THE FEDERATION OF FINNISH TECHNOLOGY INDUSTRIES
FEDERATION OF PROFESSIONAL AND MANAGERIAL STAFF – YTN

PROTOCOL CONCERNING THE SALARY SETTLEMENT OF THE SECOND YEAR OF THE COLLECTIVE AGREEMENT

Date 29.6.2015

Place The Federation of Finnish Technology Industries, Eteläranta 10, Helsinki

Present The Federation of Finnish Technology Industries
Federation of Professional and Managerial Staff - YTN

1) Central labour market organisations agreement on salary settlement and its implementation

It was noted that the central labour market organisations has agreed on the cost inpact and implementation time of the second section of the Employment and Growth Agreement on 15th of June 2015. This protocol has been made in accordance with the mentioned agreement.

In the Collective Agreement for Senior Salaried Employees in Technology Industries has agreed that the wage settlement will be implemented the same way than previous years.

This protocol applies to the collective agreement for senior salaried employees in Technology Industries.

2) Salary settlement

In 2015

Negotiations on the salary settlement and its criteria

Salary settlements shall be negotiated locally, allowing for the financial, order book and employment situation at the enterprise or workplace, and for cost competitiveness in the market. The employer shall provide the shop steward with the necessary information and foreseeable trends concerning the financial, order book and employment situation at the enterprise or workplace in good time before local collective bargaining commences. It will also be expedient to provide details of the grounds for any salary settlement proposal to serve as the basis for bargaining.

Local bargaining shall seek a salary settlement that suits the circumstances and needs of each enterprise or workplace with a view to supporting incentives for salary formulation, an equitable salary structure and salary grading, and improved productivity at workplaces.

The local salary settlement

A local salary settlement shall settle the manner of implementing salary revisions, their timing and their size. The agreement shall be concluded with the elected representative or, where there is no such representative, with the senior salaried employees of the workplace in a manner that they jointly agree. The agreement shall be concluded in writing no later than 31 October 2015 unless an extended bargaining period is agreed.

Information to be provided to a shop steward

A shop steward shall be entitled to an account of the allocation of the locally agreed salary settlement within a reasonable time of salary increases. The account shall specify the number of salaried employees, the number receiving an increase based on the local settlement, the average size of the increase, and the total sum of the salary increases awarded to salaried employees.

Manner of implementing the general increase in the absence of a local salary settlement

If no local settlement is achieved, then monthly salaries including benefits in kind will be increased by 16 euros per month or at least 0.43 per cent across the board by no later than as of the beginning of the salary payment period beginning on 1 November 2015 or soonest thereafter.

3) Compensation for representative and labour protection delegates

Compensation for representative

Number of senior salaried employees represented	Monthly compensation
10 - 100	112
101 - 200	158
201 - 400	202
more than 400	296

Compensation for labour protection delegate

Number of salaried employees	Monthly compensation
5 - 24	63
25 - 50	68
51 - 100	76
101 - 200	86
201 - 400	97
401 - 600	112
more than 600	128

Inspection of the minutes

It was agreed that Jorma Turunen, Eeva-Liisa Inkeroinen, Pertti Porokari and Heikki Kauppi would inspect these minutes.