

Orpo Government to change labor law

The Union of Professional Engineers in Finland is a non-partisan trade union with over 75,000 members. It is a member of the Akava trade union confederation.

The Union does not oppose the Government of Finland, but it does object to some sections of the Government Program. The Government Program contains many good points, including investments in school education, research and development, and industry.

The Union reserves the right to object by different means to changes to labor law which weaken its members' standing, changes which are introduced by unilateral diktat, not negotiation. The Union is always willing to negotiate and agree on the bigger picture.

Below are the Government's intended changes. The changes that the Government is already preparing now are colored purple.

Weaker working conditions

- First day of sick leave to be unpaid.
- Agreements to be allowed at individual workplaces which are weaker than legislation, without a shop steward being involved.
- Dismissals on personal grounds to be made easier: in future, an "objective" reason will suffice.
- No particular grounds will be required for a fixed-term contract (of 12 months).
- The warning period for furloughs will be reduced to seven days.
- The Co-operation Act will only be observed in companies of over 50 employees.
- The notification period for change negotiations will be halved.
- The export-driven salary model will be enacted in law.

Restrictions to the right to strike

- The right to support strikes and political strikes will be restricted.
- An employee who participates in a strike will be fined €200 if the strike is deemed illegal.
- The strike fines to be paid by trade unions are to be increased dramatically.

Cuts to unemployment security

- Earnings-related unemployment benefit will be cut by 20% after just two months of unemployment.
- Employees will now need to have been worked for 52 weeks to be eligible for earnings-related unemployment benefit.
- The qualifying period for unemployment security will be extended to 7 days.
- The exempt amount for adjusted unemployment benefit, €300/month, will be abolished.
- The vacation compensation paid at the end of employment will prevent payment of unemployment benefit during the period equivalent to the untaken vacation.
- Older unemployed people's security will be weakened by removing the additional benefit entitlement days for the over -58s.

Significant changes

- Adult education support will be abolished from August 1st, 2024.
- The threshold for the commuting expense tax deduction will rise.
- A foreign employee's employment-based residence permit expires and he or she must leave Finland if he or she is unable to find a new job within three months of the end of the expiration.

