

FEDERATION OF AGRICULTURAL EMPLOYERS MTA
INDUSTRIAL UNION

PROTOCOL OF SIGNATURE

NEW COLLECTIVE AGREEMENT FOR THE HORTICULTURE SECTOR

Date: 3 March 2025

Place: Helsinki Finnish Club, Kansakoulukuja 3, Helsinki, Finland

Present: The negotiators of the Federation of Agricultural Employers MTA
Negotiators of the Industrial Union

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

1 CHANGES TO THE STRUCTURE AND CONTENT OF THE APPENDICES TO THE COLLECTIVE AGREEMENT

A working group appointed by the parties has proposed revisions to the structure and language of the appendices to the collective agreement for the horticulture sector. The revisions have been approved by the negotiation committees.

2 VALIDITY OF THE COLLECTIVE AGREEMENT

The validity of the collective agreement in force from 1 February 2023 to 31 January 2025 shall be extended from 1 February 2025 to 31 January 2028 with the changes listed in this protocol.

Both parties may terminate the collective agreement on 31 January 2027. A notice of termination must be submitted in writing to the other party no later than 30 November 2026.

This agreement shall be extended for one a year at a time unless it is terminated in writing by either party at least two months before the expiry date.

3 PAY INCREASES IN 2025, 2026 and 2027

The increase in wages and salaries will be implemented in amounts in cents for both the overall increase and each job requirement group listed in the pay scale.

3.1 Overall increase (Section 24, paragraph 5)

The amount of the overall increase is 26 cents/hour for hourly wage employees and 44.72 euros/month for monthly salaried employees as of the start of the closest pay period to 1 May 2025; 31 cents/hour for hourly wage employees and 53.32 euros/month for monthly salaried employees as of the start of the closest pay period to 1 May 2026; and 27 cents/hour for hourly wage employees and 46.44 euros/month for monthly salaried employees as of the start of the closest pay period to 1 May 2027.

3.2 Pay scale (Section 24, paragraph 3)

The hourly wages of job requirement groups and minimum levels of proficiency bonus in employment contracts signed on or after 1 May 2025 are as follows:

<i>Job requirement group</i>	<i>Proficiency bonus minimum level (4%)</i>	<i>Standard pay including proficiency bonus (4%)</i>
€/h	€/h	€/h
1 9.87	0.39	10.26
2 10.30	0.41	10.71
3 10.79	0.43	11.22
4 11.30	0.45	11.75
5 11.82	0.47	12.29

The hourly wages of job requirement groups and minimum levels of proficiency bonus in employment contracts signed on or after 1 May 2026 are as follows:

<i>Job requirement group</i>	<i>Proficiency bonus minimum level (4%)</i>	<i>Standard pay including proficiency bonus (4%)</i>
€/h	€/h	€/h
1 10.18	0.41	10.59
2 10.61	0.42	11.03
3 11.10	0.44	11.54
4 11.61	0.46	12.07
5 12.13	0.49	12.62

The hourly wages of job requirement groups and minimum levels of proficiency bonus in employment contracts signed on or after 1 May 2027 are as follows:

<i>Job requirement group</i>		<i>Proficiency bonus minimum level (4%)</i>	<i>Standard pay including proficiency bonus (4%)</i>
	€/h	€/h	€/h
1	10.45	0.42	10.87
2	10.88	0.44	11.32
3	11.37	0.45	11.82
4	11.88	0.48	12.36
5	12.40	0.50	12.90

3.3 Bonuses in cents and euros

The bonuses in cents and euros that are referred to in the collective agreement are as follows:

3.3.1 Compensation for vocational degree and specialised vocational training (Section 29, paragraph 15)

as of 1 May 2025 €127 per qualification
as of 1 May 2026 €131 per qualification
as of 1 May 2027 €135 per qualification

3.3.2 Saturday allowance in retail work (Section 29, paragraph 6)

as of 1 May 2025 €1.29/h
as of 1 May 2026 €1.33/h
as of 1 May 2027 €1.36/h

3.3.3 Evening shift bonus (Section 29, paragraph 7)

as of 1 May 2025 €0.88/hour
as of 1 May 2026 €0.91/hour
as of 1 May 2027 €0.93/hour

Night shift bonus

as of 1 May 2025 €1.60/hour
as of 1 May 2026 €1.65/hour
as of 1 May 2027 €1.69/hour

3.3.4 Evening work bonus (Section 29, paragraph 8)

as of 1 May 2025 €0.63/hour
as of 1 May 2026 €0.65/hour
as of 1 May 2027 €0.67/hour

3.3.5 Pesticide bonus (Section 29, paragraph 10)

as of 1 May 2025 €1.10/hour
 as of 1 May 2026 €1.13/hour
 as of 1 May 2027 €1.16/hour

3.3.6 Seniority allowance (Section 29, paragraph 14)

as of 1 May 2025:

5–7 years	€100
8–11 years	€194
12–15 years	€303
16–19 years	€386
20 years or more	€492

as of 1 May 2026:

5–7 years	€103
8–11 years	€200
12–15 years	€312
16–19 years	€398
20 years or more	€507

as of 1 May 2027:

5–7 years	€108
8–11 years	€205
12–15 years	€320
16–19 years	€408
20 years or more	€520

3.3.7 Shop steward's compensation (Section 7 of the Shop Steward Agreement)

as of 1 May 2025:

5–20 employees	€44/month
21–50 employees	€57/month
51 or more employees	€93/month

as of 1 May 2026:

5–20 employees	€46/month
21–50 employees	€59/month
51 or more employees	€96/month

as of 1 May 2027:

5–20 employees	€48/month
21–50 employees	€61/month
51 or more employees	€99/month

3.3.8 Occupational safety representative's compensation (Section 8 of the Agreement on Occupational Safety Cooperation)

as of 1 May 2025:

10–20 employees	€44/month
21–50 employees	€57/month
51 or more employees	€93/month

as of 1 May 2026:

10–20 employees	€46/month
21–50 employees	€59/month
51 or more employees	€96/month

as of 1 May 2027:

10–20 employees	€48/month
21–50 employees	€61/month
51 or more employees	€99/month

4 CHANGES TO WORDING

The wording of the following sections has been revised while otherwise keeping the provisions of the collective agreement unchanged:

Section 5 Local agreements

Local agreements as referred to in this agreement refer to agreements made between the employer or the employer's representative and the shop steward, or if no such person has been elected, another employee representative, or if no such person has been elected, between the employer and the employees. An agreement made with a shop steward or another employee representative is binding for those employees whose interests the person is representing.

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

The agreement is made in writing. The agreement shall record both the locally agreed provisions and anything else that has been otherwise agreed upon in a manner that clearly shows both contractual parties what changes the agreement will bring. Both parties must have sufficient time to familiarise themselves with the locally agreed matters and to obtain further information from collective bargaining experts. Negotiations must aim to establish and maintain a positive and open relationship between the parties. Negotiations must take place in a language understood by both parties.

The local agreement as referred to herein is part of the current collective agreement.

Section 6 Commencement of employment and conclusion of an employment contract

1. *The employer or a representative authorised by the employer has the right to hire and dismiss employees and the right to direct and assign work.*
2. *The employment contract is made in writing.*

In addition, the employer must provide the employee with a written account of the key terms and conditions of the employment contract if the terms and conditions of Chapter 2, Section 4 of the Employment Contracts Act (55/2001) are not included in the employment contract.

3. *The employment contract shall determine whether the contract is*
 - a) *for a fixed term, or*
 - b) *for an indefinite term (that is, until further notice).*

The contract is considered a fixed-term contract when, for example, it has been agreed on for a specific task or when the duration of employment is otherwise determined on the basis of the purpose of the contract.

If, due to the nature of the work, it is necessary to agree on fixed-term employment on the basis of the completion of the agreed work and the exact end date of the work is not known, the employment contract must, however, include an estimate of the duration of employment. If the duration of employment has to be changed due to the nature of the work, the employer must notify the employee as soon as the employer becomes aware of the need and no later than one week in advance.

Application instructions:

The duration of the employment relationship is stated in the employment contract either as an estimated end date of the employment or an estimated number of weeks or months. The duration of employment cannot be estimated in descriptive terms by tying it to the harvest season, maintenance season, piece work or first snowfall, for example.

4. *An employee who has turned 15 can conclude or terminate their own employment contract.*

Section 7 Obligation to provide information

The employer must make the following available to every employee: this collective agreement, any other legislation that must be displayed in the workplace, the shift roster, working time plan (if applicable), information about occupational healthcare, and a survey of the workplace that complies with the Occupational Healthcare Act.

The employer must provide employees with information about the workplace instructor and the person who has been appointed to provide orientation. Employees must also have access to information about the elected shop steward and the occupational safety representative.

An employer that recruits from abroad must provide employees with evidence of both the main terms and conditions of their employment contract and this collective agreement at the recruitment stage while the employee is still in their country of origin.

Section 8 Trial period

The employer and employee can agree on a trial period that begins at the start of employment and last for no longer than six months. If the employee has been absent during this trial period due to working incapacity or family leave, the employer has the right to extend the trial period by a month for each 30-day period within the periods of working incapacity or family leave. The employer must notify the employee of the extension of the trial period before the trial period ends.

For fixed-term contracts, the trial period (including its extensions) may last for a maximum of half of the duration of the employment contract, and may be no longer than six months.

If the employee has previously been employed by the same employer for at least three months and is now engaged in similar tasks, the trial period is not applied.

A trial period can only be employed when a written employment contract has been made.

Section 9 Orientation

The employer must provide a new employee or an employee transferring from another task with sufficient guidance on their terms and conditions of employment, their new task and any related safety risks.

The employer is obligated to ensure that employees receive orientation and training in a language that they understand.

The employee appointed to provide the orientation must be given sufficient time for the orientation work. If an employee has the duty to provide orientation, this increases their job requirement group.

The employer is responsible for ensuring that the workplace instructor appointed for the workplace has sufficient skills to provide instruction and that, if necessary, the workplace instructor receives appropriate training that takes into account the special characteristics of the field. The employee is paid for the training time. The employer is responsible for costs related to the training.

The workplace instructor must be given sufficient time to prepare for both instruction and the actual instruction work. If an employee has the duty to provide workplace instruction, this increases their job requirement group.

Section 10, paragraph 3

The employer shall not terminate an indefinitely valid employment contract without a proper and compelling reason in accordance with Chapter 7, Section 2 of the Employment Contracts Act. These grounds for termination include reasons that allow for the termination of the employment contract in accordance with the Employment Contracts Act, that is, reasons relating to the employee, such as neglecting duties, non-compliance with orders given by the employer within their right to manage work, breach of police regulations, unauthorised absence, and manifest negligence at work.

Section 10, paragraph 10 (new)

If an employee with a fixed-term contract stops working before the end of the contractual term without agreeing on this with their employer, the employee must compensate the employer for any damages caused. The employer may retain one day's pay as compensation. This requires the employment contract to include an end date. The employer's right to withhold pay must be communicated to the employee in writing in the employment contract in a language that the employee understands.

The employer is entitled to withhold the above sum from the final pay payable to the employee as per Chapter 2, Section 17 of the Employment Contracts Act.

This paragraph does not apply to ending trial periods.

Application instructions:

“One day's pay” means the hourly rate of pay for the daily working hours agreed upon in the employment contract in accordance with the employee's job requirement group.

Section 10, paragraph 14 (new)

Any lay-offs that arise from typically occurring year-to-year fluctuations in labour requirements for production within the sector are not covered by the collective bargaining obligations in the Act on Cooperation Within Undertakings. In such cases, the employer must explain the measures, reasons, effects and alternatives to the employee when giving them notice of a lay-off. The employee's shop steward, another employee representative or, if no such representative has been elected, the employee themselves must be informed of the measures as soon as possible.

Section 12 Work roster

Drawing up a roster

A roster shall always be drawn up for the workplace, and must indicate the length of an employee's regular shift and its start time. The work roster is drawn up to cover a period of at least four weeks. If it is impossible to draw up a work roster to cover a period of four weeks due to the irregularity of the work, the roster must always cover as long a period as possible.

When drawing up the work roster, the employer must consult the shop steward, or if there is no such person, another representative appointed by the employees. If there is no employee representative, the employer must give employees the opportunity to express their wishes regarding work shifts.

When compiling the work roster, the employer shall ensure that the shifts will not cause unreasonable harm or stress to the employees.

Notification of the work roster

Employees must be notified of the roster in good time. Unless otherwise agreed on at the workplace, employees shall be notified of the roster at least four days before the beginning of the roster period.

Changes to the roster

For a justified reason, shifts entered in the work roster can be changed in writing in the manner agreed at the workplace. A justified reason may be a situation arising from production-related needs or weather conditions that were unforeseeable at the time of drawing up the work roster. Written agreements on changes to working hours must specify a deadline by which shifts can be cancelled, moved or rescheduled.

If the employee has come to work for a shift, but work cannot be started due to bad weather, the employee must be compensated for their round trip between home and work. This compensation is taxable income, and the sum is equal to the kilometre allowance that is annually confirmed by the Tax Administration.

The employer and employee can always agree on changes to the work roster at the employee's request.

Special regulations relating to shifts and working hours

The working week starts on Monday morning at 5.00 a.m.

If an employee must move to another work location in the middle of the working day at the employer's request, the time spent travelling is counted as hours worked.

Section 13 Working time records

The employer must keep records of working hours, overtime, additional and emergency work, and work carried out on Sundays or any other church holidays in order to provide information about the duration of each type of work and the wages paid. An employee or their authorised representative has the right to access information concerning themselves in the aforementioned documents.

Section 17

Other breaks

During an 8-hour shift, the employee is entitled to two 12-minute breaks. If the shift is less than 8 hours, the employee is entitled to one 12-minute break. If the shift is at least 10 hours in accordance with the adjustment system, the employee is entitled to three 12-minute breaks.

When a working time reduction as referred to in Section 16 is applied so that the duration of the shift is at least 7 hours, the employee is entitled to two 12-minute breaks.

Section 27, paragraph 2

Interns from institutions of higher education

A student who is studying at a university or university of applied sciences in the field and is completing an internship as part of their study programme under an employment contract shall be paid at least 85% of the salary for job requirement group one.

The employee must provide the employer with a statement on the length of internship included in the study programme.

If employment continues after the end of the internship, the employee will be paid a salary in accordance with the task's job requirement group.

Application instructions: *The internship is to consist of guided work.*

Section 29, paragraph 11

If the employer has ordered an employee to travel outside their hometown for work and the work-related travel requires an overnight stay, the employer is responsible for arranging accommodation. In addition, the employer shall pay a per diem allowance of €40.80 for each day requiring an overnight stay in 2025.

If the employer orders an employee to travel for an assignment that lasts for at least 6 hours, and after which the employee can return to their own home for the night, the employer will pay a travelling per diem allowance of €19.95 in 2025. If the journey lasts for more than 10 hours, the allowance is €28.25. The allowance is adjusted annually.

If the employee is provided with a meal during the journey at the employer's expense, the allowance is reduced by 50%. Here, "a meal" means two meals for the higher level of compensation and one meal for the lower level. The employee has the right to refuse the meal provided by the employer, in which case the allowance will be paid in full.

For work-related travel abroad, the per diem allowance is paid in accordance with the country-specific tax-exempt allowances verified by the Finnish Tax Administration each year.

The travel expenses during the aforementioned secondments are covered by the employer. If the employer and employee so agree, the employee can use their own car, in which case the compensation will be €0.59 per kilometre in 2025.

Driving for maintenance operations

If the employee and employer have agreed that the employee will use their own car for maintenance operations, the employee shall be paid compensation of EUR 0.59 per kilometre for these expenses. The use of a trailer for maintenance runs is agreed on at the workplace. The compensation paid for expenses is adjusted annually.

Section 29, paragraph 13

The compensation for the inconvenience caused to an employee by on-call duty is agreed upon in a written on-call agreement. Unless otherwise agreed on, the minimum compensation for being on call is €21 per day rounded up to the next full day. The employer and employee may also agree to convert any hours worked during on-call hours to a corresponding period of time off.

Work done during on-call time is paid per hour worked.

(See also Section 22 On-call duty)

Section 29, paragraph 17

(...)

On the same grounds, the employee is entitled to paid leave on the day of a close relative's funeral or urn burial.

(...)

Section 32, paragraph 2

The final salary or wages must be paid as soon as possible. At the end of a non-fixed term employment relationship, the final salary or wages can be paid on the employee's next normal payday. However, for fixed-term employment contracts, the final salary or wages must be paid no later than within five workdays.

If a seasonal worker who will be leaving the country provides the employer with proof of a ticket whose departure date falls within the aforementioned five-day period at least two weeks before the agreed end of the employment contract, the employer is obliged to pay the balance of the employee's salary before their departure.

Application instructions: *The employer does not have the right to change the duration of the fixed-term contract after a ticket has been presented.*

Section 32, paragraph 4 (new)

The employer may not charge an employee for recruitment, orientation or services related to travel to and from Finland, and may not charge interest on funding the employee's travel expenses.

It is the employer's responsibility to inform the employee that no person or organisation may make the aforementioned charges.

Section 32, paragraph 5 (new)

When an employer arranges tickets for an employee to travel to or from the country by air or another mode of transport, the cheapest ticket option will be considered as early as possible to ensure that reimbursable expenses remain reasonable for the employee.

If necessary, the employer will provide transport for seasonal workers between their accommodation and the airport or other place of arrival in the country.

If necessary, the employer will provide seasonal workers with appropriate accommodation. The Finnish Immigration Service's guidelines on accommodation for seasonal workers, along with other official recommendations and regulations, should be used to assess the appropriateness of the accommodation. Any fringe benefits shall be taxed in accordance with the Tax Administration's annual decision on fringe benefits. If accommodation provided by the employer is not provided as a fringe benefit, a reasonable rent may be agreed upon. This rent may not exceed the general rent levels in the area. The requirement of reasonableness must take into account the type of accommodation and the number of people living in the same accommodation.

A reasonable meal charge may be agreed on for food services provided by the employer.

Information about the costs that will be incurred by the employee must be provided to the employee in advance at the time of recruitment. If the employer and employee agree that expenses are to be deducted from monetary salary or wages, the employer may only deduct the amounts that have been agreed on in advance and in writing with the employee. The contract must be concluded in a language the employee understands. Any charging of expenses must comply with Chapter 2, Section 17 of the Employment Contracts Act.

Section 34, paragraph 1

Holiday pay of hourly paid employees

For hourly paid employees, the daily holiday pay for annual holiday is obtained by multiplying hourly earnings (or average hourly earnings when necessary) by the number of weekly working hours agreed on in the employment contract and dividing this weekly salary by 6. The calculated daily pay is then multiplied by 1.03.

Application instructions: Average hourly earnings are always used when the amount earned differs from the hourly wage as a result of bonuses. Average

hourly earnings are calculated using the calculation period preceding the annual holiday. (See Section 31 Average hourly pay).

Section 35

(...)

End-of-holiday pay is also paid to an employee whose employment contract is terminated due to reasons unrelated to the employee. However, if the employment contract ends during the holiday period (2 May to 30 September) for reasons unrelated to the employee, they will only receive end-of-holiday pay for the annual leave accrued by the end of the previous holiday credit year.

(...)

Section 36 Percentage-based holiday pay

(...)

Percentage-based holiday compensation is itemised in the employee's payslip at the time of payment.

Application instructions:

(...)

Annual holiday rules apply to long-term fixed-term contracts that continue into the next holiday credit year.

Section 37

When an indefinitely valid employment contract is terminated, the holiday pay corresponding to accrued and unused holiday is paid in the form of holiday compensation (see Section 34 Holiday pay).

(...)

Section 39

(...)

<i>Duration of employment at the time of illness</i>	<i>Length of the paid period</i>
<i>less than one week</i>	<i>no right to pay</i>

<i>at least 1 week</i>	<i>50% of pay for workdays that fall within the next 9 weekdays following the start date of the illness (see also Section 42 Waiting period)</i>
<i>at least 1 month</i>	<i>pay for working days over a period of 28 days</i>
<i>at least 3 years</i>	<i>pay for working days over a period of 35 days</i>
<i>at least 5 years</i>	<i>pay for working days over a period of 42 days</i>
<i>at least 10 years</i>	<i>pay for working days over a period of 56 days</i>

If the amount earned differs from the hourly wage as a result of bonuses, sick pay will equate to the average hourly earnings plus fringe benefits calculated for regular working hours (see Section 31 Average hourly earnings).

(...)

Section 40 (title change):

Pay during periods of working incapacity for recurring fixed-term contracts

Section 45 Periodical health checks

The employer organises periodical health checks and working capacity examinations for permanent employees at minimum five-intervals from the age of 50. Employees will be eligible to receive periodical health checks after five years of employment. These checks aim to strengthen the employee's resources and ability to manage their work, detect any risks of working incapacity at an early stage, prevent any illnesses affecting working capacity and reduce risk factors. The checks will take place during the employee's free time. If healthcare is not available outside of the employee's working hours, the employer must allow the employee to make an appointment during the working day. No salary or travel expenses are paid for this period.

Section 49 Parental leave

An employee who has not given birth but is caring for a child and is entitled to parental allowance under the Health Insurance Act shall be paid for at least the first six working days, provided that their employment contract has continued uninterrupted for at least six months before the parental leave.

Section 54 (title change): ***Protective equipment***

Section 54, paragraph 1

The employer shall provide a permanent employee with the necessary amount of protective gloves, headgear that provides protection from the sun (if applicable) and up to two sets of protective clothing. If occupational safety so requires, the employer will also provide appropriate footwear for the task in question. All equipment must be the employee's personal equipment for the duration of the employment contract.

(...)

The employer provides fixed-term employees with the necessary protective gloves and clothing required for their work for the duration of their employment contract.

Section 59

If the company's financial situation suddenly and significantly worsens and threatens to cause, among other effects, workforce reductions, it is possible to agree locally (see Section 5 Local agreement) on short-term changes to the terms of employment lasting no more than six months for the purpose of securing the continuity of the company's operations and jobs during the crisis. Changes to the terms of employment must be preceded by measures that seek to restore the company's operating conditions through financial arrangements and other less drastic means.

(...)

Agreement on Occupational Safety Cooperation Section 7

The term of office for an occupational safety representative is two years.

5 OTHER MATTERS AGREED UPON

5.1 Working group activities

The parties to the collective agreement will establish a working group to discuss the promotion of skills related to orientation, on-the-job training and routine management, potentially in the form of a joint training project.

The contractual parties will establish a working group to prepare a model for the potential implementation of a company-specific increase for the sectors.

5.2 Translations of collective agreements

The Swedish-, English-, Ukrainian-, Russian- and Vietnamese-language versions of the collective agreement will be updated. The costs shall be shared between the contractual parties.

6 APPROVING THE PROTOCOL

The signatories accept the collective agreement in accordance with the outcome of the negotiations reached on 3 March 2025.

In Helsinki on 6 March 2025

FEDERATION OF AGRICULTURAL EMPLOYERS MTA

Jenni Rantanen

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