

## Company-specific collective agreements are a success factor

- Increase productivity, competitiveness and well-being at work.



## Customise a collective agreement for your company



## Company-specific collective agreements are the future

- A company-specific collective agreement enables the terms of employment to be customised so that they meet the needs of the company and its personnel.

A company-specific collective agreement is an agreement negotiated by the company itself. It is an alternative to a collective agreement concluded by labor market organisations.

With company-specific collective agreements, matters can be agreed comprehensively and terms of employment can be customised to better meet the needs of your company and its personnel. The terms of employment can even be agreed separately for all business operations.

There is no need to reinvent the wheel, but workplaces can utilise good solutions that already exist.



## Why should you consider having a company-specific collective agreement?

When terms of employment are agreed close to where work is carried out and managed, it increases the responsibility for the future of the workplace. With this operating model, you can achieve many benefits:

- Cooperation between the company and its personnel deepens the understanding of the benefits related to the agreed terms of employment (company-specific collective agreement = common interest).
- Companies can agree on a comprehensive range of matters at the company level – even matters that cannot be otherwise agreed.
- Productivity and competitiveness will improve.
- Commitment to work, work motivation and well-being at work will increase.
- The corporate image and appeal will strengthen.
- The role of any political motives in the determination of terms of employment will decrease.
- Key issues can be resolved already when negotiating the agreement without any further negotiations.
- Increased local cooperation will strengthen industrial peace.

**Company-specific collective agreements take local cooperation to the top level!** Nationwide collective agreements offer many possibilities for agreeing otherwise, but company-specific collective agreements offer more. This agreement method is proactive: it encourages mutual initiative, continuous joint development and readiness for change.

## What can be agreed?

For example, the following can be agreed in a company-specific collective agreement:

- **Palkantarkistuksista** – osaamisesta ja hyvistä työsuorituksista palkitsemiseksi ja yrityksen maksukyvyn mukaan
- **Pay adjustments** – rewarding for competence and good performance and in accordance with the company's financial standing
- **Pay systems** – to implement motivating and fair pay
- **Benefits** – to attract the best talent
- **Length of regular working time** – to organise operations in a seamless manner
- **Staff representation** – to build cooperation that is appropriate considering the business needs
- **Local agreement practices** – to maximise flexibility
- **Industrial peace** – to ensure that work is not disrupted

## Technology Industries of Finland provides support and help

To get started, explore the possibilities of company-specific collective agreements and evaluate your needs and objectives. It is also important to involve personnel at an early stage and consider what are the most appropriate methods for local bargaining at the workplace. More information on the bargaining options is available through the channels of Technology Industries of Finland.

Technology Industries of Finland helps companies that want to negotiate company-specific collective agreements. We provide comprehensive support to our member companies: support materials, training, tailored consultancy assistance and, if necessary, back-up support during negotiations.



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Representatives of member companies of Technology Industries of Finland: please also check your email for any latest announcements and letters to members!

