

THE NEW COLLECTIVE AGREEMENT FOR THE PRIVATE SOCIAL SERVICES SECTOR 1 JAN 2026–30 APR 2028 AGREEMENT OVERVIEW

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PAY SETTLEMENT OVERVIEW

- The goal was to narrow unjustified differences in pay compared to similar work in the public sector. Even after strikes, this was not achieved.
- In order to secure our seat in the collective bargaining table in the future, we could not negotiate on better terms and conditions than those that the others had agreed on.
- The agreement term is 28 months, from 1 Jan 2026 to 30 Apr 2028.
- One year is optional: the collective agreement can be terminated on 30 April 2027 by issuing a notice of termination by 31 January 2027.

PAY SETTLEMENT OVERVIEW

- 1 September 2026: across-the-board and pay schedule increases 2.7%
- 1 September 2026: minimum level and service increment allocations
- 1 September 2027: across-the-board and pay schedule increases 2.7%
- Total “end-to-end” increases 6.2%, total per cents 6.1%
- Across-the-board increases are above the general level of across-the-board increases

PAY INCREASES IN 2026

- Across-the-board and pay schedule increases 2.7%
- Minimum level increases (for pay groups A–F)
- Increases to service increment steps (5, 8, and 11 years)

1 SEPTEMBER 2026 ALLOCATIONS TO MINIMUM LEVELS

- Allocations to the minimum pay of pay groups will be made as follows:
- The minimum pay grades of pay groups will be increased
- by 0.5% in pay group A
- by 0.4% in pay group B (the smallest difference compared to the public sector)
- by 0.5% in pay groups C–F

1 SEPTEMBER 2026 ALLOCATIONS TO SERVICE INCREMENT STEPS

- All service increment steps will be increased in pay group C's G20C pay grade, and some of the service increment steps will be increased in pay grades G23D, G24, G25E and G28F of pay groups D, E and F as follows:
- Pay grades G20C, G23D, G24, and G25E
 - *the 5-year service increment is 3%
- Pay grades G20C, G23D, and G24
 - *the 8-year service increment is 6%
- Pay grades G20C, G23D, G25E, and G28F
 - *the 11-year service increment is 9.1%

HELSINKI METROPOLITAN AREA

- The pay grades G15A and G16 of pay group A will be merged into pay grade G16A as a result of the increase
- The pay grades G17B and G18 of pay group B will be merged into pay grade G18B as a result of the increase
- The pay grades G23D and G24 of pay group D will be merged into pay grade G24D as a result of the increase

SERVICE INCREMENT PERCENTAGES IN THE HELSINKI METROPOLITAN AREA

A	0,00 %	3,31 %	6,62 %	10,01 %	0,00 %	3,31 %	6,62 %	10,01 %
	0,00 %	3,31 %	7,11 %	11,09 %	0,00 %	3,31 %	7,11 %	11,09 %
B	0,00 %	3,28 %	6,65 %	10,01 %	0,00 %	3,28 %	6,65 %	10,01 %
	0,00 %	3,28 %	6,65 %	10,71 %	0,00 %	3,28 %	6,65 %	10,71 %
	0,00 %	3,51 %	7,56 %	11,72 %	0,00 %	3,51 %	7,56 %	11,72 %
C	0,00 %	2,73 %	5,48 %	8,17 %	0,00 %	3,00 %	6,00 %	9,10 %
	0,00 %	4,20 %	8,49 %	12,90 %	0,00 %	4,20 %	8,49 %	12,90 %
	0,00 %	4,25 %	8,63 %	13,22 %	0,00 %	4,25 %	8,63 %	13,22 %
D	0,00 %	2,99 %	5,97 %	9,00 %	0,00 %	3,00 %	6,00 %	9,10 %
	0,00 %	2,99 %	5,97 %	9,17 %	0,00 %	3,00 %	6,00 %	9,17 %
E	0,00 %	3,00 %	6,03 %	9,06 %	0,00 %	3,00 %	6,03 %	9,10 %
	0,00 %	3,98 %	8,71 %	13,44 %	0,00 %	3,98 %	8,71 %	13,44 %
	0,00 %	4,70 %	9,44 %	14,20 %	0,00 %	4,70 %	9,44 %	14,20 %
F	0,00 %	3,06 %	6,09 %	9,09 %	0,00 %	3,06 %	6,09 %	9,10 %
	0,00 %	3,19 %	7,90 %	12,62 %	0,00 %	3,19 %	7,90 %	12,62 %
	0,00 %	4,79 %	9,57 %	14,38 %	0,00 %	4,79 %	9,57 %	14,38 %
	0,00 %	4,80 %	9,60 %	14,39 %	0,00 %	4,80 %	9,60 %	14,39 %
	0,00 %	4,80 %	9,62 %	14,45 %	0,00 %	4,80 %	9,62 %	14,45 %

REST OF FINLAND

- Rest of Finland:
- The pay grade G15A of pay group A will be changed into pay grade G16A
- The pay grades G17B and G18 of pay group B will be merged into pay grade G18B as a result of the increase
- The pay grades G23D and G24 of pay group D will be merged into pay grade G24D as a result of the increase

SERVICE INCREMENT PERCENTAGES IN REST OF FINLAND

A	0,00 %	3,31 %	6,58 %	9,97 %		0,00 %	3,31 %	6,58 %	9,97 %
B	0,00 %	3,23 %	6,60 %	9,92 %		0,00 %	3,23 %	6,60 %	9,92 %
	0,00 %	3,23 %	6,60 %	10,61 %		0,00 %	3,23 %	6,60 %	10,61 %
C	0,00 %	2,73 %	5,44 %	8,14 %		0,00 %	3,00 %	6,00 %	9,10 %
	0,00 %	4,20 %	8,48 %	12,90 %		0,00 %	4,20 %	8,48 %	12,90 %
	0,00 %	4,24 %	8,62 %	13,22 %		0,00 %	4,24 %	8,62 %	13,22 %
D	0,00 %	2,99 %	5,97 %	9,00 %		0,00 %	3,00 %	6,00 %	9,10 %
	0,00 %	2,99 %	5,97 %	9,78 %		0,00 %	3,00 %	6,00 %	9,78 %
E	0,00 %	3,00 %	6,03 %	9,06 %		0,00 %	3,00 %	6,03 %	9,10 %
	0,00 %	3,41 %	8,11 %	12,81 %		0,00 %	3,41 %	8,11 %	12,81 %
	0,00 %	4,70 %	9,44 %	14,20 %		0,00 %	4,70 %	9,44 %	14,20 %
F	0,00 %	3,06 %	6,09 %	9,09 %		0,00 %	3,06 %	6,09 %	9,10 %
	0,00 %	3,76 %	8,49 %	13,24 %		0,00 %	3,76 %	8,49 %	13,24 %
	0,00 %	4,79 %	9,57 %	14,37 %		0,00 %	4,79 %	9,57 %	14,37 %
	0,00 %	4,79 %	9,60 %	14,39 %		0,00 %	4,79 %	9,60 %	14,39 %
	0,00 %	4,80 %	9,62 %	14,45 %		0,00 %	4,80 %	9,62 %	14,45 %

PAY SCHEDULE FOR THE HELSINKI METROPOLITAN AREA AFTER THE 2026 INCREASES

Helsinki Metropolitan Area, scheduled pay 1 September 2026

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€2,168.73	€2,240.58	€2,312.27	€2,397.57
B	G18B	€2,309.39	€2,385.23	€2,463.00	€2,546.87
	G19	€2,309.39	€2,385.23	€2,474.36	€2,569.93
C	G20C	€2,527.97	€2,603.81	€2,679.64	€2,758.01
	G21	€2,543.33	€2,650.18	€2,759.17	€2,871.53
	G22	€2,562.61	€2,671.40	€2,783.64	€2,901.33
D	G24D	€2,850.98	€2,936.51	€3,022.04	€3,110.42
E	G25E	€3,073.62	€3,165.82	€3,258.92	€3,353.31
	G26	€3,073.62	€3,180.49	€3,325.27	€3,469.83
	G27	€3,073.62	€3,210.89	€3,356.21	€3,502.07
F	G28F	€3,442.06	€3,547.39	€3,651.75	€3,755.29
	G29	€3,442.06	€3,547.39	€3,695.92	€3,857.55
	G30	€3,742.75	€3,921.93	€4,101.08	€4,280.77
	G31	€3,936.13	€4,124.88	€4,314.18	€4,502.61
	G32	€4,198.28	€4,399.69	€4,602.26	€4,805.13

The pay grades in use before have changed as follows:

- G15A was merged with G16 and the new name of the pay grade is G16A
- G17B was merged with G18 and the new name of the pay grade is G18B
- G23D was merged with G24 and the new name of the pay grade is G24D

REST OF FINLAND

Rest of Finland, scheduled pay 1 September 2026

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€2,151.34	€2,222.56	€2,292.97	€2,365.84
B	G18B	€2,278.80	€2,352.44	€2,429.13	€2,510.83
C	G20C	€2,493.06	€2,567.86	€2,642.65	€2,719.93
	G21	€2,507.71	€2,613.09	€2,720.42	€2,831.25
	G22	€2,526.70	€2,633.93	€2,744.54	€2,860.61
D	G24D	€2,811.09	€2,895.42	€2,979.75	€3,071.09
E	G25E	€3,047.45	€3,138.88	€3,231.16	€3,324.77
	G26	€3,047.45	€3,138.88	€3,278.71	€3,421.19
	G27	€3,047.45	€3,183.49	€3,327.58	€3,472.19
F	G28F	€3,393.91	€3,497.73	€3,600.63	€3,702.75
	G29	€3,393.91	€3,504.37	€3,664.35	€3,824.58
	G30	€3,710.80	€3,888.39	€4,065.99	€4,244.18
	G31	€3,902.49	€4,089.61	€4,277.30	€4,463.88
	G32	€4,162.38	€4,362.00	€4,562.70	€4,763.74

The pay grades in use before have changed as follows:

- *The new name of the pay grade G15A is G16A*
- *G17B was merged with G18 and the new name of the pay grade is G18B*
- *G23D was merged with G24 and the new name of the pay grade is G24D*

PAY INCREASES IN 2027

- 1 September 2027: across-the-board and pay schedule increase 2.7%

PAY SCALES IN 2027, THE HELSINKI METROPOLITAN AREA

Helsinki Metropolitan Area, scheduled pay 1 September 2027

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G16A	€2,227.29	€2,301.08	€2,374.70	€2,462.30
B	G18B	€2,371.74	€2,449.63	€2,529.50	€2,615.64
	G19	€2,371.74	€2,449.63	€2,541.17	€2,639.32
C	G20C	€2,596.23	€2,674.11	€2,751.99	€2,832.48
	G21	€2,612.00	€2,721.73	€2,833.67	€2,949.06
	G22	€2,631.80	€2,743.53	€2,858.80	€2,979.67
D	G24D	€2,927.96	€3,015.80	€3,103.64	€3,194.40
E	G25E	€3,156.61	€3,251.30	€3,346.91	€3,443.85
	G26	€3,156.61	€3,266.36	€3,415.05	€3,563.52
	G27	€3,156.61	€3,297.58	€3,446.83	€3,596.63
F	G28F	€3,535.00	€3,643.17	€3,750.35	€3,856.68
	G29	€3,535.00	€3,643.17	€3,795.71	€3,961.70
	G30	€3,843.80	€4,027.82	€4,211.81	€4,396.35
	G31	€4,042.41	€4,236.25	€4,430.66	€4,624.18
	G32	€4,311.63	€4,518.48	€4,726.52	€4,934.87

PAY SCALES IN 2027, REST OF FINLAND

Rest of Finland, scheduled pay 1 September 2027

Pay group	Palkkaluokka	0 years	5 years	8 years	11 years
A	G16A	€2,209.43	€2,282.57	€2,354.88	€2,429.72
B	G18B	€2,340.33	€2,415.96	€2,494.72	€2,578.62
C	G20C	€2,560.37	€2,637.19	€2,714.00	€2,793.37
	G21	€2,575.42	€2,683.64	€2,793.87	€2,907.69
	G22	€2,594.92	€2,705.05	€2,818.64	€2,937.85
D	G24D	€2,886.99	€2,973.60	€3,060.20	€3,154.01
E	G25E	€3,129.73	€3,223.63	€3,318.40	€3,414.54
	G26	€3,129.73	€3,223.63	€3,367.24	€3,513.56
	G27	€3,129.73	€3,269.44	€3,417.42	€3,565.94
F	G28F	€3,485.55	€3,592.17	€3,697.85	€3,802.72
	G29	€3,485.55	€3,598.99	€3,763.29	€3,927.84
	G30	€3,810.99	€3,993.38	€4,175.77	€4,358.77
	G31	€4,007.86	€4,200.03	€4,392.79	€4,584.40
	G32	€4,274.76	€4,479.77	€4,685.89	€4,892.36

TOTAL PAY INCREASES OVER THE AGREEMENT TERM, THE HELSINKI METROPOLITAN AREA



Helsinki metropolitan area

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G15A	€123.65	€127.74	€131.83	€136.02
A	G16	€123.65	€127.74	€123.19	€127.76
B	G17B	€134.09	€138.49	€143.02	€147.51
B	G18	€134.09	€138.49	€143.02	€135.73
B	G19	€134.09	€133.49	€131.86	€136.95
C	G20C	€146.65	€157.54	€168.26	€182.69
C	G21	€135.53	€141.22	€147.04	€153.02
C	G22	€136.56	€142.36	€148.34	€154.62
D	G23D	€165.38	€170.75	€176.05	€183.15
D	G24	€165.38	€170.75	€176.05	€178.40
E	G25E	€178.30	€183.76	€189.04	€195.70
E	G26	€178.30	€169.49	€177.20	€184.91
E	G27	€170.52	€171.10	€178.86	€186.63
F	G28F	€199.67	€205.78	€211.83	€218.05
F	G29	€199.67	€201.53	€196.96	€205.57
F	G30	€199.45	€209.00	€218.55	€228.12
F	G31	€209.76	€219.81	€229.90	€239.94
F	G32	€223.72	€234.46	€245.25	€256.07

TOTAL PAY INCREASES OVER THE AGREEMENT TERM, REST OF FINLAND

Rest of Finland

Pay group	Pay grade	0 years	5 years	8 years	11 years
A	G15A	€122.65	€126.71	€130.73	€134.89
B	G17B	€132.32	€136.59	€141.04	€145.45
B	G18	€132.32	€136.59	€141.04	€133.80
C	G20C	€144.61	€155.45	€166.82	€181.04
C	G21	€133.64	€139.25	€144.97	€150.87
C	G22	€134.65	€140.37	€146.25	€152.45
D	G23D	€163.07	€168.37	€173.73	€180.70
D	G24	€163.07	€168.37	€173.73	€163.66
E	G25E	€176.77	€182.22	€187.43	€194.02
E	G26	€176.77	€170.09	€174.73	€182.31
E	G27	€169.14	€169.64	€177.32	€185.03
F	G28F	€196.88	€202.90	€208.87	€215.06
F	G29	€196.88	€186.75	€195.28	€203.81
F	G30	€197.75	€207.22	€216.68	€226.17
F	G31	€207.97	€217.94	€227.94	€237.88
F	G32	€221.81	€232.45	€243.14	€253.86

OTHER INCREASES

- The compensation paid to union representatives and occupational safety and health representatives is raised by 6.1% (same as total increase per cents).
- The euro amounts of emergency money and language increment are raised by 6.1% (same as total increase per cents).

SECTION 3 START OF EMPLOYMENT

- Application instructions for section 3(3.1.) of the collective agreement are added as follows:
- 3.1 The term of a fixed-term employment contract may not, without a justified reason, be made for a shorter period of time than what the fixed-term need for workforce known to the employer is with regard to the work in question.
- ***Application instructions:***
- *Justified reasons for contracts shorter than the known need for workforce can be the employee's own request, limitations permitted by law due to lack of qualifications or long-term unemployment, the employer's internal work arrangements or other reasons permitting the limitation of the term of a fixed-term employment relationship in accordance with the law and case-law.*

NEW APPLICATION INSTRUCTIONS FOR SECTION 3(3.3.) OF THE COLLECTIVE AGREEMENT ARE ADDED AS FOLLOWS:

- 3.3 If an employer and employee have entered into several consecutive fixed-term employment contracts without interruptions or with only short interruptions in between, the employment relationship is considered to have been valid continuously as referred to in Chapter 1, section 5 of the Employment Contracts Act in terms of the determination of employment benefits.
- ***Application instructions:*** *The employer must monitor whether the continuity requirement of employment is met for employees working under fixed-term contracts as regards different employment-related benefits.*

SECTION 4 END OF EMPLOYMENT RELATIONSHIP

- **Section 4(1) of the collective agreement is changed to read as follows:**
- 1. When the employer terminates an employment contract valid until further notice, the following periods of notice shall apply, depending on the duration of the employment relationship, *unless the employer and employee agree on a longer period of notice:*

SECTION 4 END OF EMPLOYMENT RELATIONSHIP

- When the employee terminates an employment contract valid until further notice, the period of notice is 14 days when the employment relationship has lasted for no more than five years and one month if it has lasted for more than five years, *unless the employer and employee agree otherwise concerning the period of notice. The length of the period of notice cannot be agreed to be more than one month, however. In such cases, the period of notice observed by the employer must not be shorter than the period of notice observed by the employee. If the period of notice agreed to be observed by the employer is shorter than the employee's period of notice, the employee is permitted to observe the period of notice agreed to be observed by the employer.*
- The period of notice begins to run on the day following the termination.

SECTION 4 END OF EMPLOYMENT RELATIONSHIP

- A new subsection 3. is added to section 4 of the collective agreement as follows:
- 3. *When the employment ends, the remaining pay with increments is paid on the employee's next normal payday following the end of the employment, provided that there is a customary and reasonable time for making the payment between the end of the employment and the payment of the remaining pay.*

SECTION 6 WORKING HOURS

- **Final paragraphs added to section 6(6) of the collective agreement to read as follows:**
- Unless otherwise mutually agreed, the clause on minimum working hours must be defined according to the average of actual working hours over the past 12 months. However, the minimum working hours do not need to be redefined if the actual working hours deviate, on average, from the minimum working hours agreed on in the employment contract by no more than four hours a week. If the employer can show, in writing and on justifiable grounds, the future need for workforce to be something other than the actual average, the clause on minimum working hours will be defined accordingly. *Absences resulting from the employee's annual holiday or equivalent leave, family leave, incapacity for work or other equivalent acceptable reason will be excluded from the evaluation.*
- *If the employer stops offering work altogether, the employer must, at the request of the employee, account for the reasons for the reduction in available work in writing.*

FINAL SENTENCE ADDED TO THE APPLICATION INSTRUCTIONS OF SECTION 6(12) OF THE COLLECTIVE AGREEMENT AS FOLLOWS:

- 12. Working weeks are organised so that they consist, on average, of a maximum of five days. The week's second day off should, insofar as possible, coincide with the weekly rest day and be primarily a Saturday, unless otherwise required by the work arrangements.
- **Application instructions:** Each three-week shift schedule must include at least six days off and, on public holiday weeks, public holidays, unless the time off for public holidays has been agreed upon under section 7 of the collective agreement.
- The shifts are planned in such a way that the employee has at least two consecutive days off over a three-week period.
- The employee must be offered at least two weekends off, including both the Saturday and Sunday, during each six-week period, unless it is necessary to deviate from this in order to keep the work running smoothly or unless otherwise agreed with the employee.
In work shift planning, the employer should also seek to schedule days off on consecutive days, avoiding unnecessary single days off.

TWO NEW PARAGRAPHS ADDED TO SECTION 6(13) OF THE COLLECTIVE AGREEMENT AS FOLLOWS:

- 13. The employee is given an at least 35-hour period of uninterrupted weekly rest during each calendar week. The weekly rest can also be organised temporarily, subject to an agreement between the employer and the employee, in such a way that it is adjusted to an average of 35 hours during a period of two weeks, but even in such cases, each week must include an at least 30-hour period of weekly rest.
- *If, in order to maintain the continuity of its activities, the employer requires the employee to come to work temporarily during their rest period or if the technical nature of the work or reasons related to the arrangement of the work do not allow for a complete exemption from work of some employees, the weekly rest can be derogated from.*

TWO NEW PARAGRAPHS ADDED TO SECTION 6(13) OF THE COLLECTIVE AGREEMENT AS FOLLOWS:

- *The time used for work during the weekly rest must be compensated to the employee as soon as possible, but no later than within three months of the performance of the work, by shortening the employee's regular working hours by an amount of time corresponding to the rest period not received. Such work can also be compensated by paying, in addition to any overtime and Sunday work compensation, a separate monetary compensation determined based on the basic component of overtime compensation in accordance with section 9 of the collective agreement (weekly rest pay), if the employee agrees to it.*

SECTION 18 ANNUAL HOLIDAY

- Days from Monday through Friday are holidays, excluding public holidays as referred to in section 7 of the collective agreement. *When an employee's week of annual holiday ends on a Friday, the following Saturday and Sunday are planned to be days off on the shift schedule.*

SECTION 18 ANNUAL HOLIDAY

- **The percentage-based holiday pay schedules (Holiday schedules A, B and C) in section 18(8) of the collective agreement are changed as follows:**
- The schedules provided in a separate document are part of the overall agreement.

SECTION 19 HOLIDAY BONUS

- **The second paragraph of section 19(1) of the collective agreement is changed to read as follows:**
- Once an employer has adopted the five-day holiday calculation, employees are paid 50% of their annual holiday pay, including their hour-specific increments pursuant to section 18, subsection 7 or 8, as a holiday bonus. However, a holiday bonus is not paid for any extra holidays determined in accordance with section 18, subsection 2d.
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- The holiday bonus is calculated on the basis of the regular monthly salary in June, and paid in connection with the July payday, ~~unless minor changes are made to the date of payment by the employer and employee~~ **its time of payment is locally agreed otherwise.**

SECTION 22 SHORT-TERM ABSENCE

- **Part D. of section 22(1) of the collective agreement is changed to read as follows:**
- D. The funeral, *funeral service or interment of an urn* of a family member or close relative.
- Family member means the employee's marital or common law spouse, their children or the children of the employee's spouse, all of whom live in the same household. Children also include **adoptive** and foster children.
- The term "close relative" refers to an employee's family members as well as their parents, grandparents, children, grandchildren, **siblings** and the parents of their spouse.

SECTION 23 SPECIAL PREGNANCY, PREGNANCY AND PARENTAL LEAVE, CHILD-CARE LEAVE AND FAMILY CARER'S LEAVE

- *An employee is also entitled to pregnancy and/or parental pay if they take family leave partway through a study leave pursuant to the Finnish Study Leave Act, provided that the employee, while working, would be entitled to pay for the family leave period in accordance with the stipulations of the collective agreement.*
- *The study leave is interrupted when an employee takes pregnancy and/or parental leave in accordance with the Employment Contracts Act.*
- *The employee must inform the employer of the family leave in compliance with the notification period stated in Chapter 4, section 3 a of the Employment Contracts Act.*

SECTION 25 PROTECTIVE CLOTHING

- **New application instructions are added to section 25 of the collective agreement:**
- Employees who work primarily in unsanitary tasks or tasks that subject clothing to wear and tear are provided with the appropriate protective clothing and the protective equipment required by occupational safety. The employer will pay for the procurement and maintenance of such clothing and equipment. Protective clothing may be agreed on locally.
- ***Application instructions:*** *The term “protective clothing” used in this subsection does not mean protective clothing in accordance with the Occupational Safety and Health Act, which is considered to be personal protective equipment. Personal protective equipment required by occupational safety legislation cannot be agreed on locally.*

SECTION 32 DISPUTE RESOLUTION

- The second paragraph of section 32 of the collective agreement is changed to read as follows and new application instructions are added thereafter:
- **Local negotiations:**
Disputes related to the collective agreement are first negotiated between the employer and the employee or a union representative. The negotiations are begun and conducted without undue delay. Should a resolution not be reached, a *local dispute memorandum* on the points of disagreement and the parties' viewpoints, grounds included, is prepared, if requested by one of the parties. The relevant attachments are appended to the *dispute memorandum*, two identical copies of which are then signed, one copy given to each party.
- **Application instructions:** *A template to the local dispute memorandum is appended to the collective agreement.*
- **Signature protocol entry:** The template is not intended to create a form requirement.

UNION REPRESENTATIVE AGREEMENT

- The term “shop steward” changed to the term “union representative”.
- The following paragraph of section 4(9) of the union representative agreement is removed:
 - ~~In the event that the employment contract of a shop steward is cancelled and the shop steward contests the cancellation, the employer pays an amount equal to the salary of one month, provided that the relevant proceedings are instituted within four weeks of the employment contract’s cancellation.~~
- The second paragraph of section 7(1) of the union representative agreement is changed to read as follows:
 - The signatory organisations emphasise that particularly local agreements, and the related preparations, and change negotiations held in the company usually require an exemption from work that is clearly more extensive than what is normally required.

OSH REPRESENTATIVE AGREEMENT

- **The final sentence of section 3(8) of the agreement on occupational safety and health representatives is removed as follows:**
- The employment contract of an occupational safety and health representative cannot be terminated due to grounds related to the occupational safety and health representative's person without the consent of a majority of employees as referred to in chapter 7, section 10, subsection 1 of the Employment Contracts Act. ~~*This is investigated by the signatory organisation of the occupational safety and health representative or, if the occupational safety and health representative is not a member of any of the organisations, the request is made to all the signatory organisations representing the employees.*~~

WORKING PARTIES

- **Project for improving attraction and retention of employees in the private social services sector**
- **Working party on well-being at work**
- **Statistics working party**
- **Remuneration system working party**
- *Local agreement working party*
- *Collective agreement clarification working party*

OTHER MATTERS TO BE AGREED UPON

- **Cooperation to support workplaces**
- The parties agreed on cooperation in which they will prepare instructions for workplaces on the use of framework agreements and fixed-term employment relationships. The parties will release the guidance during March 2026.
- The parties also agreed on cooperation to review the guidance on the use of fixed-term employment relationships and, if required, update it based on any future legislative amendments. The detailed method and timetable of cooperation will be agreed separately.

COOPERATION TO SUPPORT WORKPLACES

- The parties have agreed to support local cooperation and dispute resolution by preparing a template to support local dispute negotiations in accordance with section 32 of the collective agreement (Appendix 1). The template will be made available on the agreement parties' websites electronically and appended to the collective agreement.
- The parties have agreed to support workplaces by preparing an updated template of the employment contract. The template will be made available on the agreement parties' websites electronically by 15 January 2027 and appended to the next collective agreement.

THE GENDER EQUALITY AND NON-DISCRIMINATION WORK OF THE PARTIES TO THE AGREEMENT

- The parties to the agreement consider the inclusion of gender equality and non-discrimination viewpoints to be important when developing the provisions of the sector's collective agreement and the practices followed in the sector.
- The negotiating parties commit to review the evaluation of the collective agreement's equality and gender impacts as part of the negotiation process and the collective agreement clarification work. The parties have agreed on the updating of the collective agreement's terminology and terms. Updating of the terms does not impact the prior interpretation.

THE GENDER EQUALITY AND NON-DISCRIMINATION WORK OF THE PARTIES TO THE AGREEMENT

- As part of the collective agreement, the parties to the agreement have included the previously agreed interpretation of section 23 of the collective agreement, according to which an employee is also entitled to pregnancy and/or parental pay if they take family leave partway through a study leave as referred to in the Finnish Study Leave Act.
- As part of the gender equality work between the negotiating parties, the negotiating parties have agreed on cooperation to monitor the use of fixed-term employment relationships and the impacts of any legislative amendments on private social services sector employment relationships.

THE GENDER EQUALITY AND NON-DISCRIMINATION WORK OF THE PARTIES TO THE AGREEMENT

- The negotiating parties consider it important to regularly review the sector's gender equality-related practices. To support gender equality in working life and the more equal division of family leave, the negotiating parties recommend, for example, that local practices are agreed to support employees breastfeeding their child under the age of one by ensuring that they have the opportunity to take short breaks to breastfeed or pump milk during the workday.



THANK YOU!