

# THE GOVERNMENT PROGRAMME IS AN ATTACK ON THE DAILY LIFE AND RIGHTS OF EMPLOYEES!



## MORE UNCERTAINTY IN EMPLOYMENT RELATIONSHIPS

- An employment contract can be concluded for a fixed term of one year without a justified reason.
- Sickness fine – one-day waiting period if a sick leave lasts less than five days.
- Firing law – no serious grounds will in the future be needed for firing a person.
- The obligation to undertake change negotiations will be abolished in workplaces with fewer than 50 employees.
- The minimum negotiation times for change negotiations will be shortened by half in all workplaces.
- The re-employment obligation will be abolished in workplaces with fewer than 50 employees.

## COLLECTIVE AGREEMENTS AND THE STATUS OF SHOP STEWARD

- Universally binding local agreement that even goes over the shop steward's head – more decision-making power to employers.
- The general applicability of collective agreements will be weakened/removed – employers will not have an interest in belonging to an employer union.
- Public sector employers have a statutory obligation to belong to an “employer union” – in addition, public sector agreements are not generally binding like the private sector's agreements can be.
- Mandatory laws applying to conciliation will enter into force – the Government wants to make it more difficult to agree on better terms and conditions of employment in, say, female-dominated sectors.

## LIMITING THE RIGHT TO STRIKE

- The right to strike will already be limited in autumn 2023 – this will limit protests against other weakenings.
- Strike fines will be increased – also a personal fine.
- Political strikes can last a maximum of one day.
- Sympathy strikes will be limited – strong sectors cannot support weaker ones.

## CUTS TO BENEFITS

- The work requirement for earnings-related unemployment security will be extended to 12 months.
- Monetary valuation of the work requirement – this will make it difficult for part-time and temporary workers to be compensated for loss of earnings.
- Grading of earnings-related unemployment security – 20% cut after eight weeks.
- The status of elderly people will be weakened – age-related unemployment security benefits will be abolished.
- The benefit waiting period will be restored to seven instead of five days, and holiday compensation will be phased.
- Abolishing the exempt amounts of unemployment security – no more doing short temporary jobs while being unemployed.
- Abolishing child increments – more child poverty.
- The job alternation leave system will be abolished.
- The adult education benefit will be abolished.

## CUTS TO PUBLIC SERVICES AND BRINGING SERVICES TO MARKET

- Large cuts to public expenditure will weaken services.
- A significant proportion of publicly funded services is produced by purchasing services from private companies.
- The public sector's possibility to produce services in in-house companies will be limited in, say, catering and cleaning services, and in financial administration and ICT services.
- Procurements from in-house entities can only be made when they are “more economically advantageous than alternatives operating in the market”, or when “there is another particularly weighty public interest in doing so”.

**JOIN  
A UNION  
THAT  
DEFENDS  
YOUR INTERESTS!**

**JHL.FI  
/JOIN**