



SOL employees

– join **Service Union United PAM!**

We give you help and support in working life.

www.pam.fi/sol



**Palvelualojen
ammattiliitto**
Servicefacket

What is a trade union?

Most workers in Finland belong to a trade union.

The most important role of a trade union is to defend and improve working conditions for its members and to improve working life.

Workers choose a trade union depending on their occupation.

- For workers at SOL, the right trade union is PAM.

The union and the unemployment fund can help you if you have problems in working life and give you security if you become unemployed.

Why should you join a trade union?

Only trade unions look after workers' rights. Workers' benefits, for example holidays, sick pay and parental leave, cannot be taken for granted. Trade unions negotiate collective agreements which set out wages and other terms and conditions of work.

As a worker in the cleaning sector, PAM is the union for you

You can join PAM if you work in the private service sector, are studying for a service sector profession, are a supervisor in the service sector or are self-employed or have your own business. PAM members include cleaners, waiters, cooks, retail workers, security guards, hairdressers and many other service sector workers. If you are studying for a service sector profession, it's worth joining the union while you are studying. Student membership of PAM is free of charge.

Even if you work temporarily or have a summer job in the private service sector, it's worth being a union member. If you change to a different sector later on, you can also change your union!





Your membership fees with PAM

The overall membership fee for PAM membership and the unemployment fund is 1.5% of your gross wages. For example, on wages of €1000, the membership fee is €15 and on wages of €2000 it is €30. You can deduct your membership fees in taxation. There are two ways to pay PAM membership fees: your employer can deduct your membership fees directly from your wages or you can pay your membership fees yourself.

When you join PAM, you get

- advice on employment and membership-related issues
- legal assistance and the services of a lawyer if necessary
- free training
- material to monitor working conditions
- PAM.FI magazine
- good membership benefits, including Holiday Club timeshares, the Cityshoppari app, careers service and coaching, discounts on Neste fuel and insurance benefits.

Moreover, as a member of PAM and the unemployment fund you can claim earnings-related unemployment allowance if you become unemployed.

Your workplace shop steward is there to help you

The shop steward makes sure that your workplace complies with the collective agreement. He/she represents PAM and union members at the workplace. As a PAM member you can get help and advice from him/her on employment-related issues. The shop steward also relays information to the workplace about membership benefits and events.

The shop steward is elected by those employees who are members of PAM.

Join PAM

pam.fi/liity

Puh. 030 100 600 klo 10–14
(suomenkielinen palvelu)

pam.fi/join

Tel. 030 100 630 10 am to 2 pm
(service in English)

pam.fi/blimedlem

Tfn 030 100 640 kl. 10–14
(service på svenska)

The union's membership services

Finnish: www.pam.fi

Swedish: www.pam.fi/sv

English: www.pam.fi/en

You can get help and advice on employment-related issues
from the PAM shop steward at your workplace:

Southern region head shop steward Janne Forsman

Janne.Forsman@sol.fi | 0400 374 169

Deputy head shop steward Arvo Mäkilä

Central region head shop steward Kaisamari Sahlman

Kaisamari.Sahlman@sol.fi | 0400 367 159

Deputy head shop steward Sari Luoma

Northern region head shop steward Taija Seiloo

Taija.Seiloo@sol.fi | 0400 290 182