

COMMERCIAL SECTOR EMPLOYMENT CONTRACT

1. PARTIES TO THE EMPLOYMENT RELATIONSHIP	Employer	Place of business or residence
	Employee	Personal ID number
	The above-mentioned employee undertakes to carry out work designated by the above-mentioned employer against reimbursement under the employer's supervision and management and subject to the following terms and conditions:	
2. DURATION OF EMPLOYMENT CONTRACT	The employment shall begin with a trial period of _____ months. The trial period in employment lasting for less than 12 months shall be no longer than half of the duration of the employment contract, in which case the last day of the trial period shall be _____ .	
	<input type="checkbox"/> regular employment The employment begins on _____ and continues until further notice.	<input type="checkbox"/> temporary employment Temporary employment commencing on _____ and continuing until _____ . Reason for temporary employment: _____ or until the following specified task is completed _____ and its estimated duration is until _____ .
3. WORKING TIME	Working time shall be <input type="checkbox"/> an average of 37.5 hours per week. <input type="checkbox"/> less than 37.5 hours per week, in which case average weekly working time shall be _____ hours. The employee <input type="checkbox"/> agrees to do additional work subject to statutory limitations. The remuneration rates stipulated in the collective agreement shall be paid for additional work. The employee <input type="checkbox"/> consents to Sunday work as required <input type="checkbox"/> does not consent to Sunday work The remuneration rates stipulated in the collective agreement shall be paid for Sunday work.	
4. DUTIES	Duties of the employee (e.g. sales assistant, warehouse worker, clerical employee):	
5. PALKKAUS	The employee's wages on commencing employment shall be determined as follows: _____ Pay scale and seniority: _____ Monthly or hourly wage: _____	
6. ANNUAL HOLIDAY	The annual holiday shall be governed by the Annual Holidays Act and the applicable collective agreement.	
7. PERIOD OF NOTICE	The period of notice shall be governed by the applicable collective agreement.	
8. COLLECTIVE AGREEMENT	The employment shall comply with a collective agreement binding the employer, with current statutes and ordinances, and with the internal guidelines and regulations of the enterprise. Compliance with the regulations of a collective agreement governing sick pay, annual holiday and working time shall continue after the collective agreement expires and until any new collective agreement takes effect.	
9. OTHER TERMS AND CONDITIONS		
10. DATE AND SIGNATURE	This contract has been drawn up in two equivalent copies, one retained by the employer and the other given to the employee. Place of signing _____ Date _____ Signature of employer _____ Signature of employee _____ Name in block capitals _____ Name in block capitals _____	

FURTHER DETAILS:

In accordance with section 4 of chapter 2 of the Employment Contracts Act, the employer also notifies the following key terms and conditions of employment:

The place where the work will be done: (e.g. all or particular establishments of the enterprise, or certain working areas)

The wage payment period shall be:

The collective agreement binding the employer at the start of employment is:

Other details:
