



# THE GOVERNMENT'S COPY+PASTE:



The Government's working life weakenings match the industry's goals. Their core is that the employer's right to direct work, i.e. the power to dictate, will be increased in workplaces.

## INTERVENING IN THE RIGHT TO INDUSTRIAL ACTION

### Government Programme:

The length of political industrial actions will be limited to one day. The right to solidarity action will be limited with proportionality assessment. The level of a compensatory fine for unlawful industrial action will be increased, with the maximum amount set at EUR 150,000 and the minimum amount set at EUR 10,000. An employee who continues a strike which the Labour Court has found to be an unlawful industrial action will be subject to a penalty payment of EUR 200 for participating in an industrial action found to be illegal.

### The industry's goals:

Unreasonable support strikes targeting companies not involved in the labour dispute must be prohibited, political strikes targeted against democratic decision making must be substantially restricted in the same way as in other Nordic countries, and there must be harder consequences for unlawful strikes.

*Source: The industry's shared goals*

## FIXED-TERM EMPLOYMENT CONTRACTS

### Government Programme:

In future, an employment contract could be concluded for a fixed term of one year without a special reason.

### The industry's goals:

Fixed-term employment contracts concluded without a special reason should be made possible.

*Source: The elections goals of Confederation of Finnish Industries (EK)*

## WEAKENING OF DISMISSAL PROTECTION

### Government Programme:

The regulation on the grounds for termination of a person will be amended so that in future, terminating an employment contract based on proper grounds would be sufficient.

### The industry's goals:

The regulation on the grounds for termination of a person should be amended so that in future, terminating a contract based on proper grounds or for an acceptable reason would be sufficient.

*Source: The elections goals of interest and service organisation Suomen Yrittäjät*





## WEAKENINGS IN THE ACT ON CO-OPERATION WITHIN UNDERTAKINGS

### Government Programme:

The Government will expand the scope of application of the Act on Co-operation within Undertakings to the level permitted by EU provisions, i.e. to companies and corporations regularly employing 50 or more employees. The requirements of the Act on Co-operation within Undertakings concerning minimum negotiation times for change negotiations will be shortened by half.

### The industry's goals:

A reform of the Act on Co-operation within Undertakings should be implemented. It would simplify the co-operation procedure, diminish the number of complex formal requirements subject to interpretation in the Act, and make the unreasonable consequences imposed for violating the Act more reasonable. The application limit of the Act on Co-operation within Undertakings should be increased to 50 employees.

*Source: The elections goals of interest and service organisation Suomen Yrittäjät*

## LOCAL BARGAINING WILL BENEFIT THE EMPLOYER

### Government Programme:

The Government will reform legislation to increase opportunities for local bargaining at company level. The Government's vision is that local collective bargaining will be equally possible in all companies regardless of whether the company is a member of an employer association or what kind of employee representation system is in place at the company.

The Government will expand the conditions for local bargaining by removing from labour legislation bans on local bargaining in non-organised companies that comply with a generally applicable collective agreement.

Local bargaining will be made possible at company level so that a shop steward, an elected representative, another representative elected by the personnel or the entire personnel can be a party to the agreement. Provisions on the protection of an elected representative and another representative elected by the personnel for a fixed term will be laid down in law at the same level as they are currently laid down for shop stewards.

### The industry's goals:

Bargaining must be possible for all companies; including those that are not covered by the collective agreement. One must make it possible for the workplace parties to also agree on pay and working time arrangements that deviate from the collective agreement, if they so desire. One must remove all statutory bans on bargaining that apply to non-organised companies complying with a generally applicable collective agreement. One must ensure that local collective bargaining will be possible in companies regardless of whether the company is a member of an employer association or what kind of employee representation system is in place at the company.

Bargaining must thus be possible also for companies that lack a shop steward.

*Source: The industry's shared goals*



## WEAKENINGS IN THE OBLIGATION TO RE-EMPLOY AN EMPLOYEE

### Government Programme:

The obligation to re-employ an employee will be abolished in companies and corporations that regularly employ fewer than 50 persons. This statute can be applied regardless of the provisions of the collective agreement.

### The industry's goals:

The Employment Contracts Act should be reformed in such a way that the obligation to re-employ an employee will be abolished.

*Source: The elections goals of interest and service organisation Suomen Yrittäjät*

## LAYOFF NOTICE PERIODS

### Government Programme:

The layoff notice period will be shortened to seven days, and this can be complied with regardless of what the collective agreement stipulates.

### The industry's goals:

Layoff notice periods should be shortened. The ability to react must be improved by decreasing the minimum negotiation times mentioned in the Act on Co-operation within Undertakings and the layoff notice period in the Employment Contracts Act, and by making it possible to make use of annual holiday instead of layoffs and dismissals also during other periods than the holiday period referred to in the Annual Holidays Act.

*Source: The elections goals of Technology Industries of Finland*



## CUTTING FROM SOCIAL SECURITY

### Government Programme:

The prior work requirement for earnings-related unemployment security will be extended to 12 months.

Subsidised work will not count towards the prior work requirement.

The level of earnings-related unemployment security will be staggered from the current level so that the security will fall to 80 per cent of the original level after eight weeks of unemployment and to 75 per cent after 34 weeks of unemployment.

The waiting period will be restored from five days to seven days

Age-related exceptions to unemployment security will be abolished.

The unemployment security increments based on the number of children will be abolished and the monies will be reallocated to families with children.

The exempt amounts of unemployment security will also be abolished in order to provide more incentives for unemployed people to find full-time work.

### The industry's goals:

The length of the work and return requirement should again be 12 months.

The maximum length of daily unemployment allowance should be staggered on the basis of career length in such a way that its maximum length would be 100 days for people who fulfil the six-month work requirement, and each additional month that counts towards the work requirement would increase it by 20 days until the maximum length is 400 days.

The waiting period should be restored to seven days. In addition, the phasing of holiday compensation should be restored too.

Source: *The industry's Government Programme goals*

*The comparison to the Orpo-Purra Government Programme has been made with the help of the elections goals of Suomen Yrittäjät, Confederation of Finnish Industries (EK), the Chambers of Commerce, and Technology Industries of Finland.*

# #SERIOUSGROUNDS TO TELL THE TRUTH