

# WAGES AND TERMS OF EMPLOYMENT APPLIED IN BERRYPICKING IN 2020

<b>COLLECTIVE AGREEMENT AND</b>	The collective agreement for rural industries and currently valid labour legislation shall be applied to this employment ( <a href="http://www.finlex.fi">www.finlex.fi</a> ).		
<b>WORKING HOURS</b>	Maximum regular working hours, with no flexible work hour system applied, are 8 h/day and 40 h/week.		
<b>MEALS AND BREAKS</b>	When an employee's daily working time consists of at least 6 hours, the employer shall have an hour off for having a meal, which is not included in the paid working time. The employer and employee may come to an agreement on a shorter lunch break of at least 30 minutes. A working day lasting a minimum of 8 hours shall include two breaks lasting 12 minutes each. A shorter workday shall include one such break.		
<b>YOUNG PERSONS UNDER THE AGE OF 18 YEARS STUDYING IN COMPREHENSIVE AND UPPER SECONDARY SCHOOLS AS WELL AS IN VOCATIONAL INSTITUTES</b>	Persons, who turn 14 during the current year, may be employed for light work. When an employee is under the age of 15, his/her employment contract shall be signed by his/her guardian or by the young person with due permission from the guardian. The maximum working time for a person under 15 shall be 7 h/day, 35 h/week. The working hours shall be scheduled between 8 a.m. and 8 p.m. The working hours for employees between 15 – 17 years shall be scheduled between 6 a.m. and 10 p.m. Young employees shall be allowed a minimum weekly rest period of 38 consecutive hours.		
<b>WAGES</b>	Personal wage increment (minimum 4 %) shall be paid in accordance with the collective agreement currently valid.		
<b>TIME RATE</b>	Grounds for wages, starting February 1st, 2020	€/h	% of minimum
	Minimum hourly wage according to the level of competence	8,71	100 %
	Students in comprehensive or upper secondary school	6,10	70 %
	Wages for orientation period for employees with no work experience (max. 2 months)	7,84	90 %
	NOTE! Cannot be applied for piecework.		
<b>PIECE RATE</b>	Piece rates shall be based on competence group wages listed in the valid collective agreement. Piece rates shall be determined in a way that ensures that, at a normal pace, the employee's piecework earnings are 20 % higher than the hourly wages and shall increase in relation to the work performance. When the requirements for piecework cannot be met (for example at the beginning or end of the harvest when the harvest is small) berry pickers shall be paid the time rate. When working on performance based pay, the employee is guaranteed an hourly rate equal to the competence group he or she is classed into. This guarantee does not apply if the employee's performance rate is so slow that it is not at the level of their hourly wage, though working conditions have been normal and there have been no other disruptions related to work arrangements or piece work pricing. The employer shall be responsible for ensuring that piecework rates are correct.		
<b>OVERTIME</b>	Daily overtime: A 50 % increase for the first 2 hours and a 100 % increase for the following hours. Weekly overtime: A 50 % increase for the first 8 hours and a 100 % increase for the following hours.		
<b>SUNDAY WORK</b>	No separate compensation shall be paid for Sunday work when berry pickers are paid a piece rate. Any other Sunday work shall be compensated for with a 100% increase in time rates. The employee shall also be paid overtime compensation, if the Sunday work is also overtime work.		
<b>COMPENSATION FOR ANNUAL LEAVE</b>	A compensation of 12.5% of normal wages shall be paid to all employees with a fixed term contract at the end of their employment or at a separately agreed upon time during the wage period.		
<b>EMPLOYEE BENEFITS (tax values in accordance with guidelines of the Finnish Tax Administration)</b>	Full board (accommodation, meals, heat and light): - in a shared room 16,75 €/day, 508 €/month - in a single room 17,47 €/day, 530 €/month. Accommodation incl. lights and heating in a shared room: 4,75 €/day, 144 €/month (room with central heating), 1,65€/day, 50 €/month (room with stove heating). Meals: 6,80 €/meal.		
<b>WORKING HOURS REGISTER AND WAGES REGISTER</b>	The employer shall be responsible for keeping a record of all work hours and wages. Any shares deducted from the employees' wages as well as holiday compensation shall be specified in the employee's pay slip. The pay slip shall also include the basis for wages, such as completed work hours or number of baskets filled.		
<b>ACCIDENT INSURANCE AND GROUP LIFE INSURANCE</b>	An employer shall take an insurance against occupational injuries and a group life insurance for the employees when he or she pays more than 1 300 euros for work during the calendar year.		
<b>SOCIAL INSURANCE CONTRIBUTIONS</b>	Statutory social insurance contributions required of each employer include employment pension, accident insurance, unemployment insurance, group life insurance and social security contributions. These are determined in accordance with each employee's taxed wages. Further Information: <a href="http://www.etk.fi">www.etk.fi</a> , <a href="http://www.ilmarinen.fi">www.ilmarinen.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.varma.fi">www.varma.fi</a> , <a href="http://www.tyollisyysraha.fi">www.tyollisyysraha.fi</a> .		
<b>EMPLOYMENT CONTRACT</b>	An employment contract shall be issued in written form. The contract may also be oral. We recommend that if the contract is agreed upon orally, there be two witnesses present at this time. If the employment contract has not been issued in written form and the period of employment exceeds one month, the employer shall be required to provide the employee with the terms of employment in writing. Any employer who fails to meet this obligation may be charged with a fine for breach of employment contract legislation.		
<b>EMPLOYEE RESPONSIBILITIES</b>	The employee shall carefully and diligently complete the tasks assigned to him/her, shall abide by instructions and safety regulations, shall inform the employer of any shortcomings in work safety and shall use appropriate safety gear. We also recommend that employees keep a personal record of the hours they have worked.		
<b>OCCUPATIONAL HEALTHCARE AND FACILITIES FOR PERSONNEL</b>	The employer shall have an occupational healthcare (OHC) agreement in place. The National Insurance Institution (KELA) shall reimburse the employer for approximately 50 % of OHC costs. In order to prevent employees from developing peroneal pares, the employer shall provide instructions on correct work positions, suitable clothing, on how to change position at regular intervals and advise employees to take regular breaks (e.g. by carrying baskets to the gathering point). The place of employment shall have any and all necessary bathrooms, dressing rooms, toilets, dining facilities and when required a possibility for accommodation.		
<b>MORE INFORMATION</b>	Industrial Union Federation of Agricultural Employers Occupational Safety and Health Administration's website	Tel.+358 20 774 001 Tel.+358 9 7250 4500 <a href="http://www.tyosuojelu.fi/web/en">www.tyosuojelu.fi/web/en</a>	