Technology Industries of Finland

DEMONSTRATION STRIKES TO BE IMPLEMENTED BY THE TRADE UNIONS 2.2.2018

In order to press the government and the parliament of the country to abolish the legislative changes that weaken unemployment security, the so-called active model, and in general to oppose the government's work measures, Industrial Union and the Finnish Electrical Workers' Union have announced that they will implement a work stoppage in our industry starting on Friday, 2.2.2018 at 6.00 AM and ending on Saturday, 3.2.2018 at 5.59 / 6.00 AM. More detailed limits and limitations of the work stoppage can be found in the attached trade unions' announcements.

From the unions of salaried employees, the Trade Union Pro and the Union of Professional Engineers in Finland have announced that they will participate in the protest in Helsinki and they recommend participation in the event in Helsinki on 2.2. at 11.00 AM to their members. The unions of salaried employees are not implementing the work stoppage, but they are urging their members to participate in the demonstration at their own choice. Each member of the union has the right to decide whether to participate or not.

Also in some other sectors, the trade unions concerned have announced that they will carry out similar work stoppages; for example, the Transport Workers' Union AKT has announced that it will suspend port operations and transport, which will lead to a halt in exports and imports on 2 February 2018. The department of rail and metro workers of The Trade Union for the Public and Welfare Sectors JHL has announced a work stoppage effective from Friday morning to late evening. These strikes (AKT and JHL) will practically stop public transportation in Helsinki area.

The participation of employees in the demonstration strikes announced by the trade unions is a legitimate act in Finland, provided that no requirements for their own collective agreements are presented. If such requirements are presented, we urge employers to be in contact with the employers' union.

It is advisable for employers to talk with the staff at their workplaces and to map out in advance the possibilities to continue working despite the reported strikes. Employers may, at their discretion, arrange for work for employees who are willing to work. In the same context, it is also advisable to inform staff about the losses caused by the strike for the company and its staff. In addition, staff can be reminded that they have no obligation to participate in the strikes against the announced parliamentary decision-making system in our country.

Further information:
Chief Legal Counsel Manu Laapas (+358 (0)40 5453605) and telephone service for employment affairs +358 (0)9 1923 222

ATTACHMENTS:
- the trade unions' reports of strikes, with their limits and limitations
- the instructions for industrial action

MLa

Political strike 2.2.2018- memo of the main guidelines

This memorandum briefly explains the key legal issues related to the political strike announced on 2.2.2018:

- If a worker is absent from the workplace on 2.2.2018 because of the organisation strike decision of trade unions or to participate in the political demonstration organized by SAK, this is a legally political strike. It is a prerequisite that the strike also applies only to political decision-makers, and does not present a claim for a collective bargaining agreement. If such demands are presented, we urge employers to be in contact with the employers' union

- A political strike is legal in Finland. An employee can legally leave the workplace during a shift or not come to work at all during a shift to participate in a demonstration.

- No prior notice is required to participate in a political strike. However, the employee must report his absence to the employer in the same way as for any other legal absences.

- No wages will be paid for the absence period.

- Since it is a lawful strike, employees should not be subjected to harmful penalties for participating in the demonstration. For instance, participation in a demonstration is not a reason for dismissal or a reason for giving a warning to an employee.

- If some of the workers who are willing to work are left without work to do because arranging work is not possible due to the absence of the participants in the strike, they must also be paid for the time they are without work.

Sick pay

A person falls ill before the strike begins, and the illness continues after the strike has ended. Sick pay is paid.

The illness begins before the strike begins but ends during the strike. Sick pay is paid for the strike period only if the person returns to work when the illness ends and does not participate in the strike.

The illness begins after the strike has begun. No sick pay is paid for the days of the strike period. The sick pay period begins on the first working day following the end of the strike.

Annual leave

Annual leave begins before the strike. The strike does not interrupt the annual leave.

The notified start of the annual leave falls on the period of a legal strike. The annual leave does not start.
Additional holiday accrued from working 40 hours per week on a 37.5-hour contract (Pekkanen days)

New Pekkanen days are not given during the strike.

Fringe benefits

During a strike there is no obligation to pay wages or to give fringe benefits.

An exception is job-related dwelling, the taxable value or other reasonable costs of which can be collected back for the strike period.

Flexitime holidays

No flexitime holidays are agreed for the strike period.

Further information:

On-duty service for employment issues of Technology Industries of Finland:

tel. +358(0)9 1923 222, email:tyosuhdekysymykset@teknologiateollisuus.fi

Chief Legal Counsel Manu Laapas
tel. +358 (0)40 545 3605, email: manu.laapas@teknologiateollisuus.fi

26.1.2018

The Office of the National Conciliator
Technology Industries of Finland
Federation of Metal Industry Workers
Ministry of Defence
Forestry Industry
Carpenter Industry

Forestry Industry Entrepreneurs
Chemistry Industry
Plastic Industry
Boat Industry Employers
Shoe and Leather Industry
Rubber Industry
Glass Ceramic Industry TL
Automobile Tyre Union
Automobile Industry Central Union
Private Forestry Industry Employers
Machine Entrepreneurs Union
Rural Employers Association MTA
Finnish Association of Glazing and Grinding
Finnish Textile and Fashion Association
Joint Industry Association
Media Association
Service Sector Employers Palta

Limitations of the announced political strike

On January 26, 2018, the board of the Industrial Union decided on a political strike 02.02.2018.

Duration 02.02.2018 06.00 AM - 03.02.2018 05.59 AM. The strike involves the shifts that start on Friday 2.2. after midnight. The strike does not involve the shifts that start on Saturday 3.2. after midnight.

1. The chief shop steward will agree with the employer regarding any work possibly left out of the strike.
2. The following are ruled outside of the strike: a) protective work; b) work required for equipment safety, life and health; c) work requiring unreasonable extra measures for shutting down the process. Also preliminary and finishing related to these processes, which will have an impact on maintaining the running process, are excluded from the strike; e) the strike will not endanger the safety of any person at the workplace and will not cause injury to animals, machines, equipment or raw materials; and

Industrial Union

Mailing address	Visiting address	Telephone switchboard	Service numbers	
PO BOX 107	Hakaniemenranta 1	+358 (0)20 77 4001	Employee counselling	+358 (0)20 690 447
00531 HELSINKI			Workplace environment and social	+358 (0)20 690 449
posti@teollisuusliitto.fi	Business ID: 0201717-2	www,teollisuusliitto.fi	Member services	+358 (0)20 690 446

(f) the strike does not apply to process related work which at the next shift would have to be subjected to unreasonable extraordinary measures to restart production due to the strike.

In Helsinki on 26.01.2018 Industrial Union —

[signature]

Riku Aalto
Chairperson

[signature]

Turja Lehtonen
1st Vice Chairperson

[signature]

Heli Puura
2nd Vice Chairperson

[signature]

Jari Nilosaari
3rd Vice Chairperson

SÄHKÖALOJEN AMMATTILIITTO RY

NOTIFICATION

25.1.2018

Technology Industries of Finland
Team Manager Pekka Kärkkäinen
PO BOX 10
00131 HELSINKI

Notification of a political industrial action

The Finnish Electrical Workers' Union states that it will organize a political protest / work stoppage of all its members, starting on Friday, 2.2.2018 at 6.00 AM and ending on Saturday 3.2.2018 at 06.00 AM.

The purpose of the work stoppage is to enable the members of the Finnish Electrical Workers' Union to participate in the political demonstration organized by SAK in Helsinki on February 2, 2018. The demonstration calls for the Finnish parliament to revoke legislative changes that will undermine unemployment insurance, which are also in violation of the act on competitive agreements (active model).

The work stoppage is not directed toward employers or toward collective bargaining.

Jobs done to ensure human life or safety are outside the work stoppage.

In Tampere on 25.1.2018 Federation of Electric Power Industries

Sauli Väntti
Chairperson

Hannu Luukkonen
Trade union secretary

Federation of Electric Power
Aleksanterinkatu 15
33100 Tampere
PO Box 747, 33101 TAMPERE

Telephone +358 (0)3 252 0111
Fax +358 (0)3 252 0210
www.sahkoliitto.fi
firstname.lastname@sahkoliitto.fi

Company ID 0214444-6 Tampere

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TSOP FI53 5731 7920 0237 36 OKOYFIHH
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