

INDUSTRIAL ACTION GUIDELINES



JHL THE TRADE UNION FOR THE PUBLIC
AND WELFARE SECTORS



CONTENTS:

Contents: industrial action guidelines.....	3
General information on industrial action	4
Actions before the strike, and being on strike	9
Industrial action organisation and responsibilities.....	15
End of the industrial action	27
Industrial action and terms and conditions of employment relationship ..	28
Strike terminology	41
Division of work in the branch (model)	47
Picketing guidelines	50
JHL's contact information	52

GENERAL INFORMATION ON INDUSTRIAL ACTION

The objective of JHL's general industrial action guidelines is to help local branches to be prepared for and carry out industrial action. Local branches must always be sufficiently prepared to take industrial action, even though industrial action is not the goal as such. These guidelines concern industrial action decided by the union's Executive Committee or Union Council.

These guidelines do not provide answers to all situations because every industrial action situation is different.

THE RIGHT TO INDUSTRIAL ACTION

The right to industrial action falls within the scope of freedom of association, guaranteed by the European Convention on Human Rights.

The right to industrial action is based on:

- The International Labour Organization's (ILO) Freedom of Association and Protection of the Right to Organise Convention No. 87 and Right to Organise and Collective Bargaining Convention No. 98
- The European Convention on Human Rights
- The Charter of Fundamental Rights of the European Union (articles 10, 12 and 28)
- The Finnish Constitution (Section 13).

Industrial action, such as a strike or ban on overtime, always has an objective. The objective and the pressure tactics used must be realistic and in proportion to one another. Individuals taking part in industrial action must understand the objectives of the action, and they must commit to working together to achieve the objectives.



VARIOUS FORMS OF INDUSTRIAL ACTION

There are several forms of industrial action.

Examples of industrial action:

- Ban on overtime: during the ban, employees who are members of the trade union refuse to work overtime. Prior notice is not required for a ban on overtime. Employees who work in positions subject to the overtime ban work only according to their regular working hours. A ban on overtime cannot be used as industrial action in public-service employment relationships.
- Ban on shift swaps: only the work shift in the confirmed duty roster is worked. Shift-swapping or any other changes to working hours proposed by the employer are rejected.
- Ban on temporary transfers: an employee may not be transferred from their place of work or duty to another in order to, for example, compensate for lack of resources due to understaffing.
- General strike: a broad strike mutually agreed on by the employee confederations.
- Handling blockade: industrial action in which employees refrain from working with the company that is under the blockade, and do not transport, handle or unload cargo and goods of the company that is under the blockade. Normally used as a form of solidarity action.
- Italian strike, also known as slowdown or work-to-rule: employees are at the workplace and do their work, but slowly, precisely following every single rule, or they only do work that is explicitly assigned. The first of this type of industrial action is said to have taken place on the Italian railways, and that is where the name comes from.
- Japanese strike: work continues as usual, but the employees protest, for example by wearing a sign around their necks.
- Job search blockade: employees must not seek employment in companies that are under a job search blockade or conclude new

employment contracts with such companies.

- Lockout: industrial action by the employer whereby the employer denies the employees access to the workplace and interrupts the payment of wages or salaries.
- Political strike: the goals of the strike are not linked to collective agreements. Instead, the purpose is to influence political or societal objectives. Prior notice is required for a political strike, and it cannot last longer than 24 hours.
- Sit-down strike, also known as sit-in strike: employees are present at the workplace but refuse to do any work.
- Spot strike: broader industrial action than a blockade. In a spot strike part of the work at the workplace is on strike.
- Sympathy strike: showing support for the industrial action of members of another agreement sector or union.
- Walkout: a pressure tactic in which work is interrupted and the employees leave the workplace, usually for a fairly short time, for example for half a day.
- Wildcat strike: a strike started for example in a private workplace without the trade union's authorisation.

Legality of industrial action is decided by the Labour Court, if necessary. If there are sanctions, they are always imposed on the trade union or its branches when the members act in accordance with the union's instructions.

A STRIKE AS A PRESSURE TACTIC

A strike is the main form of industrial action. During a strike, both employees in a contractual employment relationship and employees in a public-service employment relationship refuse to do the work that is specified in the industrial action notice. A strike is used as a pressure tactic for example when an agreement is not reached through negotiations alone.



A strike can be organised in many ways. It can involve one or several agreement sectors, localities, workplaces or work duties.

It is important to organise a strike in such way such that it is directed at the negotiation counterparty as effectively as possible.

Industrial action that is suspected of being illegal can be taken to the Labour Court, which may impose compensatory fines on the employer association, the branch or the trade union.

POSITION OF PUBLIC SERVANTS IN INDUSTRIAL ACTION

Employees who are in a public-service employment relationship can legally participate in industrial action that is based on the union's or a branch's decision. However, public servants have only limited right to strike. The limitations apply to public servants working for municipalities, joint municipal authorities, wellbeing services counties, churches/parishes, and the state.

Church/parish office-holders are nevertheless obligated to perform duties related to the church's holy rites. Public servants are not allowed to take part in sympathy and protest strikes or bans on overtime and shift swaps.

Permitted industrial actions are limited to strikes, application bans and job search blockades. An application ban means a prohibition declared by an employee organisation to apply for a vacant office. A job search blockade means a demand to refrain from taking on any duties that belong to a vacant office. While on strike, all duties of the public servant are stopped.

When other unions engage in industrial action, a public servant is only obligated to fulfil their regular duties. If, during a strike, the employer orders the public servant to do other than their normal work (except for protection work), the public servant must demand a work order and the grounds for it in writing. It must be delivered without delay to the shop steward, who will forward it to the union. A public servant can refuse to perform duties that are subject to the strike.

If necessary, dispute impact assessment boards shall assess whether the announced industrial action causes danger to society. If it does, the board

must in its decision exhort to cancel the industrial action altogether or to limit it as specified in the decision.

If a public servant takes industrial action without a strike decision made by the union, the public servant may be given a warning, or they may be penalised for violation of official duty as decreed in the Criminal Code under offences in public office. A public servant who participates in illegal industrial action may be sentenced to pay a compensatory fine.

COMPENSATORY FINE / STRIKE FINE / PENALTY FEE

Trade unions have a duty to ensure compliance with industrial peace while collective agreements are valid. The employer may take the trade union or branch organisation to Labour Court for breach of the industrial peace obligation.

The branch is responsible for the compensatory fines imposed on it by the Labour Court.

If an employee continues a strike when the Labour Court has ruled that it is illegal industrial action, the employee may be ordered to pay a penalty fee of EUR 200. Note that imposing the penalty fee requires both a judgment by the Labour Court **and** continuing the strike despite the judgment. The employee must know that the strike has been judged as illegal. So far (April 2025), there is no precedent on this matter. Previously, an employee could not be fined, and the union or branch always bore the responsibility. Although employees will rarely have to pay personal penalty fees, it is easy to frighten employees with the fee.

The employer side can also be ordered to pay a compensatory fine for breaching the industrial peace obligation.



ACTIONS BEFORE THE STRIKE, AND BEING ON STRIKE

Every instance of industrial action is different and unique. For that reason, the union or branch will communicate separately on matters that concern the industrial action in question.

HOW A STRIKE BEGINS

JHL's Executive Committee decides on the start of industrial action. A strike decision by the organisation is binding on its members, and the union will issue an industrial action notice. The industrial action notice states the type of industrial action, when it starts and ends, and the workplaces/locations and/or duties that are affected. The notice may also mention duties/workplaces that are not included in the strike.

In accordance with the Act on Mediation in Labour Disputes, a notification of a work stoppage (or its expansion) must be submitted in writing at least 14 days in advance to the National Conciliator's Office and the counterparty. Notification of a sympathy strike and political industrial action in the form of a work stoppage must be submitted 7 days in advance.

This notification obligation only applies to work stoppages. Typical work stoppages are strikes and lockouts. According to the act, the notification obligation does not apply to other forms of industrial action, such as handling blockades or bans on overtime. Collective agreements may contain their own provisions regarding notice periods for other forms of industrial action.

The Act on Mediation in Labour Disputes does not apply to industrial actions that take place while a collective agreement and the industrial peace obligation that comes with it are in force. Therefore, such industrial actions do not require prior notice and are not subject to labour dispute mediation. These industrial actions fall within the competence of the Labour Court.

POSTPONEMENT OF A WORK STOPPAGE

In both the public and private sectors, the Ministry of Economic Affairs and Employment may, on the request of the National Conciliator, postpone the start or expansion of a strike for a maximum of 14 days if the work stoppage is considered to target functions that are vital to society or to have major adverse effects on the public interest. The purpose of the postponement is to allow enough time for mediation.

For special reasons, the postponement of a dispute concerning the terms and conditions of public-service employment relationships may be further extended for a maximum of seven days.

PREPARING FOR A STRIKE

At least the following preparations need to be made before the start of a strike:

Member:

- Don't do the strike days' work tasks in advance. On the other hand, don't neglect any work that you are supposed to do before the strike.
- Check that you have the contact information of your shop steward, branch and regional office.
- Make sure that your contact information (email address, phone number, employer, workplace, occupation) is up to date on myJHL. In the event of industrial action, we will send messages primarily to members' personal email addresses and phone numbers.
- Follow JHL's website, social media channels, member letters and other communications. You will get more information on the strike from your branch and shop steward.

Shop steward:

- Make sure that an up-to-date list of the union's members and the employer's list of persons doing work subject to the strike are available



- If you notice any errors in members' information, ask the branch's manager of member affairs to correct the information in the Oma-Yhdistys online service. Members update their own information on myJHL.
- Non-unionized employees must be informed that the work will be subject to a strike, and that they also need to participate in the strike.
- Communicate and make sure that everyone at the workplace knows why people are on strike and whom the strike concerns. It is important that everyone understands the grounds for the strike. It is the work that is on strike, not the people.
- Other personnel groups must also be informed that they must not do work subject to the strike. They must only perform their own work duties.
- Familiarise yourself with the strike guidelines and communications from the union so that you can answer questions from members.
- Don't forget that fulfilling the duties of a shop steward is time consuming, and you have the right to use the required amount of time to take care of these duties.

Branch:

- The branch must be continuously prepared to take industrial action. The nature and extent of the industrial action determine the actions, tasks and roles.
- The branches must always know their members' employers, workplaces and agreement sectors. They must also know the number of their own and other organisations' members in each workplace.
- Branch officials must discuss the reasons for and procedures of industrial action with members. It is important that members understand their role before the industrial action, during it and after it.
- Industrial action is made of strength in numbers, solidarity among members and cooperation.



Contact during industrial action.

STRIKE COMMUNICATION

The basic requirement for successful industrial action is effective communication that supports the goals of the industrial action. Everyone who takes part in a strike must know what the objective of the industrial action is. The union provides information for example on its website, in social media channels and by sending email and text messages. The shop steward plays a key role in keeping the workplace informed and in upholding the fighting spirit.

EMPLOYER PRESSURE AND POSSIBLE COUNTERMEASURES

The employer may not simply resign to being subjected to industrial action. Probably they will take active countermeasures. Countermeasures may be directed at both individual strikers and a broader group of employees. The objective of employers' countermeasures is usually to weaken the employees' morale. The most common way is to argue that the strike is illegal.

The employer may also try to get members of other unions, non-unionized employees or outsiders to do work that is subject to the strike. The employer may try to explain that it is voluntary to participate in the strike. They may also try to prevent participation in the strike.

If employees participate in industrial action organised by the union, the employer is not allowed to exert pressure on them. Employers are also prohibited from asking employees which union they belong to, nor can they pressure them to leave the union.

Employers' countermeasures often involve distributing false or misleading information about the industrial action to employees.



The only reliable sources of information are the trade union and the strike organisation.

Employees must be prepared for the employer's countermeasures. All employer countermeasures must be resisted and false rumours refuted, and members must immediately inform a shop steward or branch official about countermeasures. They will in turn notify the union's regional office.

At the workplace, members can simply state that industrial action was decided on by the union and that as members they are obligated to comply with the decision. Industrial action is a matter between the trade union and the employer. The union is responsible for the situation that arises in relation to the employer on behalf of its members.

The best way to resist the employer's countermeasures is to talk about the right to strike and to distribute correct information about the strike and the reasons for it.

STRIKEBREAKING

A person who does work that is subject to an ongoing strike is called a strikebreaker. Strikebreaking undermines effectiveness of the strike.

Picketers must try to prevent strikebreaking, i.e. working despite a strike. Strikebreaking must always be reported to the branch. The branch will send its strikebreaking member a letter requesting for an explanation. The letter will state that the individual is suspected of doing work that was subject to a strike, and the member will be asked to respond to their own branch either in writing or orally.

When the branch receives the member's response, they will address the matter in compliance with the Associations Act and the rules of the union and the branch. It is possible that strikebreaker's membership in the branch is terminated as a consequence of strikebreaking.

INDUSTRIAL ACTION TAKEN BY OTHER ORGANISATIONS

Trade unions operate independently in their decisions to engage in industrial action.

The main principle is that members of unions that are not part of the industrial action do their own work, but not work that is subject to the industrial action. In practice, this means that employees who are not part of the industrial action continue to do their work as usual but refuse to do the work of those who participate in the industrial action, for example by changing duties or work shifts, by working overtime or by working faster.

This principle applies also in situations where the work duties are the same or nearly the same as the work duties of those who are on strike.

The exception to this rule is emergency work and, for public servants, protection work, which they are obligated to do in order to safeguard human life, health or property. If the employer demands that certain work must be done as protection or emergency work during industrial action, it is advisable to always contact your shop steward before starting such work.

Members who work in an agreement sector of another trade union

A member of JHL is on strike if they work in the agreement sector of another SAK-affiliated trade union and that trade union starts a strike. In such cases, the member complies with the strike guidelines of the trade union in question. The union that organises the strike pays the strike benefit to the JHL member and charges it later from JHL.

Similarly, JHL pays the strike benefit to members of other SAK-affiliated trade unions when they participate in a strike that has been decided by JHL. In such cases, the members of other SAK-affiliated unions apply for their strike benefit from JHL.



INDUSTRIAL ACTION ORGANISATION AND RESPONSIBILITIES

The strike organisation's tasks, responsibilities and obligations must be as clear as possible.

CENTRAL STRIKE COMMITTEE

Central strike committee (the union's Executive Committee) decides on

- starting industrial action
- the general mandates
- the amount of and payment principles for the industrial action benefit.

THE UNION'S INTERNAL WORKING GROUPS

- are established separately for each strike
- decide on the practical implementation of the industrial action measures and on how practical-level tasks are distributed
- are responsible for the practical arrangements of the industrial action and the day-to-day progression
- provide assistance and support to actors operating on the local level (regional office / branch / strike committees).

REGIONAL OFFICES

The head of region is responsible for regional management of the strike, and the regional offices assist the branches in preparing for the industrial action and in practical steps.

Duties of the regional office

- Heads the regional strike operations.
 - Identifies the branches that the strike concerns.
- Monitors compliance with guidelines.
- Establishes a strike committee if needed.
- Assists the branches.
 - Briefs actives, such as the region's persons in charge of industrial action, chief shop stewards and presidents.
 - Agrees on the division of work and common procedures.
 - Makes a plan for raising preparedness for industrial action in the region, for a commitment campaign, and for taking industrial action.
 - Helps the branches to get organised and monitors that the branches fulfil their responsibilities.
 - Updates member information for their part.
- Regional communication is the responsibility of the regional office. It ensures communication between the region and the branches and carries out public affairs work.
- Maintains contact with regional decision-makers and other necessary parties.
- Compiles all information related to the industrial action.
- Ensures that the branches and the strike locations have all the necessary materials.
- Monitors and, if necessary, participates in the actions of different unions.
- Networks with other unions and local media.
- Maintains contact with the union's central office
 - before, during and after industrial action.



BEFORE	DURING	AFTER
Establishes a regional strike committee	Monitors the activities of the branches	Strike benefits
Lists the workplaces that have been confirmed as targets of industrial action	Is in contact with the branches	Assessment of the regional activities
Implementation of the commitment campaign and preparation of sites	Collects the numbers of strikebreakers	Assessment of the industrial action
Coaching for branches and actives	Contact with the central office	Expressing thanks to regional players
Contact between organisations in the region		

STRIKE COMMITTEE

The regional office heads local strike operations in accordance with the instructions and policies provided, and the head of region is responsible for the regional management of the strike.

Strike committees may be established regionally or locally if the situation, the scope of industrial action, operations or other circumstances so require. A branch board may serve as the strike committee, or the committee may be assembled in some other appropriate way. The branch's person in charge of industrial action and shop steward must be invited to the strike committee's meetings, where they have the right to speak and the right to be present. The division of work must be agreed so that it is clear.

If the striking workplaces are spread over a wide area, the strike committee will resort to help, for example from local strike committees, branches and persons in charge of industrial action. The regional strike committee agrees on the division of work with the local strike committee.

The strike committee must act in accordance with the instructions issued by the union.

If the party that initiates the industrial action is a negotiating joint organisation, this organisation establishes a strike committee and organises the industrial action in the domain that it represents, in accordance with these instructions.

In workplaces where members of other unions are on strike at the same time, common procedures during the strike must be agreed on locally.

Duties of the strike committee

The most important duties of the strike committee:

- Ensures that the given guidelines are observed during the strike.
- Monitors that the shop stewards have, if needed, negotiated the strike limits with the employer.



- Takes care that the workplaces subject to the strike have been assigned picketers, who may be either specific to the workplace or rotating, as decided by the strike committee.
- Takes care that the picketers observe the picketing shifts and guidelines.
- Takes care that the picketers know enough about the objectives of the strike.
- Arranges briefings, training activities and other events to boost team spirit during the strike together with the regional office.
- Co-operates with other trade union branches that operate in the same workplace.
- Actively informs members and shop stewards of the strike guidelines, and the phases and events of the strike.
- Ensures for its part that members return to work in accordance with the agreement that ends the strike.

The contact details of the strike committee are given to the members. It is advisable to ensure that somebody from the strike committee can be contacted. If the strike committee does not have a strike office, distribution of materials needs to be organised.

THE ROLE OF LOCAL BRANCH

Branches are responsible for ensuring that members participate in the industrial action. Branches must consider preparedness for industrial action and maintaining a level of preparedness in their action plan. Money must be reserved for industrial action in the budget (for example for materials, support for strikers, the branch's telephone hotline).

Duties of the local branch

The most important duties of the local branch:

- is responsible for ensuring that
 - members' contact details and employment information are up

- to date
 - information on branch officials is readily available and up to date
 - basic information concerning the industrial action situation is up to date
 - communication at the workplace level works and all members are aware of the strike
- and that
 - communication means and channels have been thought out
 - forwarding bulletins, news and materials from the union's website and social media channels to the branch's channels and directly to members
 - making use of the printed materials produced by the union; materials and templates are published in the union's material bank
 - the members are on strike.
- Appoints the person in charge of industrial action for the branch.
- Maps out the workplaces and appoint contact persons for them.
- Agrees on
 - the branch's internal division of work
 - possible on-call shifts in order to ensure availability.
- Presents, upon request by the regional office, the branch's representative in the strike committee.
- Supports the members participating in the industrial action.
- Decides on possible forms of support, in addition to the strike benefit paid by the union (for example gift vouchers, coffee vouchers).
- Procures materials, such as picketers' vests and signs; materials are available at JHL SHOP.
- Co-operates with other branches.
- If necessary, chooses strike committees for workplaces.
- Takes care of actions that are needed after the strike (approval of strike benefits, possible hearing processes).



BEFORE	DURING	AFTER
Establishes the branch's strike committee	Collects information about who is on strike	Approves strike benefits for its part
Maps out the work sites	Monitors workplaces that are subject to the strike	Assesses the branch's own operations and the entire industrial action
Chooses a person in charge of industrial action for the board	Organises, if needed, the branch's own meeting point for the strikers (for example a cafe)	Expresses thanks to service users and members
Finds contact persons for workplaces	Monitors the employer's countermeasures	
Executes the member campaign concerning the industrial action		
Finds picketers		
Ensures that members' contact information is up to date		
Decides on other forms of support besides the strike benefit paid by the union		

Accurate and up-to-date information is available from the union's offices and website www.jhl.fi

STRIKER

Participating in a strike is an obligation laid down in the rules, and it is not optional. The employer may not impose consequences on an individual striker, or pressure or threaten strikers, when they act as the union instructs.

Your duties as a striker

- Participate in the strike.
- Follow and comply with instructions.
- Participate in monitoring the strike for example as a picketer or by supporting the picketers.
- Report any pressure tactics by the employer as instructed.
- Take part in possible strike meetings.
- Remember that the only reliable sources of information during industrial action are the union and the industrial action organisation.

Before the strike

- Work is carried out at the workplace as usual according to the duty roster.
- Don't do the strike days' work tasks in advance. On the other hand, don't neglect any work that you are supposed to do before the strike.
- Check the strike notice to see when the strike begins. You cannot go to work after the strike begins. If the strike begins during your shift, stop working when the strike begins and leave the workplace.
- You do not need to separately inform your superior that you are participating in the strike.
- The employer may ask you about union membership. Do not reply to such questions.



- If the employer requests, you must hand over any fringe benefits (such as a phone or computer).
- Check that you have the contact information of your shop steward and regional office.
- Make sure that your contact information (email address, phone number, employer, workplace, occupation) on myJHL is up to date. In the event of a strike, we mainly send messages to members' personal email addresses and phone numbers.
- Follow JHL's website, social media channels, member letters and other communications. It is especially important to follow strike-related communications for members also after the industrial action notice has been issued. The strike may be cancelled even though the notice has been issued. Your local branch and shop steward will give you more information.
- If you are unsure about whether you are included in the strike, contact your shop steward. If your workplace or the company does not have a shop steward, contact your regional office.
- Once the industrial action notice has been issued, annual holidays cannot be scheduled for the strike period.

Stopping work

- Work stops at the date/time specified in JHL's strike warning.
- The strike decision is a union decision (= made by the union's administration), and it is binding on the members.
- Before leaving the workplace, make sure that you have the contact details of the shop steward / workplace contact person / regional office.
- Do not leave anything at your workplace that you might need during the strike.

During the strike

- Once the strike has begun, employees must not enter the workplace under any circumstances. This applies to all shifts that start during the strike. If the strike begins mid-shift, work is stopped and the employee leaves the workplace.
- During the strike, visit the union's website and social media channels regularly. They provide news about the industrial action situation.
- There is no need to be in any contact with the employer during a strike.
- Contact your shop steward, branch representative or person in charge of industrial action if you have any questions about the strike.
- It is important that JHL members who are not on strike only do their own work. They must not do work that is subject to the strike.
- Don't do work that is subject to strike action!

After the strike

- The industrial action notice and information sent to members usually state the date when or under which circumstances the strike will end and the latest possible date by which employees must return to work.
- You must return to work at the time that is told in the notification or member letter, or immediately after you have been notified by the union or the shop steward that the strike has ended. Situations can be different. Stay informed.
- Monitor the union's communications extra closely if the notification or member letter states that the industrial action continues until further notice.



- When the strike ends, work is resumed at the start of the following work shift, in accordance with the confirmed duty roster.
 - For example: If the strike ends on Tuesday 23 October at 12.00 midnight, work will begin at the start of the next shift after that.

Important points to keep in mind

Only industrial action decisions given and approved by the trade union's Executive Committee and the Union Council are binding on the members of the union branches. All matters concerning planned or ongoing industrial action shall be between the respective branches and the union and may not be publicised without permission.

Branches are responsible for strikes that they decide on in their member meetings.

PICKETERS

The role of picketers is to ensure that work that is subject to a strike is not one. Their main task is to explain the reasons for the strike and to urge employees to not go to the workplace during the strike if their work is subject to the strike.

Pickers represent the union and are therefore also strikers. They don't have the right to enter the workplace or workplace area, or to use the employer's equipment. The picket line is set up immediately outside of the workplace area, as close as possible to the entrances to the workplace. For example, in day-care centres the picket line is outside the gates.

Pickers maintain order in front of the striking workplace, distribute strike bulletins, inform those who come to the workplace of the strike, monitor employers' actions, etc. Picketers are not allowed to prevent anyone from entering the workplace. Each picketer must have appropriate identifiers (for example a picketer badge or picketer vest).

A picketer always works with at least one other picketer. Having as many picketers as possible promotes team spirit. Picketing shifts and breaks should be agreed in advance. Smaller workplaces may be monitored by rotating picketers.

Picketers must have the phone numbers of the contact persons at the workplaces for keeping in touch.

If the picketers notice that work that is subject to the strike is done at a workplace, they should try to resolve the matter at the workplace. If the work that is subject to the strike cannot be stopped, the picketer must immediately contact the regional office.

The picketers report the employer's actions and countermeasures, the comments from the users of the services and the general mood to the regional office.

What information is included in the picketing shift roster:

- the date
- the workplace/gate/door
- the time (starting/ending)
- the name of the picketing partner.



ENDING OF THE INDUSTRIAL ACTION

Industrial action usually ends when the negotiations result in an agreement that both negotiating parties can accept. Industrial action does not necessarily solve all problems, and all of the set objectives will not be achieved. Nevertheless, organisational discipline must be upheld also when the strike ends, and the decision to end the strike must absolutely be obeyed.

When the strike ends, everyone returns to work for their own work shifts. The benefits gained in the employment relationship remain unchanged. If needed, practical arrangements concerning the end of the strike are negotiated in the workplaces.

INDUSTRIAL ACTION AND TERMS AND CONDITIONS OF EMPLOYMENT RELATIONSHIP

EMPLOYMENT RELATIONSHIP AND TERMINATION OF EMPLOYMENT

Employment relationships remain in force as usual during the strike. The employer does not have the right to terminate or cancel an employment contract due to participation in industrial action, regardless of the type of industrial action.

Rights and obligations arising from the employment relationship begin only once the actual work begins. If, according to the employment contract, an employee's employment relationship begins during a strike, the start of the employment relationship moves forward for time period of the strike.

According to the Employment Contracts Act, an employment contract may be cancelled by either party during a trial period. However, the employer must have appropriate grounds for cancelling the employment contract during a trial period. Participation in a strike is not regarded as such appropriate grounds.

The employee has the right to terminate an open-ended employment contract also during a strike. The strike does not affect the start or passing of the period of notice.

If employees participate in industrial action organised by the union, the employer is not allowed to exert pressure on them. Forms of pressure include, for example, arranging work tasks to break the strike, asking individuals to do work that is subject to strike, asking questions about participating in the strike, and extra remuneration for doing work that is subject to the strike.



PAY

Paying salaries and wages

The employer has no obligation to pay salaries and wages during a strike/lockout.

Pay that is due must be paid on the usual pay day regardless of a strike. Pay that is due consists of salaries/wages, bonuses or increments that were earned before the strike began.

If the employer's payment is delayed, interest for late payment must be paid for the delayed amount as decreed in the Interest Act. You need to apply for the interest for late payment. If an employee's employment relationship ends during a strike, the salary/wages must be paid as usual on the last day of the employment relationship or as agreed in the employment contract or collective agreement. If the payment is delayed, the employee has the right to get pay for the waiting period, but at most for six days, even if the payment is delayed for longer.

An employee is entitled to pay for a maximum of seven days if the employee is prevented from working because another employee group launches industrial action that is not connected to this employee's terms and conditions of employment. After the seven days, the employee can get daily allowance paid by the union's unemployment fund, without a qualifying period. The right to unemployment allowance must be verified with the unemployment fund.

Fringe benefits

The employer can revoke fringe benefits during the strike (typically mobile phone, meal vouchers and company car). This is why members must ensure that their personal contact information (phone number, email address) on myJHL is up to date.

The employer may not revoke during industrial action a housing benefit that has been granted as a fringe benefit.

WORKING TIME

Ban on overtime or shift swaps

Regular working hours are observed during a ban on overtime.

Overtime work exceeds regular working time. It is done on the employer's request and with the employee's consent. Doing overtime work is always voluntary in a contractual employment relationship. In period-based work, overtime is only accrued at the end of the period, but regular working hours cannot exceed the planned hours during the period. If the duty roster is changed in period-based work, it must be done by simultaneously increasing and decreasing working hours (regular working hours do not change). If there is also a ban on shift swaps at the same time with the ban on overtime, the above action is not possible.

During a ban on overtime, it is forbidden for example to accrue flex hours, work overtime, or be on call or travel outside of one's regular working hours. A decision on stand-by work is made separately.

Employees in a public-service employment relationship cannot refuse overtime work if working overtime is necessary because of the nature of the job and extremely weighty grounds. A ban on overtime is prohibited industrial action for public servants.

After a strike ends, the strike must not affect the formation of overtime compensation, for example so that the strike would lower the overtime limit for weekly overtime of those who have general working hours or for period-based overtime of those who do period-based work.

The industrial action notice states whether additional work falls within the scope of the overtime ban.

During a ban on shift swaps, everyone complies with the confirmed duty roster.

The ban on shift swaps concerns a shift swap suggested by the employer. Swaps can be made if the employees can agree on them with each other in accordance with established practice. It is possible that the employer



prevents the employees from swapping shifts at their own initiative as a countermeasure to the ban on overtime and shift swaps.

During a ban on overtime and shift swaps, shop stewards must not make local agreements that are proposed by the employer concerning working hours.

Unlike with strikes, there is no obligation to give advance notice of a ban on overtime and shift swaps. This means that a ban can be started very quickly.

Collective agreements may include stipulations on changing the confirmed duty roster. Check your own collective agreement.

Stand-by

Being on stand-by means the time during which the employee is obligated, under the agreement concluded with the employer, to be available while at home or elsewhere so that the employer can call the person to work if needed.

Stand-by work can be of such nature that if it is not done, that may seriously threaten human life, health or the environment.

When the union sets the limits of the industrial action, it decides whether stand-by work falls within the scope of the industrial action or not.

A public servant who is on strike is not under the employer's right to direct, and therefore the employer cannot unilaterally without the public servant's consent order the public servant to be on stand-by duty. However, if the employer has a need to have protection work carried out, the public servant cannot refuse to be on stand-by duty that is connected to such protection work.

Emergency work

Emergency work is governed by the Working Time Act. Emergency work is work which the employer can order the employee to do without the employee's consent. A strike or other industrial action is not an unforeseeable event as referred to in the emergency work provision, and therefore

the strike itself is not a justification for emergency work.

The employer must, without delay, give the occupational safety and health authorities a written notice stating the reason for, scope of and probable duration of the emergency work. The shop steward must be given the opportunity to attach their statement to the emergency work notice.

The shop steward must state their opinion on whether the work that has been required fulfils the criteria for emergency work. The employer may attempt to circumvent a strike by having emergency work done in situations that do not meet the criteria for emergency work. If no shop steward or elected representative has been chosen for the workplace, the notice must include the statement of the occupational safety and health representative.

The identifying characteristics of emergency work, i.e. an unforeseeable event and repercussions – meaning an interruption in regular operations or a serious threat thereof or the endangerment of human life, health or property – must exist simultaneously. When the conditions for emergency work are met, the prescribed or agreed regular working hours may be extended to the extent required by the specified reasons, but for no more than two weeks.

Work defined in the legislation on collective agreements for public servants that is necessary to do when industrial action takes place, in order to prevent danger to the health or lives of citizens or to protect property that is specifically endangered because of the industrial action. Changes to protection work legislation are expected in spring 2025.

Remote work

A strike also applies to work and duties carried out as remote work. Employees not covered by the strike will comply with the agreed terms and conditions for remote work. If the employer terminates the remote work contract, the notice period of the contract is observed.

Time off for worktime shortening

Time off for worktime shortening that was ordered to be taken during a



strike is not spent during the strike. The employee has the right to get new time off after the strike, either as days off work or, if that is locally agreed, as compensation for lost earnings. Exceeding the period of taking the time off does not affect this.

Working hours bank

Performed working hours, earned days off or monetary benefits that have been converted to time off are transferred to the working hours bank, and are later “withdrawn” from the bank as paid time off. If a day off that comes from the working hours bank has been marked in the confirmed duty roster on a day that falls on the strike period, then the agreed working bank hours are lost during the strike.

LEAVES OF ABSENCE AND STRIKES

As a general rule, the so-called time-priority principle applies to all time off during a strike: the deciding factor is which began first, or which was notified/agreed/decided first. The grounds for the absence that began first determine whether the time qualifies as days of employment or not.

Annual holiday

Once a strike warning has been issued, it is no longer allowed to agree on annual holiday for the strike period. An annual holiday cannot be ordered to start during a strike that has already started.

If annual holiday has started before the strike, it will continue despite the strike. In that case the person will be on annual holiday and not on strike. The employer must pay the employee as per usual for the duration of the holiday.

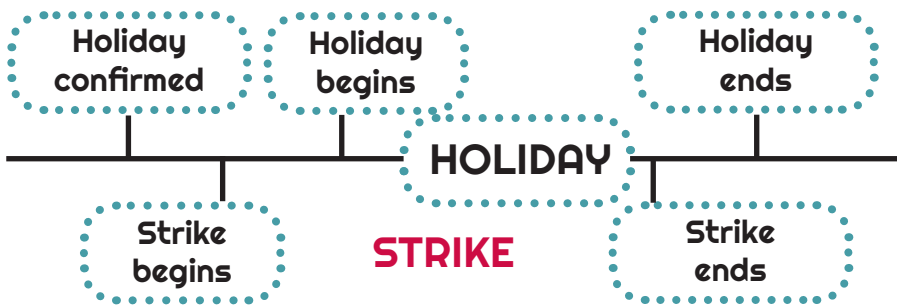
If the strike continues after the employee’s holiday ends, the employee must notify the employer that they are returning from the holiday and going on strike – otherwise their absence may be interpreted as a so-called unauthorised absence. The notification should be filed in writing.

Annual holidays taken during the strike are equated with workdays when future annual holidays are calculated. It means that annual holiday is accrued during the holiday.

If a strike starts before a confirmed annual holiday, the annual holiday will be automatically cancelled for the strike days. The employer is obligated to grant the cancelled annual holiday at a later time that is agreed separately. If the annual holiday continues after the strike ends, the employee will be on annual holiday until the end of the confirmed holiday. The end of the annual holiday does not change due to the strike.

Whether an employee is on strike or holiday does not depend on when the holiday was confirmed. What is decisive is which one actually begins first: the strike or the holiday.

Example:



In this situation, the person goes on strike. They go on holiday immediately when the strike ends.

The annual holiday of a public servant may be moved to another date, or a holiday that has already begun may be interrupted, if moving or interrupting the holiday is needed for weighty reasons related to exercising public powers or is necessary for taking care of statutory duties related to health or safety. A strike does not meet the definition of a weighty reason for postponing annual holiday. However, a need for protection work arising from the strike may meet this definition.

Holiday accrual during a strike

A strike period does not qualify as a period equivalent to time at work. If an employee does not accumulate enough days at work or the equivalent of days at work in some month, annual holiday will not accrue for that month.



If other unpaid days off coincide with the same calendar month as the strike, it may be that annual holiday does not accrue for that month. See your collective agreement provisions on how annual holiday is determined.

Holiday bonus

Check your collective agreement for possible impacts on the accrual of holiday bonus.

Sick leave

Sick leave that began before the strike

If sick leave began before the start of the strike, the right to a sick pay is determined by the collective agreement. You should submit a sick leave certificate to your employer before the strike begins.

Falling ill during a strike

If the strike has begun before the employee became ill, the employee is not entitled to sick pay. In this case, the employee must apply for sickness allowance from Kela.

If the employee's sick leave continues after the strike has ended, the right to sick pay is determined by the collective agreement.

The person on strike should in any case get a doctor's certificate as soon as they fall ill.

Occupational health care services during a strike

If an employee has booked an appointment at the occupational health-care services before the start of a brief strike, it is unlikely that the employer would deny the appointment. The employer may, however, withdraw your right to use occupational health services for illnesses that begin during the strike.

Family leaves

If a family leave has begun before the strike, the person on family leave will be paid for a period of family leave in accordance with the collective agreement.

If the strike begins before the start of a family leave, the person must apply for daily allowance from Kela for those days of the family leave that coincide with the strike.

Statutory family leaves are time equivalent to time at work, also when it comes to accruing annual holiday, regardless of when the industrial action takes place.

Study leave

The right to study leave is based on the Study Leave Act. Study leave is granted by the employer upon application. Study leave that has been granted may not be cancelled, and the person can start the study leave despite a strike.

Because the right to study leave comes from the law, a strike is not a legal reason to deny it or to delay the processing of a study leave application.

Study leave is unpaid, unless otherwise agreed in the collective agreement or between the employer and the individual. If the decision on paid study leave has been made before the start of a strike, the individual has the right to be paid during the study leave period.

An individual who is on study leave is not entitled to receive the strike benefit.

Discretionary leave of absence

If a person has been granted discretionary leave before a strike, it cannot be cancelled due to the strike. The person will take the leave despite the strike and is not entitled to the strike benefit. If the leave is unpaid, they are also not entitled to receive pay.

STUDENTS AND A STRIKE

Students who are not in an employment relationship are not on strike; they must not, however, do the work of strikers. The employer and the educational institution must ensure that students' graduation is not



delayed due to a strike. The shop steward must ensure that the employer does not have students do work that is subject to the strike.

Apprenticeship students

An apprenticeship is based on a fixed-term employment contract, which includes vocational training at the workplace. An apprenticeship student is in an employment relationship with the employer and their employment ends at the agreed time. If an apprenticeship student's graduation is delayed due to industrial action, the employer is not obligated to continue the employment contract until the student completes their studies. Of course, there is nothing stopping the employer and the student from agreeing to continue the employment relationship. An apprenticeship student can also be on strike.

Most of apprenticeship training takes place at the workplace, where a workplace instructor is responsible for the student's training. If the instructor is on strike, the apprenticeship student cannot train at the workplace, either.

Industrial action does not constitute legal grounds for terminating the employment relationship with an apprenticeship student, even if training was not possible during the strike.

If an apprenticeship student's training at the workplace is prevented due to industrial action, the employer and the education organiser must ensure that the apprenticeship student's studies progress. This can be done either by arranging another apprenticeship workplace that is not on strike or by arranging theoretical studies for the strike period.

The employer breaches the apprenticeship agreement if they make the apprenticeship student perform work without guidance. Breaches of the agreement must be reported to the apprenticeship office.

Work by student members

Students often do temporary work. If the union's student members do work that is subject to industrial action, they are strikebreakers and their membership in the union can be terminated.

TEMPORARY STAFFING

In temporary staffing, the employer concludes a temping contract with a staffing agency. The staffing agency is the temporary agency worker's employer, but the company that uses temporary agency workers is responsible for their management and supervision. Temporary agency workers work in the company that uses them as workforce.

The Finnish acts on co-operation obligate the employer to discuss the principles of using temporary staffing in co-operation procedure. If the employer is considering use of temporary staffing, it must inform the representatives of the personnel groups whose work will be affected by the work of temporary agency staff. The personnel representative has the right to demand that the employer considers discussing the temping contract in co-operation negotiations. The employer may not conclude a contract on the use of temporary staff during the co-operation negotiations.

Using temporary agency workforce for work that is subject to a strike is strikebreaking. Staffing agencies have also approved this principle in their own guidelines and practices. If an employer considers using temporary agency workforce for work that is subject to a strike, this must be immediately reported to the shop steward and the regional office.

A temporary agency worker may do the same work and at the same workplace as the user company's own employee. The temporary agency worker's employer is, however, the staffing agency. The strike limits in the industrial action notice issued by JHL determine whether or not the work done by a temporary agency worker is work subject to the strike.

Collective agreements may include provisions on the use of temporary agency workers. Check the collective agreement for your sector.

TEMPORARY LAY-OFFS

The time-priority principle applies also to temporary lay-offs. This means that:

- if the lay-off begins before the strike and ends after the strike, the person has been laid off the entire time



- if the lay-off begins before the strike and ends during the strike, the person is on strike after the lay-off ends
- if the strike begins before the lay-off, the person is on strike for the full strike period, regardless of when the lay-off notice was given.

UNEMPLOYED PERSON'S STATUS DURING A STRIKE

Strike and unemployment benefits

If your unemployment has started before the strike, the strike will not affect payment of daily unemployment allowance. The strike will also not affect the payment of unemployment allowance during a temporary lay-off if the lay-off notice has been issued before the strike warning and the lay-off begins before the strike begins.

Obligation to accept work during a strike

An unemployed person is not obligated to accept work that is subject to a strike. However, before refusing work, the unemployed person should check from the regional office whether or not the work that is offered is subject to a strike. If the person refuses work that is outside the strike, they lose the unemployment benefit.

Refusing work that is subject to a strike, lockout or blockade must not lead into an unpaid waiting period (karencsi). If an unpaid waiting period has nevertheless been imposed on the unemployed person, they need to file an appeal with the Social Security Appeal Board in accordance with Chapter 12 of the Unemployment Security Act.

Impacts of a strike on the work and unemployment security of a subsidised employee

If a subsidised employee is trying to meet the work requirement that is a condition for receiving daily unemployment allowance, they may go to work. The union has excluded these people from a strike so that they do not face negative consequences from the employment authorities.

The industrial action notice always has the strike-specific limits.

PENSION

Pension accrues directly based on an individual's annual earnings from employment. Therefore unpaid periods – such as a strike – always affect the amount of future pension. However, the effect of brief strikes on the pension is small.

In the public sector, those who started working in the public sector before 1993 have supplementary pension benefits. Supplementary pension benefits that accrued prior to 1995 and weighted old-age pension are retained if the individual's public sector work earnings amount to at least EUR 10,038 (the year 2025 level) every calendar year before the year of retirement. If this earnings requirement is not met every year, the condition is that the person's public service duties have continued without interruption until retirement. A strike is not considered an interruption if the person returns to work immediately when the strike ends or retires during the strike.

A strike has no impact on the pension of someone receiving partial disability pension.



STRIKE TERMINOLOGY

Ban on overtime and shift swaps

During a ban on overtime and shift swaps decided on JHL, the members refuse to work overtime or swap shifts. Employees who work in positions that are subject to the overtime ban work only according to their regular working hours. Banned things include for example accruing flex hours, doing additional and overtime work, and being on call or travelling outside one's regular working hours. A ban on overtime cannot be used as industrial action in public-service employment relationships.

During a ban on shift swaps, people only work according to the confirmed duty roster. Shift-swapping or any other changes to working hours proposed by the employer are rejected.

Any other flexibility, such as performing grey overtime and accruing flex hours, is also forbidden during a ban on overtime and shift swaps. In this situation, the shop steward must refrain from any local agreements proposed by the employer concerning working hours.

Blockade

A blockade is an industrial action comparable to a protest strike or sympathy strike. In a blockade employees of other companies refrain from working with and seeking work in the company that is under the blockade.

Compensatory fine, strike fine

A compensatory fine or strike fine is a sanction imposed by the Labour Court for an illegal strike on an employer union, a branch or a trade union.

A public servant can be ordered to pay a compensatory fine for taking part in an illegal strike.

Decision on industrial action

The Union Council or the union's Executive Committee makes the decision on industrial action. The decision is binding to the members. After the decision the union issues an industrial action notice.

General strike

A broad strike that the employee confederations mutually agree on.

Industrial action

Industrial action is a means of exerting pressure. It is used for example during collective agreement negotiations if no agreement is reached.

Industrial action includes work stoppages (strikes), bans on overtime and shift swaps, blockades and walkouts.

The right to industrial action falls within the scope of freedom of association, guaranteed by the European Convention on Human Rights.

The right to strike is a universal and generally accepted basic employee right.

Lockout

A lockout is industrial action implemented by the employer. A lockout means that the employer prevents employees' access to the workplace, interrupts the payment of their salaries or wages and declares the workplace closed so that employees cannot carry out work covered by the lockout action.

A lockout can be carried out, for instance, as a fixed-term action or as isolated days. A lockout can also be limited to the members of a particular trade union. The declaration of a lockout can apply to an individual company or to all member companies of an employer association.



Neutrality principle

Non-members and members of other unions have no obligation to carry out work tasks that fall within the scope of the industrial action and that they do not normally perform. They have the right to refrain from carrying out such work tasks. Employee confederations have mutually agreed to apply the neutrality principle during industrial actions.

Obligation of industrial peace

According to the acts on collective agreements, the parties to a collective agreement are not allowed to engage in industrial action that targets the collective agreement during the collective agreement term.

Penalty fee

If an employee continues a strike when the Labour Court has ruled that it is illegal industrial action, the employee may be ordered to pay a penalty fee of EUR 200. Note that the employee can only face a penalty fee if both of these criteria are met: the Labour Court has ruled that the strike is illegal and the employee continues the strike despite that.

Period without agreement

When the validity of a collective agreement ends, a so-called period without agreement begins. Various industrial actions are legal during this period.

Picketeer

A picketer is a person who monitors that the strike is carried out. Picketers' task is to urge all those who intend to do work that is subject to the strike to leave the workplace.

Picketers maintain order in front of the workplace on strike, distribute strike bulletins, and monitor employers' actions.

Protection work

Protection work refers to work pursuant to legislation on collective agreements for public servants that is necessary in order to prevent danger to the health or lives of citizens or to protect assets that are endangered due to the industrial action. The obligation to do protection work **only** applies to employees in a public-service employment relationship. Even in these cases, employees do not carry out office work or administrative work.

The right to strike is usually restricted for occupational groups that are considered critical for society. Public servants who belong to these occupational groups are obligated to do protection work also during strikes.

So far, employees in a contractual employment relationship have no obligation to carry out protection work.

Strike/work stoppage

A strike refers to a temporary cessation of work. A strike or a work stoppage means that certain work tasks are not performed for a given period of time. The decision to go on strike is always made by the union's Executive Committee or Union Council, and it is binding on the members.

It is the work that is on strike, not the people. A contractual employment relationship or a public-service employment relationship remains in force during the strike, but no wages or salary are paid. Employees (in a contractual employment relationship or a public-service employment relationship) who are included in a strike do not have an obligation to work, and the employer has no right to direct or any other authority with respect to the strikers. The employer must not exert any pressure on employees taking part in a union-organised strike.

In a public-service employment relationship the permitted types of industrial action are limited.

A strike is illegal if the Labour Court has judged it to be illegal.



Strike benefit

The employer has no obligation to pay wages or salaries for the duration of the strike. JHL pays a strike benefit to its members for strikes that are decided by the union. JHL's Executive Committee decides the amount of the benefit. The benefit is paid upon application to members who are on strike and who do not receive pay due to the strike or due to a lockout by the employer. As a condition for receiving the benefit, the member must have paid the membership fees and must act according to the decisions and instructions issued by the union.

Strike benefit is taxable income. The tax will be deducted in accordance with the Finnish Tax Administration's instructions. You do not need to send your tax card to the union.

Strike committee

The strike committee handles strike-related matters, like liaising with the shop stewards and contact persons of the workplaces on strike. The nature and area of responsibility of the strike committees always depend on the nature of the strike. Strike committees may be regional, local or workplace-specific.

Strike limits

The central strike committee, i.e. the union's Executive Committee, sets out the strike limits, or in other words the work tasks and workplaces that the strike concerns. The industrial action notice, or strike warning, specifies the work that is subject to the strike. That work must not be done – regardless of whether the employee concerned is a union member or not. More detailed negotiations are held locally. Minutes are drawn up of the negotiations and delivered to the regional office.

Strike warning (industrial action notice)

A strike warning is an advance notification of a pending strike or industrial action. The notice must be submitted to the employer and the National Conciliator no later than 14 days before the start of the planned strike. The strike warning specifies the timing and duration, method of

implementation, reasons and scope of the industrial action.

Strikebreaker

A strikebreaker is a person who does work that is subject to a strike or who does not abide by the union's decisions on industrial action. A strikebreaker may also be a member of another union or a non-unionized employee. If, for an exceptional reason, an employee has been granted a permission to work by the union, that employee is not a strikebreaker, but a picketer will write down the employee's name and working hours.

A strikebreaker works against their colleagues for the benefit of the employer, and their branch membership may be terminated after a hearing.

Sympathy strike

A sympathy strike refers to a strike which is organised to demonstrate support for the strikers of another sector or location. Sympathy strikes are legal industrial action if the requirements concerning advance notifications and formalities are met.

Time-priority principle

A principle generally applied in labour law, used to resolve the priority between reasons and events that affect the same point of time (such as reasons for absence). Priority is determined based on which reason for absence emerged first or which notification/agreement/decision took place first.

Walkout

A walkout is used for exerting pressure on the employer. The employees cease working and leave the workplace, normally for a relatively short period.



DIVISION OF WORK IN THE BRANCH (MODEL)

The branch board leads the strike, and the strike committee manages the practical matters in the branch. A clear division of work should be made for industrial action.

President (leadership)

- has a good grasp of the fundamentals of the industrial action situation and measures
- maintains negotiating skills
- compiles all the materials related to the industrial action in one place
- works with the branch's actives and the regional office.

Secretary and manager of member affairs (communications)

- update contact information (members, shop stewards, board members, media, etc.)
- ensure that responsibilities for updating the branch's website and social media channels have been delegated
- monitor and distribute the union's materials and communications (for example to workplaces)
- agree on communication with the president and the chief shop steward
- ensure that union membership is actively offered to those who are not members.

Person in charge of industrial action

- should preferably be a board member

- tasks and authorisations are agreed separately for each strike
- is responsible for the branch's practical tasks in industrial action together with the board
- serves as a contact person for communications
- gathers the information about contact persons at workplaces.

Contact persons at workplaces

- make sure everyone in the workplace is aware of the strike
- keep up team spirit during the strike
- serve as picketers
- keep the workplace noticeboards up-to-date also as regards strike bulletins.

Chief shop steward / shop steward (representation of interests)

- keeps up shop stewards' enthusiasm for the industrial action
- reviews the role of shop stewards in the industrial action situation with the shop stewards
- maintains negotiating skills
- builds, maintains and makes use of networks
- maintains their own knowledge of industrial action
- works with the branch's actives and the regional office
- holds the required negotiations with the employer
- gives a statement on the emergency work notice that the employer submits to the occupational safety and health authorities.



Position of shop stewards and occupational safety and health representatives

- ensure industrial peace
- cannot be picketers
- if they work as shop stewards or occupational safety and health representatives full-time, they take care of those duties during the industrial action
- if it has been agreed that they have a regular day when they take care of their duties, they are on strike during the industrial action if their work duties are subject to the strike
- if the strike falls on the agreed day for taking care of these duties, they take care of their shop steward / occupational safety and health representative duties on that day
- if they take care of their duties when needed, they are on strike during the industrial action if their own work duties are subject to the strike
- the occupational safety and health representative is the only one who has the right to enter a workplace that is subject to a strike, if the occupational safety of employees who are not on strike requires that.

Remember that it is the work that is on strike!

Treasurer

- ensures that money has been reserved for industrial action in the branch's budget
- takes care of other agreed tasks.

INSTRUCTIONS FOR PICKETERS

Workplaces must be assigned contact persons who are responsible for communication and picketing operations between the workplace and the branch. Picketers must be arranged for the workplaces. Picket lines are set up at the entrances to the workplace that is subject to the industrial action or in the immediate proximity of the entrances. Rotating picketers may monitor smaller workplaces.

1. Picketers must have appropriate identifiers (high-visibility vest, picketing card, etc.).
2. It is always good to picket in pairs.
3. Picketers' main task is to urge all those who intend to do work that is subject to the strike to leave the place.
4. Picketers hand out information material to members and explain the objectives of the strike to outsiders.
5. Picketers also notify the regional office if work that is subject to the strike is done at a workplace that is on strike. The employer cannot obligate non-unionized employees to do work that is subject to the strike.
6. Unless otherwise agreed with the employer, picketers do not have the right to enter the actual workplace.
7. The occupational safety and health representative is the only one who has the right to enter a workplace that is subject to a strike, if the occupational safety of employees who are not on strike requires that.
8. Picketers monitor the employer's actions. If the employer puts pressure on the employees, picketers must write down the incident in detail and report the matter to the shop steward or the regional office.
9. Picketers must behave appropriately and be well-mannered.
10. Picketers must maintain their composure in all situations. No one is to be physically prevented from entering the workplace. If a picketer



encounters someone who behaves aggressively, and efforts to calm that person down fail, the picketer leaves the place. In a threatening situation, call the emergency number 112.

JHL'S CONTACT INFORMATION

Switchboard: 010 77031

Visiting address:

The Trade Union for the Public and Welfare Sectors JHL
Sörnäisten rantatie 23
00500 HELSINKI

E-mail address: firstname.lastname@jhl.fi

JHL-kirjaamo@jhl.fi

www.jhl.fi

Employment Advice:

Tel. 010 7703 311 Mon–Thu, 9 am–12 noon

This telephone service answers questions concerning terms and conditions of employment. It is primarily meant for **shop stewards and occupational safety and health representatives.**

Membership Service:

tel. 010 7703 452 Mon–Thu, 9 am–12 noon

There is also an online contact form on the union's website.

[myJHL](#)

Regional offices:

https://www.jhl.fi/en/about-jhl/contact-information/#regional_offices



@TradeUnionJHL



@jhlry



@ammattiliitto.jhl



@jhlry



@jhlviestii



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