



COLLECTIVE AGREEMENT FOR RETAIL LOGISTICS SUPERVISORS

1 Feb 2025–31 Jan 2028

Collective agreement for Retail Logistics Supervisors

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COLLECTIVE AGREEMENT FOR RETAIL LOGISTICS SUPERVISORS

Section 1 Scope of the agreement

1. This agreement applies to retail logistics supervisors aged 18 or over.
2. A retail logistics supervisor is a person who does not regularly participate in the work of the people he/she is managing.

Section 2 Employment contract

The written employment contract shall include the minimum details specified in the pro forma agreement in this collective agreement.

Section 3 Terms and conditions of employment

The terms and conditions of employment of retail logistics supervisors are determined in accordance with the provisions applying to logistics workers in the Collective Agreement for the Commerce Sector, with the exceptions set out below.

Section 4 Notice period

1. The employer shall comply with the notice period stated in Section 5, Clause 1 of the Collective Agreement for the Commerce Sector:

Duration of continuous employment	Period of notice of termination
No longer than one year	14 days
Longer than 1 year but no longer than 4 years	1 month
Longer than 4 years but no longer than 8 years	2 months
Longer than 8 years but no longer than 12 years	4 months
Longer than 12 years	6 months

2. The supervisor shall comply with the notice period stated in Section 5, Clause 2 of the Collective Agreement for the Commerce Sector:

Duration of continuous employment	Period of notice of termination
No longer than 5 years	14 days
Over 5 years	1 month

3. By way of derogation from clauses 1 and 2, the notice period for both parties can be set at two months by agreement.

If the employer’s notice period in accordance with clause 1 is longer than the one-month notice period agreed on the basis of this section, the employer must comply with the longer notice period.

Section 5 Wages

Job requirement grades

1. The job requirement grades for retail logistics supervisors are:

- Retail logistics supervisor I
- Retail logistics supervisor II
- Retail logistics supervisor III

A retail logistics supervisor I is a supervisor:

- who manages work indirectly as the supervisor of the supervisors of subordinates
- whose duties include other responsibilities than managing work

The wage of a retail logistics supervisor I is determined by agreement.

A retail logistics supervisor II is a supervisor:

- who manages work and subordinates with the help of foremen and forewomen
- whose subordinates do not include retail logistics supervisors
- who works as the immediate supervisor of employees
- whose job requirements and responsibility are comparable to those used for the subordinate retail logistics supervisor
- whose duties include other responsibilities than managing work
- who is required to handle and take responsibility for practical and functional duties in his/her operating area

A retail logistics supervisor III is a supervisor:

- who directly manages work and subordinates
- who temporarily participates in the work of his/her subordinates
- whose work includes handling and taking responsibility for practical and functional duties that differ from ordinary work
- who works as the person in charge of part of a warehouse or the person who organises haulage when the duties involve special responsibility, experience and skills

- who works as the person in charge of part of a warehouse or as a transportation supervisor, taking care of a warehouse or transportation by item group or geographically specified parts or sub-functions of a warehouse.

In extraordinary circumstances, a person may be in charge of part of a warehouse or act as a transportation supervisor when the person does not have any subordinates, providing that his/her work otherwise corresponds to the work of the person concerned.

The pay scale rates for the retail logistics supervisor II and retail logistics supervisor III grades are set out in the wage annex.

The supervisor's wages must be higher than those of his/her subordinates unless there are justified grounds for deviating from this. The employer and the supervisor shall annually discuss the remuneration and the bases for determining remuneration

Bonuses

2. The wage is increased by 20% for work done in the morning before 6 am.

Training

3. A person who has completed a vocational qualification that is relevant to the position shall immediately be deemed a third-year clerical employee on the pay scale.

Call-out pay

4. Call-out pay shall be paid when a supervisor comes to work to deal with an emergency outside of regular working hours.

Call-out pay shall amount to 2 hours' pay in addition to the wages payable for the emergency work done.

Call-out pay shall also be paid if:

- notification is made before the end of the regular working hours
- the regular working hours end at or before 4 pm
- the supervisor returns to work overtime, and the overtime begins after 9 pm.

Section 6 Miscellaneous regulations

Applicable agreements

1. As part of the Collective Agreement for Retail Logistics Supervisors, the agreements made in Section 27 of the Collective Agreement for the Commerce Sector shall apply.

Uniforms

2. The employer shall acquire uniforms for permanent supervisors if the supervisors' working duties so require.

The employer shall look after the uniform unless otherwise agreed with the supervisor for extra remuneration.

Supervisors' shop steward

3. The supervisors may elect a shop steward from among their number.

The Agreement on Shop Stewards, which forms part of the Collective Agreement for the Commerce Sector, shall apply to shop stewards in accordance with Clause 1.

Supervisors' occupational safety and health representative

4. Supervisors may elect their own occupational safety and health representative and two deputies to the occupational safety and health representative from among their number.

The Occupational Health and Safety Cooperation Agreement, which forms part of the Collective Agreement for the Commerce Sector, shall apply to occupational safety and health representatives in accordance with Clause 1.

Section 7 Disputes

Local grievance procedure

1. Disputes arising from the collective agreement shall be negotiated initially between the employer and the supervisor or between the employer and the shop steward.
2. If no settlement can be reached, a memorandum of the dispute shall be prepared in duplicate, corresponding to the template in this collective agreement.

Inter-federation negotiations

3. The local parties may refer a dispute to the federations for settlement.

Negotiating procedure

4. Local and inter-federation negotiations shall be initiated and conducted without delay.

Labour Court

5. Any dispute that remains unresolved in inter-federation negotiations may be submitted to the Labour Court for settlement.

Section 8 Industrial peace and breaches of the collective agreement

1. All industrial action against this agreement shall be prohibited.
2. The consequences of infringing this collective agreement shall be governed by the Collective Agreements Act that is current at the time of signing this agreement.

Section 9 Validity of the agreement

1. This agreement shall remain in force until 31 January 2028.
2. After 31 January 2028 the agreement shall continue in force for one year at a time unless written notice of termination is served no later than one month before the end of the validity period.
3. The said notice of termination shall include detailed written proposals for amending the agreement; otherwise the notice of termination shall be null and void.

PAY SCALES

The previous pay scales were valid from 1 June 2024 to 30 April 2025.

Pay scales for retail logistics supervisors, 1 May 2025–31 July 2026

Helsinki, Espoo, Kauniainen, Vantaa	1st year	3rd year	5th year
III	2470	2536	2610
II	2696	2795	2903
Elsewhere in Finland	1st year	3rd year	5th year
III	2377	2441	2507
II	2592	2685	2780

Pay scales for retail logistics supervisors, 1 August 2026–30 April 2027

Helsinki, Espoo, Kauniainen, Vantaa	1st year	3rd year	5th year
III	2532	2599	2675
II	2763	2865	2976
Elsewhere in Finland	1st year	3rd year	5th year
III	2436	2502	2570
II	2657	2752	2850

Pay scales for retail logistics supervisors,
1 May 2027–31 January 2028

Helsinki, Espoo, Kauniainen, Vantaa	1st year	3rd year	5th year
III	2593	2661	2739
II	2829	2934	3047
Elsewhere in Finland	1st year	3rd year	5th year
III	2494	2562	2632
II	2721	2818	2918

Company

Establishment

Employer or employer's representative who has handled the dispute in the workplace

Position of the employer's representative within the company

Telephone

Email address

Employee affected by the dispute

Employee's job at the company

Telephone

Email address

The employee was represented by the shop steward/chief shop steward during negotiations

Telephone

Email address

Subject of the dispute

Local negotiations on the dispute were held on _____. _____. 20____

Negotiators

In regard to the dispute, the following have been contacted:

☐ Finnish Commerce Federation

☐ Service Union United PAM

The parties have held local negotiations concerning the dispute. No consensus has been reached to resolve the dispute. For this reason, the decision has been taken to refer the matter to the labour market organisations for negotiation.

Jointly agreed course of events. The related documents are appended to this memorandum.

Employee's demand (if necessary, a separate document can be appended).

Employee's grounds for the demand (sections of the collective agreement/legal provisions).

Employer's response and grounds (sections of the collective agreement/legal provisions. If necessary, a separate document can be appended).

Place

Date

Signature of the employer/employer's representative and name in block letters

Signature of the employee/employee's representative and name in block letters

Name in block letters

Name in block letters

This memorandum has been drawn up in two identical copies. The employer shall send one copy to the Federation of Finnish Commerce and the employee shall send the other copy to Service Union United PAM.

Number of appendices: _____

List of appendices

INSTRUCTIONS FOR COMPLETING THE MEMORANDUM OF DISPUTE

General

The memorandum of dispute procedure only applies to members of the Service Union United PAM working for member companies of the Finnish Commerce Federation where the employment relationship is subject to the Collective Agreement for the Retail Logistics Supervisors.

Disputes regarding the working and wage conditions of clerical employees should primarily be resolved in the workplace in compliance with the local order of negotiation set out in Section 7 of the collective agreement. Each party can avail itself of its own union's advisory services during workplace-specific negotiations. The purpose of any support or advice that may be provided by unions is to help the negotiations to flow smoothly and identify a solution to the dispute within the workplace.

The memorandum of dispute should only be completed after a sufficiently thorough local negotiation when the parties wish to have the dispute settled at union level.

Subject of the dispute

The subject of the dispute is described in brief by way of a title, such as the requirement to pay wages during sick leave.

The agreed course of events

The undisputed facts underlying the dispute are described under the course of events. This statement accelerates the unions' handling of the matter as it provides the handling personnel with a rapid overview of the events without them needing to request further clarification. These undisputed background details should be brought to the fore by both parties when requesting their own union's views on the events.

The claims of the local parties, with detailed grounds

The clerical employee must present his/her own detailed demands and grounds for these demands during the local negotiations. The employer's response and grounds for the response are reviewed during the negotiations.

Sending the memorandum to the unions

If the memorandum is not sent to the unions electronically, the parties shall deliver the memorandum with appendices to their own unions.

COMMERCE SECTOR EMPLOYMENT CONTRACT
Retail Supervisors | Retail Logistics Supervisors

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 _____.	
	☐ regular employment The employment begins on _____ and continues until further notice.	☐ 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 ☐ an average of 37.5 hours per week. ☐ less than 37.5 hours per week, in which case average weekly working time shall be _____ hours. The employee ☐ 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 ☐ consents to Sunday work as required ☐ 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:	
5. PALKKAUS	The employee's wages on commencing employment shall be determined as follows: _____ _____ 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 Signature of employer Name in block capitals Date Signature of employee 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:

Other details:

Membership services
030 100 630

**Employment advice
for members**
030 100 625

Unemployment Fund
020 690 211

www.pam.fi

**JOIN
PAM**



pam.fi/join