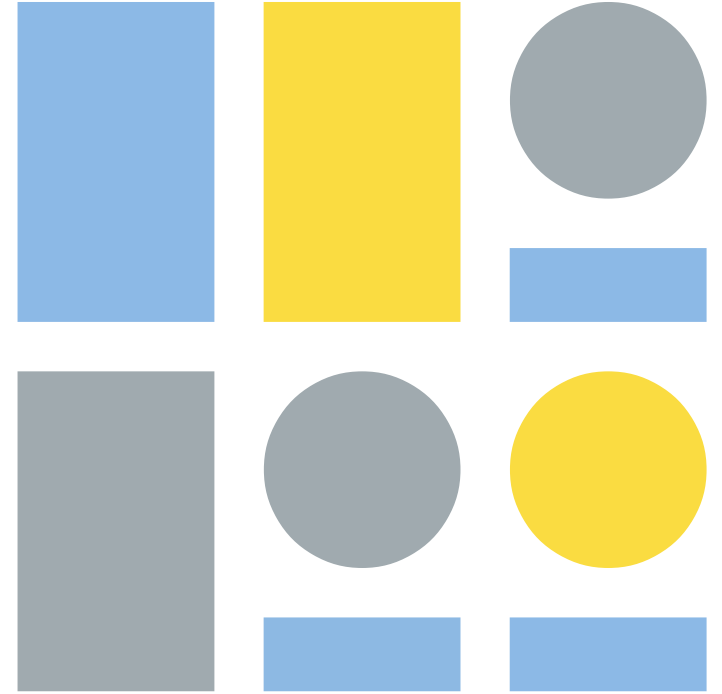


Collective agreement solution 22.2.2025 – 30.11.2027

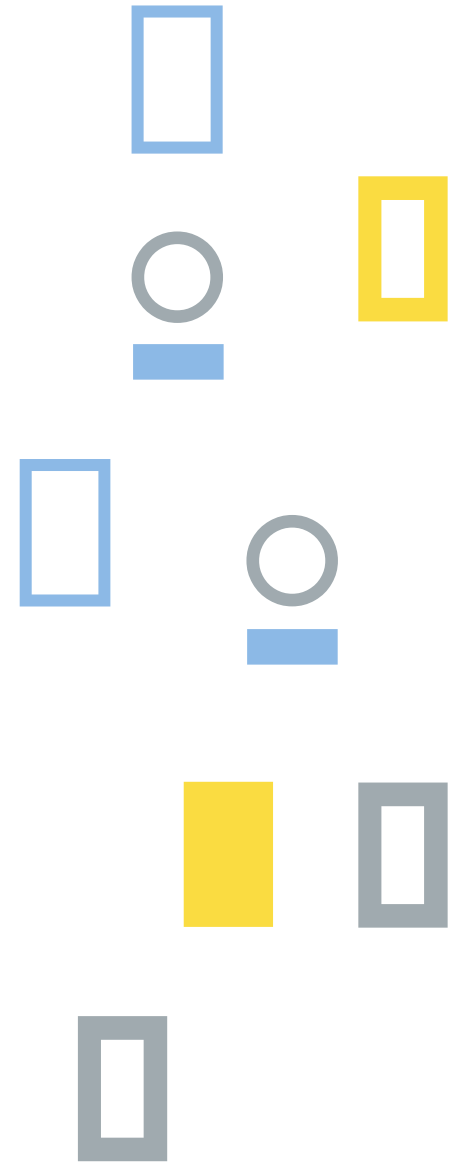
Outcome of negotiations on 20 February 2025



Protocol of signature

- Outcome of negotiations reached on 20 February 2025.
- The collective agreement will take effect on its signature date.
- The collective agreement will be valid until 30 November 2027. Thereafter, it will continue for one year at a time unless it is terminated in writing by either party no later than two months before its expiration.
- During August 2026, the parties will review the fulfilment of the objectives of the agreement and the economic and employment outlook for the technology industry. Based on the review, both parties may terminate the collective agreement on 30 November 2026.
- Notice of termination must be submitted in writing no later than 30 September 2026 to the other party, and to the National Conciliator for information.
- The outcome of negotiations will lapse unless accepted as unchanged by the parties.

Texts of the outcome of negotiations



Text in section 11.4 is amended as follows:

11.4 Locally agreed compensation system

Locally, another compensation system can be agreed on as an alternative to the compensation system defined in chapters 8, 9 and 11 above. The local compensation system shall be built in accordance with the equal pay principle defined in the beginning of section II, REMUNERATION, above. In systems other than those agreed in the collective agreement or based on the common instructions of the unions, pay determined according to the locally agreed compensation system must be at least equal to the job-specific pay of job requirement group TVR-1 **TVR 4** plus 5 per cent. The local agreement is made in writing between the employer and the chief shop steward. Unless otherwise agreed, the notice period for the local compensation system agreement is six months.

Subsection 44.2 is amended as follows:

44.2 Parties to local agreements

Subject to the relevant collective bargaining provision, the parties to local agreements are:

- employee and manager,
- shop steward and employer,
- chief shop steward and employer,
- local agreement working group.

Otherwise, the section will remain unchanged.

Amendments to section 44.3

44.3 Binding capacity of the local agreement

The agreement concluded with the shop steward is binding on ~~those employees which are considered to be represented by the shop steward~~ the employees of the [g4]workplace to which this collective agreement applies.

Amendments to section 44.4

44.4 Form and duration of the local agreement

The agreement must be in writing if requested by either party *or if the arrangement intended by the agreement is intended to apply to employees in the shop steward's domain in general or if individual-level agreements would have a material impact on the work of other employees.*

The agreement can be made for a fixed or indefinite period. An agreement made for an indefinite period can be terminated with a notice period of three months, unless otherwise agreed.

The local agreement as referred to here is a part of the collective agreement in force.

Amendments to section 44.5

44.5 Local agreement capabilities and monitoring of agreements

Local agreements require both parties to have knowledge and skills such as knowledge of the collective agreement, negotiation skills, the corporate economy, and the development of production and service activities. It is important to identify areas for improvement in the quality of local agreements and to take targeted action to address them.

For the drafting, development and monitoring of local agreements at the workplace, there is a local agreement working group at the workplace that is familiar with the conditions at the workplace. ~~The working group has at least two employer and two employee representatives, one of whom is the chief shop steward.~~ Employees have the right to select two representatives for the working group, one of whom is the chief shop steward, if one has been elected. The composition of the working group is based on the principle of parity. ~~If a chief shop steward has not been elected at the workplace, employees will elect two members for the group.~~ The group's term of office is two years at a time, in accordance with the shop steward's terms. Members of the group are entitled to participate in training on local agreements, jointly agreed by the unions.

Section 19.2 is amended as follows:

A new section, 19.2 D, is added: “Effect of absences on the amount of working time reduction leave”

Unless otherwise agreed between the employer and the employee, absences for which no reduction supplement is paid to an hourly paid employee under section 19.3 of the collective agreement reduce the amount of reduction leave granted annually. An absence of 128 hours referred to in this provision reduces the amount of working time reduction leave by 8 hours. The absence does not have to be continuous.

The provision applies to hourly and monthly paid employees who do day and two-shift work.

Current 19.2 D changes to E

Section 19.3, Working time reduction supplements and related payments, is amended as follows:

Third paragraph is amended (new text underlined and text to be deleted stricken out) and a new, fourth paragraph is added.

The supplements are paid in day and two-shift work in connection with the payroll for the pay period in which the leave is taken, unless otherwise agreed locally.~~Earned supplements are paid in day and two-shift work per pay period, unless otherwise agreed locally.~~ The timing of the payment of supplements earned in three-shift work is agreed locally.

If the employee's employment relationship ends and the leave corresponding to the accrued working time reduction supplement has not been granted, the employee will be paid the accrued reduction supplement in connection with the final pay. If the employment relationship ends in the middle of the calendar year due to a reason attributable to the employer and the employer has granted more leave than the employee has accrued as working time reduction supplement, the employer must not withhold the corresponding pay from the employee in connection with the final pay.

The working hours of a monthly paid employee are equalised without lowering the monthly salary.

Arranging working hours by local agreement

19.7 Arranging working hours by local agreement, increasing and decreasing regular working hours

It is recommended that the employer and the chief shop steward review at least annually

- whether the working time arrangements in place are working appropriately in terms of the organisation of production and service activities and the working time needs of employees; and
- whether there is a need and possibility at the workplace to make arrangements to increase or decrease regular working hours during the calendar year.

Locally, according to established objectives, it is possible to agree on the following:

1. the maximum length of regular daily and weekly working hours
2. a period of equalisation of more than one year in a working time bank agreement
3. the start of the working day and working week
4. the daily rest time
5. changing the working hour system
6. night work in derogation of section 8 of the Working Hours Act
7. the limits of flexitime, the maximum accrual and the length of the monitoring period in derogation of section 12.2 of the Working Hours Act.

Arranging working hours by local agreement

Agreeing on increasing and decreasing regular working hours

A. Initiative and Grounds for agreement

~~The initiative to agree on an increase or decrease in regular working hours can be taken either by the employer or by the shop steward representing the employees, or by the individual employee in the case of the seniority allowance.~~

The grounds for agreeing on such an increase or decrease in regular working hours include:

- the additional need for labour and the possibility to direct work to the company's own professional employees
- under-employment
- the employee's own wish.

Arranging working hours by local agreement

continues...

B. Increasing working hours

~~In order to increase working hours locally, an agreement can be made between the employer and the chief shop steward (frame agreement) that the employee can, during their employment, agree with the employer's representative differently on the amount of working time reduction leave for up to 48 hours/6 days.~~

~~The framework agreement should state the matters to be defined in the agreements between employer and employee, for example:~~

- ~~• how many days of reduction leave are agreed on~~
- ~~• procedures in change situations~~
- ~~• agreeing on the reduction leave entered in the working hours system in advance as working hours~~
- ~~• when the agreement will be made and the effective date of the agreement.~~

~~Agreements must be in writing and may apply to one calendar year at a time. The chief shop steward will be provided with an account of the agreement practices.~~

Arranging working hours by local agreement

continues...

In order to increase working hours locally, a differing agreement can be made between the employer and the employee on the amount of working time reduction leave during the employment period for a maximum of 48 hours/6 days in a calendar year.

The agreement must be in writing and may apply to no more than one calendar year at a time. The chief shop steward will be provided with an account of the agreement procedures ~~at their~~ request. For more detailed guidelines on agreement practices, please visit the unions' websites at www.teollisuusliitto.fi and www.teknologiatyonantajat.fi

The rest of the section unchanged

Sections 18 and 37.9 C are amended as follows:

18 Payment of salaries and wages

A new section is added to the provision:

At the end of the employment relationship, the final pay is paid primarily on the first normal payday after the end of the employment contract, but no later than one month after the end of the employment relationship. The employer and the employee may agree on another date for the payment of the final pay before the date of payment of the final pay referred to above. The agreement must be made in writing.

Sections 18 and 37.9 C are amended as follows:

37.9 Termination of employment during a layoff

C. Employee resignation after 200 days of layoff

A laid-off employee who resigns on the basis of chapter 5, section 7(3) of the Employment Contracts Act after an uninterrupted layoff of at least 200 days is entitled to their pay for the period of notice to be observed by the employer as compensation. In addition, the employee is entitled to holiday compensation in accordance with the Annual Holidays Act for a period corresponding to the notice period.

~~The compensation is paid on the employer's first normal payday following the end of the employment contract, unless otherwise agreed between the employer and the employee.~~

The compensation is paid primarily on the first normal payday after the end of the employment contract, but no later than one month after the end of the employment relationship. The employer and the employee may agree on another date for the payment of the final pay before the date of payment of the final pay referred to above. The agreement must be made in writing.

Subsection 28.1 is amended as follows:

28.1 Release from duties

The second paragraph is amended as follows:

The following principles are followed in the organisation of the release from duties of the occupational safety representative:

- A The use of the occupational safety representative's time should be agreed between the employer and the occupational safety representative.
- B If the use of the occupational safety representative's time has not been agreed as stated above, a release from duties will be granted in accordance with the table below:

Number of employees and agency workers in the workplace	Periodic release rate hours / 4 weeks
10-19	5
20-49	17
50-99	36
100-149	60
150-199	84
200-249	100
250-399	148
400-	Fully released

Subsection 28.1 is amended as follows:

28.1 Release from duties

- C The number of employees represented by the occupational safety representative is determined immediately before the election of the occupational safety representative and at the corresponding date one year after the election.

In the calculation of the number of employees represented by the occupational safety representative, the average number of agency workers who worked at the workplace during the year of determination is also taken into account, if the average number of agency workers has been at least 20 during the review period.

If the occupational safety representative has been released for regular periods from their duties, they must mainly carry out their duties primarily during that time. For the purpose of addressing strictly necessary matters, however, the management shall grant release from duties at other times suitable from the perspective of the normal duties.

WORKING GROUP ASSIGNMENTS

- working time issues and development of pay provisions
- training task force
- collaboration and local agreement
- development of the collective agreement

COLLECTIVE AGREEMENT, TECHNOLOGY INDUSTRY EMPLOYEES

OTHER AGREED ISSUES

Protocol on the procedures for the collection of trade union membership subscriptions

The unions note that an updated protocol between the unions on the procedures for collecting union membership subscriptions will be signed when the collective agreement is signed.

Collection of membership subscriptions

6. The employer submits the membership subscription statements to the Industrial Union or the party administering the membership subscriptions on its behalf in accordance with the schedule below:

Statement schedule:

Subscriptions withheld from 1 January to 31 March must be cleared by 15 May of the current year

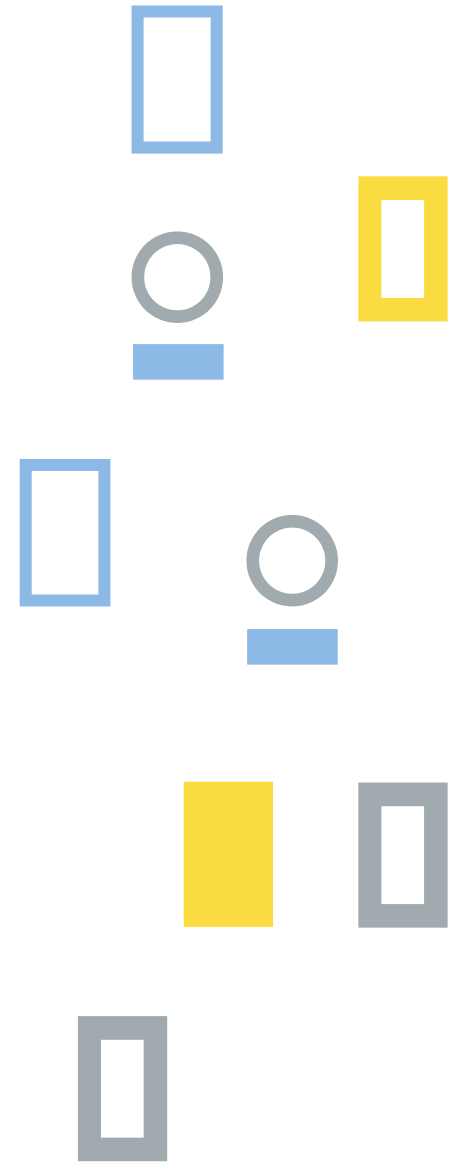
Subscriptions withheld from 1 April to 30 June must be cleared by 15 August of the current year

Subscriptions withheld from 1 July to 31 September must be cleared by 15 November of the current year

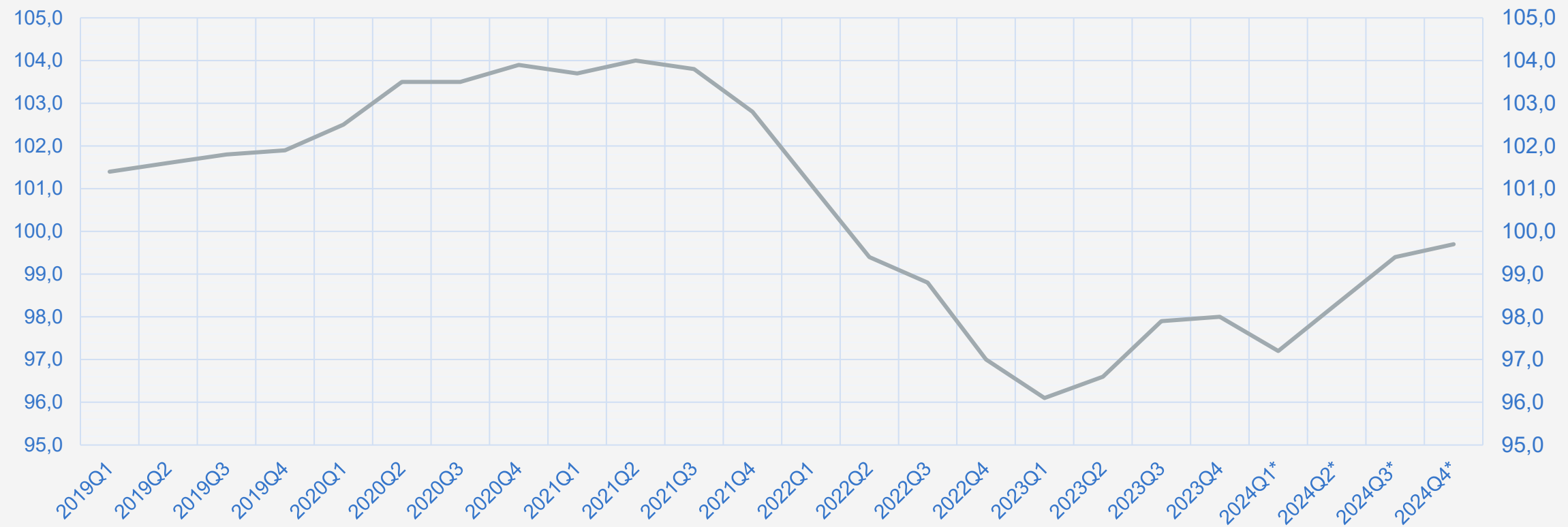
Subscriptions withheld from 1 October to 31 December must be cleared by 31 January of the following year

Teollisuus liitto

Wage settlement



Real earnings development 2019 Q1 – 2024 Q4



Sources: Statistics Finland's Real Earnings Index

— Reaaliensioindeksi 2015=100

Year 2025

A. Pay adjustments

Method, timing and size of pay adjustments

Negotiations on the wage settlement and its grounds

The wage settlement is negotiated locally, taking into account the financial, order backlog and employment situation of the company or workplace, and its cost competitiveness in the market. The purpose of local negotiations is to find a wage settlement that meets the situation and needs of each company or workplace. The aim is also to support the incentive effect of pay formation, a fair pay structure and pay progression, the development of productivity in the workplace, the implementation of the employer's pay policy, and the correction of possible distortions.

Local wage settlement

Matters to be agreed in a local wage settlement include the implementation method, time and amount of the wage adjustments. The agreement will be made with the chief shop steward by 14 March 2023, unless an agreement is made on extending the processing period.

How to implement wage adjustments if there is no local wage settlement

In the event that a local wage settlement is not reached, wages will be increased by a general increase of 2.1% on 1 April 2025 at the latest or starting from the beginning of the next pay period after it.

In addition, the employer will implement a 0.4% raise in the wages of employees on a company- or workplace-specific basis after the agreement enters into force; however, on 1 April 2025 at the latest or starting from the beginning of the next pay period after it. The employer distributes the raises according to the instructions of the unions. The chief shop steward is informed about the use and basis of distribution of wage adjustments in accordance with the common instructions of the unions by 30 April 2025 at the latest. If no chief shop steward has been elected, all of the personnel are informed.

The purpose of the company- or workplace-specific raises is to support the incentive effect of pay formation, a fair pay structure and pay progression, the development of productivity in the workplace, the implementation of the employer's pay policy, and the correction of possible distortions. Employee skills and job performance shall be the guiding factor in distributing personal increases.

B. Time-based pay

Current time-based wages must be increased as stated in paragraph A.

C. Performance-based pay

Current contract prices and other performance-based wages will be increased so that the earnings increase as stated in paragraph A.

D. Increase in pay bases

The collective agreement's job-specific wages will be implemented on a workplace-specific basis from the time of the wage increase. These increases do not cause wage increases in time and performance work to exceed the general increase if the wages when increased with these general increases meet the provisions of the new collective agreement.

E. Personal pay component

It was agreed that personal pay components will remain at the same proportionate level as before.

F. Average hourly earnings increase

The average hourly earnings will automatically increase when calculating the average hourly earnings after the increases.

Tables, bonuses and compensations

Job-specific hourly and monthly pay

Year 2025

Tables will be increased by 2.5% on 1 April 2025 or starting from the beginning of the next pay period after it.

If a local wage settlement is made, the tables will be increased at the same time as the local wage settlement is implemented.

Bonuses and compensations will be increased by 2.5% on 1 April 2025 or starting from the beginning of the next pay period after it.

Monthly compensations will be increased from the beginning of April.

Year 2026

A. Pay adjustments

Method, timing and size of pay adjustments

Negotiations on the wage settlement and its grounds

The wage settlement is negotiated locally, taking into account the financial, order backlog and employment situation of the company or workplace, and its cost competitiveness in the market. The purpose of local negotiations is to find a wage settlement that meets the situation and needs of each company or workplace. The aim is also to support the incentive effect of pay formation, a fair pay structure and pay progression, the development of productivity in the workplace, the implementation of the employer's pay policy, and the correction of possible distortions.

Local wage settlement

Matters to be agreed in a local wage settlement include the implementation method, time and amount of the wage adjustments. The agreement will be made with the chief shop steward by 13 February 2026, unless an agreement is made on extending the processing period.

How to implement wage adjustments if there is no local wage settlement

In the event that a local wage settlement is not reached, wages will be increased by a general increase of 2.3% on 1 March 2026 at the latest or starting from the beginning of the next pay period after it.

In addition, the employer will implement a 0.6% raise in the wages of employees on a company- or workplace-specific basis after the agreement enters into force; however, on 1 March 2026 at the latest or starting from the beginning of the next pay period after it. The employer distributes the raises according to the instructions of the unions. The chief shop steward is informed about the use and basis of distribution of wage adjustments in accordance with the common instructions of the unions by 31 March 2026 at the latest. If no chief shop steward has been elected, all of the personnel are informed.

The purpose of the company- or workplace-specific raises is to support the incentive effect of pay formation, a fair pay structure and pay progression, the development of productivity in the workplace, the implementation of the employer's pay policy, and the correction of possible distortions. Employee skills and job performance shall be the guiding factor in distributing personal increases.

Paragraphs B – F as in 2025

Tables, bonuses and compensations

Job-specific hourly and monthly pay

Year 2026

Tables will be increased by 2.9% on 1 March 2026 or starting from the beginning of the next pay period after it.

If a local wage settlement is made, the tables will be increased at the same time as the local wage settlement is implemented.

Bonuses and compensations will be increased by 2.9% on 1 March 2026 or starting from the beginning of the next pay period after it.

Monthly compensations will be increased from the beginning of March.

Year 2027

A. Pay adjustments

Method, timing and size of pay adjustments

Negotiations on the wage settlement and its grounds

The wage settlement is negotiated locally, taking into account the financial, order backlog and employment situation of the company or workplace, and its cost competitiveness in the market. The purpose of local negotiations is to find a wage settlement that meets the situation and needs of each company or workplace. The aim is also to support the incentive effect of pay formation, a fair pay structure and pay progression, the development of productivity in the workplace, the implementation of the employer's pay policy, and the correction of possible distortions.

Local wage settlement

Matters to be agreed in a local wage settlement include the implementation method, time and amount of the wage adjustments. The agreement will be made with the chief shop steward by 12 February 2027, unless an agreement is made on extending the processing period.

How to implement wage adjustments if there is no local wage settlement

In the event that a local wage settlement is not reached, wages will be increased by a general increase of 2.0% on 1 March 2027 at the latest or starting from the beginning of the next pay period after it.

In addition, the employer will implement a 0.4% raise in the wages of employees on a company- or workplace-specific basis after the agreement enters into force; however, on 1 March 2027 at the latest or starting from the beginning of the next pay period after it. The employer distributes the raises according to the instructions of the unions. The chief shop steward is informed about the use and basis of distribution of wage adjustments in accordance with the common instructions of the unions by 31 March 2027 at the latest. If no chief shop steward has been elected, all of the personnel are informed.

The purpose of the company- or workplace-specific raises is to support the incentive effect of pay formation, a fair pay structure and pay progression, the development of productivity in the workplace, the implementation of the employer's pay policy, and the correction of possible distortions. Employee skills and job performance shall be the guiding factor in distributing personal increases.

Paragraphs B – F as in 2026

Tables, bonuses and compensations

Job-specific hourly and monthly pay

Year 2027

Tables will be increased by 2.4% on 1 March 2027 or starting from the beginning of the next pay period after it.

If a local wage settlement is made, the tables will be increased at the same time as the local wage settlement is implemented.

Bonuses and compensations will be increased by 2.4% on 1 March 2027 or starting from the beginning of the next pay period after it.

Monthly compensations will be increased from the beginning of March.

Wage solution 2025–2027

	Annual increase	Average hourly earnings
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2025	2.5%	€18.32
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2026	2.9%	€18.85
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2027	2.4%	€19.30
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Average hourly earnings at the beginning of the contractual period: €17.87

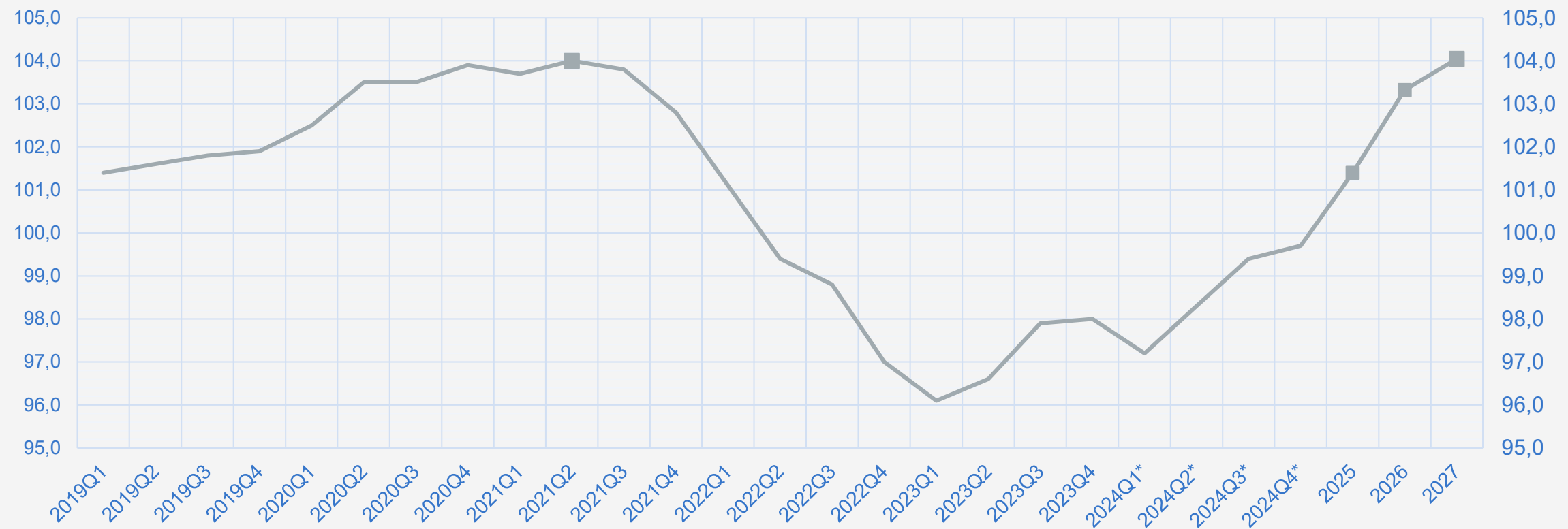
Average hourly earnings at the end of the contractual period: €19.30

$€17.87 + 8\% = €19.30$

- The wage settlement increases wages during the contractual period by an average of 8 per cent.

Real Earnings Development 2019 Q1 – 2024 Q4

Effect of contractual increases on real earnings 2025–2027



Sources: Statistics Finland's Real Earnings Index
Finnish Bank, Consumer Price Index

Reaaliainsioindeksi 2015=100

JOB-SPECIFIC HOURLY AND MONTHLY PAY

Job requirement group	Job-specific hourly wages when the contract takes effect cents/hour	Job-specific hourly wages 1 April 2025 cents/hour	Job-specific hourly wages 1 March 2026 cents/hour	Job-specific hourly wages 1 March 2027 cents/hour	Job-specific monthly salary when the contract takes effect euros/month	Job-specific monthly salary 1 April 2025 euros/month	Job-specific monthly salary 1 March 2026 euros/month	Job-specific monthly salary 1 March 2027 euros/month
1	1002	1027	1057	1082	1746	1790	1842	1886
2	1052	1078	1110	1136	1833	1880	1934	1980
3	1105	1132	1165	1193	1925	1973	2031	2079
4	1160	1189	1224	1253	2021	2072	2132	2183
5	1218	1248	1285	1315	2122	2176	2239	2292
6	1279	1311	1349	1381	2228	2285	2351	2407
7	1343	1376	1416	1450	2340	2399	2468	2527
8	1410	1445	1487	1522	2457	2519	2592	2654
9	1480	1517	1562	1599	2580	2645	2721	2786