

Facility service sector employers attempt to weaken the collective agreement

Service Union United PAM is currently negotiating a universally valid collective bargaining agreement with the Real Estate Employers. The negotiations have not progressed despite several attempts, and the atmosphere for negotiations has not been favourable.

If the employers' proposals will materialize:

- Nearly all extra remunerations regarding working hours will be abandoned.
- The work becomes more stressful because the working day will be longer.
- The amount of work for part-time employees might vary a lot.
- Employers' direction and supervision rights will be expanded and the employees will have less scope for influence on their own work.
- More local agreements in the sector, which will lead to distortion of competition.
- The employers' labour costs would fall by more than eight per cent.

The employer proposes that:

All extra remunerations for work on Sundays, Saturdays, and public holidays (Midsummer and Christmas Eve) will be abandoned

According to the employer it is characteristic of the facilities services sector that work is carried out round the clock throughout the year.

The working day will be considerably longer

The employer proposes that if regular working hours have been arranged on the basis of an average, the maximum working time per day could be 10 hours and per week 50 hours with the employee's consent. In addition to this, the employer proposes that the period within which regular working hours will adjust to the set average will be 10 weeks instead of the current 4 weeks.

According to the Real Estate Employers, local agreements could cover a working hours adjustment period of up to 12 months instead of the current 6 months. In that case the regular working hours could be up to 12 hours per day and 60 hours per week without the employee's consent.

No remuneration for overtime

The employer proposes that remuneration for additional work and overtime could be waived by means of local agreements and the accrued leave could be deposited in the working hours bank. This would mean that one hour of additional work or overtime would correspond to one hour in the working hours bank.

Criteria for trial period will be weakened

The employer intends to link the trial period with the Employment Contracts Act. Currently, this would mean that the trial period, which now is 4 months according to the collective agreement, would be extended to six months.

PAM WANTS TO NEGOTIATE AND SEEK SOLUTIONS TO IMPROVE THE COLLECTIVE AGREEMENT IN THE SECTOR

PAM wants fair and reasonable working conditions for the facilities services sector to secure workers' rights and place the sector in a stronger position.

PAM HAS PRESENTED THE FOLLOWING OBJECTIVES TO EMPLOYERS:

Living wages and wage gaps to be narrowed

PAM wants:

- to agree pay rises in euro terms – not a percentage. Percentage increases would widen pay gaps.
- develop guidelines for remuneration system is applied so that work is properly assigned to the intended wage categories.
- improve the position of part-time workers e.g. by specifying minimum working time.

Job complexity to be reflected in pay

PAM wants:

- seniority bonus and job orientation to be better remunerated.
- 15 euro bonus for cleaning faeces, vomit and blood.

Due consideration in use of night work and proper remuneration

Night work has serious health impacts, therefore PAM wants:

- payment for night work to be increased substantially. This would be fair and would reduce use of non-essential night work.
- evening bonus to be increased.

Employee welfare and coping must be addressed

In PAM's opinion proper working time can increase wellbeing at work.

PAM wants:

- to specify minimum working time, regularisation of working time and shift planning. For example, workers should be given their shift list two weeks before it applies.
- meaningful reduction in working time on weekday public holidays without pay cuts.
- overtime calculation must factor in work-equivalent time.

More paid paternal leave for fathers

PAM wants the entire paternal leave period (54 days) to be paid instead of the current 6 days.

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