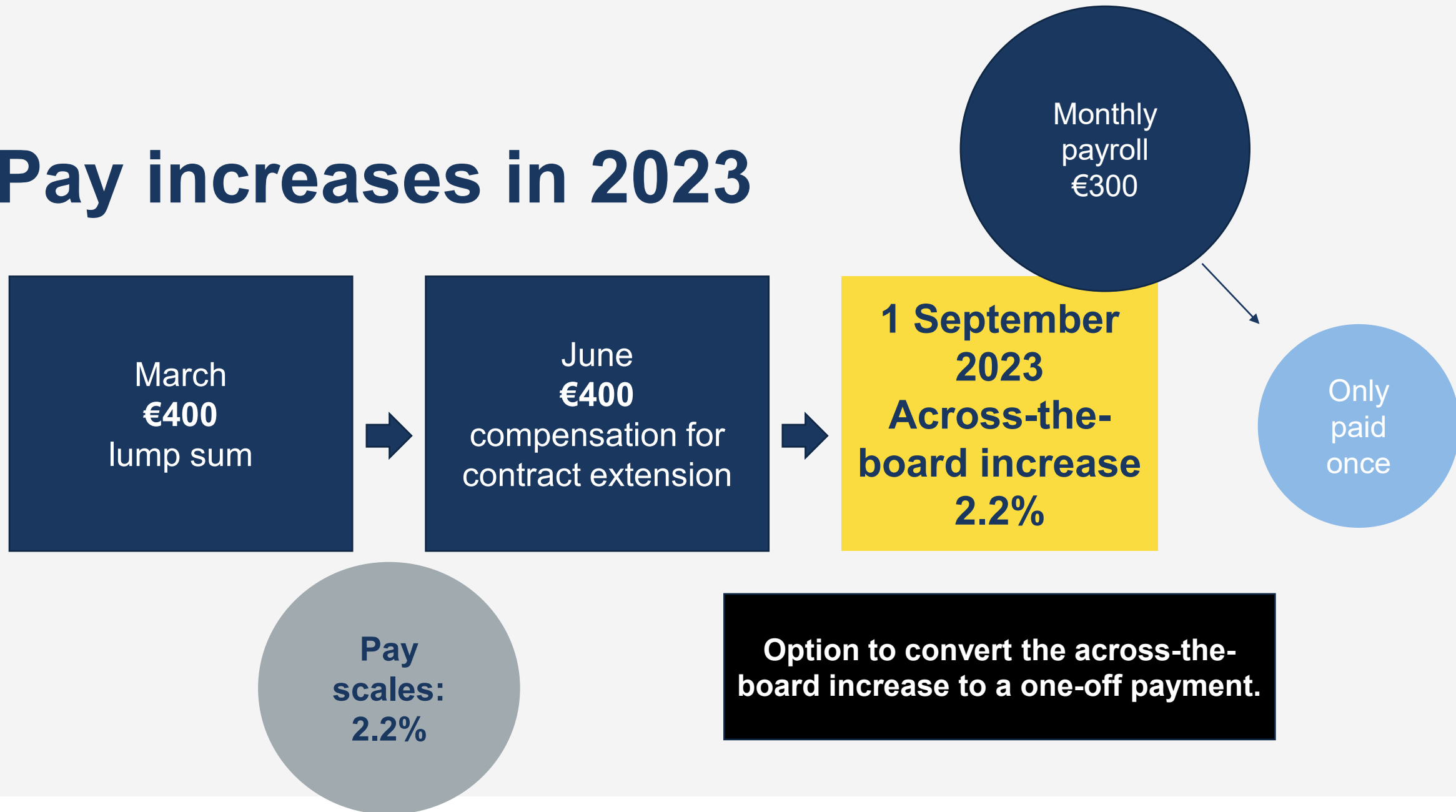
- Sparring sessions will be developed
- Joint trainings will be developed
- A joint course on local agreement will be developed
- The tool for planning working hours and its functionality will be monitored
- Tools for measuring the level of cooperation will be developed
- The implementation of local agreements in the chemical industry's sectors will be monitored.
- Monitoring of the apprenticeship model
- Family leave provisions in the collective agreement
- Previously agreed working groups (incl. payroll systems, industrial peace issues, continuous negotiation, strategy..)

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**Pay settlement  
2023-2024**



# Pay increases in 2023



# Terms of the lump-sum payment and compensation for extension

- The lump-sum payment is only paid to those employees whose continuous **employment relationship has started no later than 1 December 2022** and remains valid on the payment date of the lump sum.
- The compensation for contract extension is only paid to those employees whose continuous **employment relationship has started no later than 1 March 2023** and remains valid on the payment date of the compensation.
- The lump sum payment and compensation **are paid even** if the employee is laid off, ill or on family leave.
- For part-time employees, the amount of the compensation is calculated in relation to the agreed working hours and the full working hours.
- The compensation for contract extension is not paid if the employee has resigned before the payment date of the compensation.



# Changing the ATB increase for 2023 to a one-off payment

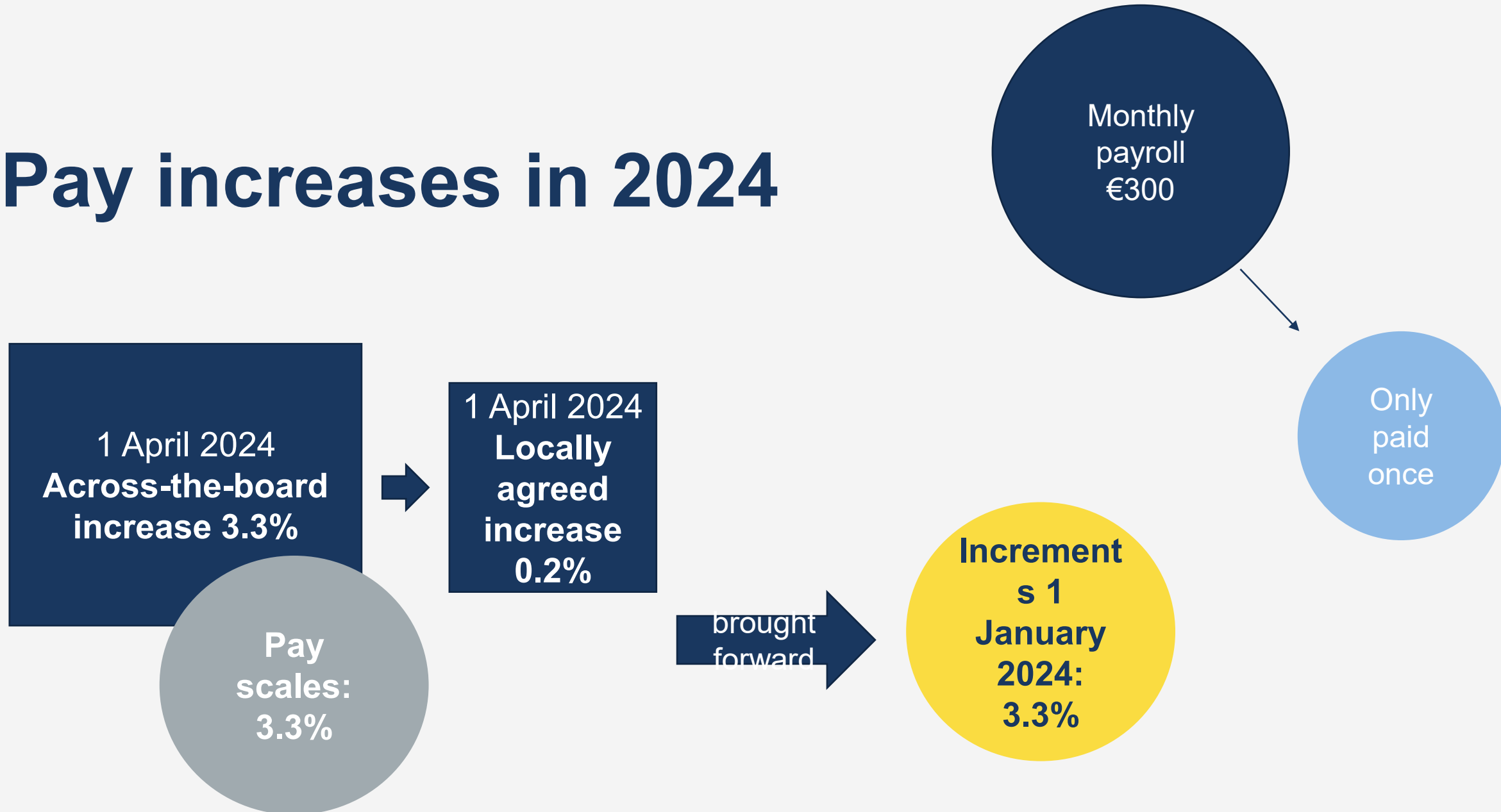
## 2.6. Changing the ATB increase to a one-off payment

The employee and the employer may agree on the payment of the ATB for 2023 as a one-off payment. The amount of the one-off payment is calculated as follows:

- hourly wage employee  $2.2\% \times \text{personal hourly rate} \times 169 \times 12 \text{ months}$
- monthly salaried employee  $2.2\% \times \text{personal monthly salary} \times 12 \text{ months}$

The agreement can be made between 1 September and 15 September 2023.

# Pay increases in 2024



# Company-specific increase 1 April 2024:

## 2.4. Amount and timing of the company-specific pay increase

### Year 2024

The company or workplace-specific pay increase is applied on 1 April 2024 or from the start of the next pay period thereafter. The amount of increase is **0.2%**, the distribution of which is decided by the employer.

The locally agreed increase is calculated based on the total personal wages and salaries of employees covered by the collective agreement and in an employment relationship in February 2024. The wages and salaries of employees who are absent from work for the entire month are not included, provided that a substitute has been hired for the employee.

# The two-year agreement includes:

- General increases: **5.5%**
- Lump-sum payment and compensation for contract extension: **5.5% euros**
- Company-specific increase: **0.2%**
- Raises for increments and compensations **3.3%** (seniority increment, increment for inconvenient hours, shift work bonuses, compensations for OSH representatives and shop stewards)
- Pay scales: **5.5%**
- Instructional hourly wages for young employees: Increased by **5.5%**
- Average hourly earnings will be increased **for 2023** on 1 September 2023 and **for 2024** from the beginning of the pay period starting on or closest after 1 April 2024 by the same amount of cents or euros as the increase in the personal pay element.
- Piecework wages/prices: increased accordingly in proportion to wage increases
- Company-specific pay scales: Unless otherwise agreed, company-specific pay scales are increased on **1 September 2023** or the start of the closest subsequent pay period by 2.2% and on **1 April 2024** or the start of the closest subsequent pay period by 3.3%

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# Crisis clause

## 2.5. Crisis clause

If the company's operating conditions so require, it is possible to agree locally with the chief shop steward to give up a part or all of the pay increase, lump-sum payment or compensation for contract extension in 2023 and the pay increase in 2024.

If the wages paid in the company follow the pay scale, it is possible to agree locally to return temporarily in whole or in part to the previous pay scale.

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