

## WAGES AND TERMS OF EMPLOYMENT APPLIED IN BERRYPICKING 2011

<b>LEGISLATION</b>	The collective agreement for agricultural work and the valid labour law are applicable to the employment.	
<b>WORKING TIME</b>	The normal working time, without a system of averaging, shall not exceed 8 h in a day and 40 h in a week.	
<b>MEALS AND RECREATION</b>	Where the daily working time is 6 hours or longer, employees shall be granted a lunch break of 1 hour at the minimum, which is not included in the working time. The employer and employees may agree on a lunch break shorter than that, but not less than 30 minutes. Where the working day is 8 hours or longer, it shall include two rest breaks of 12 minutes. If the working day is shorter, it shall include one rest break.	
<b>YOUNG EMPLOYEES UNDER 18 YEARS</b>	Persons who will reach the age of 14 in the course of the present year can be employed in light work. An employment contract for a person under 15 is made by his/her guardian or by the young person with the guardian's permission. The maximum working time for a person under 15 is 7 h/day, 35 h/week and it must be scheduled between 8 a.m. and 8 p.m. Working hours for a person of 15 – 17 years must be scheduled between 6 a.m. and 10 p.m. Young employees shall be allowed a minimum weekly rest period of consecutive 38 hours.	
<b>WAGES</b>	Personal wage increment must be paid in accordance with the collective agreement.	
<b>TIME RATE</b>	<b>Grounds for determination 1.3.2011 -</b>	<b>€ / h</b>
	Minimum basic salary based on level of work requirements	<b>7,72</b>
	Students in comprehensive school or high school	<b>5,40</b>
	Persons without work experience in orientation (max 4 months)	<b>6,95</b>
<b>PIECE RATE</b>	Piece rate fixing must be based on the competence group wages defined in the collective agreement. Piece rate fixing must be such that the employee's piecework earnings by normal working pace rise 20 % higher than the hourly wages and increase with work performance. When the requirements for piece work are not met (for example at the beginning or end of the harvest, when the harvest is small) picking is paid at the time rate.	
<b>OVERTIME</b>	Daily overtime: 50 % increase for the first 2 hours, 100 % increase for the following hours. Weekly overtime: 50 % increase for the first 8 hours, 100 % increase for the following hours.	
<b>SUNDAY WORK</b>	Sunday work compensation is not paid for berrypicking paid by the piece. Wages increased by 100 % are paid for work at the time rate on Sundays. If that work is overtime work, overtime compensation will also be paid.	
<b>ANNUAL LEAVE COMPENSATION</b>	In fixed-term employment, compensation for annual leave will be paid at termination of employment or, when separately agreed, according to pay periods in connection with payment of wages. The compensation is 12,5 % of earnings.	
<b>FRINGE BENEFITS</b> (tax values)	<b>Full board</b> (accommodation, meals, heating, light)	13,19 €/day, 400 €/month
		shared room
		single room
	<b>Meals</b>	5,40 €/meal
	<b>Accommodation</b>	room with central heating
	stove-heated room	1,29 €/day, 39 €/month
<b>EMPLOYER'S BOOKKEEPING</b>	The employer must keep records of working hours and wages. Any shares deducted from the employees' wages as well as holiday compensations must be specified in the pay slip. Also the grounds for the determination of wages, such as hours worked or number of baskets, must be given in the pay slip.	
<b>ACCIDENT INSURANCE</b>	The employer must take out accident insurance and group life insurance on the employees if the number of days worked in a calendar year exceeds 12.	
<b>SOCIAL INSURANCE CONTRIBUTIONS</b>	There are statutory social insurance contributions, such as employment pension, accident insurance, unemployment insurance, group life insurance and social security contributions. They are determined by wages taxable at source. Additional information: <a href="http://www.etk.fi">www.etk.fi</a> , <a href="http://www.etera.fi">www.etera.fi</a> , <a href="http://www.vero.fi">www.vero.fi</a> , <a href="http://www.yrittajat.fi">www.yrittajat.fi</a> , <a href="http://www.palkka.fi">www.palkka.fi</a> , <a href="http://www.fkl.fi">www.fkl.fi</a> , <a href="http://www.varma.fi">www.varma.fi</a> .	
<b>EMPLOYMENT CONTRACT</b>	An employment contract shall be made in writing. The contract can also be oral, in which case it is advisable to have two witnesses. If an employment contract has not been made in writing and the employment relationship is intended to last a term over one month, the employer must give the employee a written information on the orally agreed principal terms of work. An employer who fails to meet this obligation may be sentenced to a fine for breach of employment contract.	
<b>EMPLOYEE'S OBLIGATIONS</b>	The employee must perform the tasks assigned to him/her carefully and diligently as well as follow the employer's instructions and safety regulations and inform the employer of any defects in the safety of the workplace, and use appropriate personal protective equipment. It is advisable for the employee also to keep a record of all the hours he/she has worked.	
<b>OCC.HEALTH CARE, PERSONNEL ROOMS</b>	The employer must have an agreement of occupational health care (OHC) with an OHC services provider. The National Insurance Institution (KELA) reimburses the employer for about 50 % of the OHC costs. To prevent workers from developing peroneal pares, they must be instructed to adopt correct work postures and wear suitable clothing, change the work posture often enough and take breaks from work (e.g. for carrying baskets to the collecting point). At the workplace there must be necessary bathroom facilities, changing and dining rooms, and when necessary, appropriate lodgings.	
<b>FURTHER INFORMATION</b>	Wood and Allied Workers' Union Federation of Agricultural Employers OSH Administration	tel +358 9 615 161 tel +358 9 7250 4500 <a href="http://www.tyosuojelu.fi">www.tyosuojelu.fi</a>