

**FINNAIR**



# COLLECTIVE LABOUR AGREEMENT

between

**FINNAIR PLC**

and

**FINNAIRIN INSINÖÖRIT**

**ja YLEMMÄT**

**FINTO RY**

concerning

Finnair Plc

1 March 2023 – 28 February 2025

***\*\*In case there are any inconsistencies, the Finnish version shall prevail\*\****

1 March 2023–28 February 2025

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## 1 GENERAL

### 1 § Scope of the Agreement

This collective labour agreement (hereinafter the Agreement) shall apply to the individuals engaged in duties included in sector 08 in the employment of Finnair Plc, Finnair Cargo Oy, Finnair Technical Services Oy, Finnair Kitchen Oy and Oy Aurinkomatkat – Suntours Ltd. Ab. The Agreement shall not apply to the Company management or experts in corresponding positions. Hereinafter, the employer shall be referred to as the Company and the senior salaried employee as the Employee. FINNAIRIN Insinöörit ja Ylemmät FINTO ry shall hereinafter be referred to as the Association.

**Instructions for application:** The contracting parties agree that any changes to the organisation structure shall not restrict the scope of this Agreement.

### 2 § Right of assembly

The Association may organise meetings regarding matters of employment at the workplace outside working hours. If the meeting arrangements and procedures are agreed upon in advance with the Company, the organisers of the meeting shall have the right to invite representatives of the Association, the Federation of Professional and Managerial Staff YTN and the relevant central organisation to the meeting.

### 3 § Management and distribution of work and freedom of association

The Company has the right to manage and distribute work and to employ and terminate the employment of Employees regardless of whether they belong to a trade union or professional association. The freedom of association is mutually inviolable.

## 2 EMPLOYMENT

### 4 § Start of employment

The employment contract is made in writing and, if possible, before the start of employment, however no later than within 1 month of the start of employment. A probationary period, in accordance with the Employment Contracts Act, shall be applied at the beginning of the new Employee's employment, during which the employment contract can be mutually terminated without a period of notice. If the Employee transfers within the group, a clause on a probationary period may be included in the new employment contract between the Employee and the Company provided that the Employee's new duties considerably differs from the previous duties. If, under such circumstances, the employment is terminated on the basis of the probationary period, the Employee shall return to the position specified in the previous employment contract with the terms and conditions stated in the previous contract.

### 5 § Termination of employment

If the Company terminates the employment contract of the Employee, the following periods of notice shall be applied when the employment has continued for:

no more than one year	14 days
more than 1 but no more than 4 years	1 month
more than 4 but no more than 8 years	2 months



more than 8 but no more than 12 years	4 months
more than 12 years	6 months

The Employee shall follow a 14-day period of notice if the employment has continued for no more than 5 years and a one-month period of notice if the employment has continued for more than 5 years. However, the Employee can be released from work sooner than the aforementioned periods of notice if separately agreed upon between the Employee and the Company.

The parties can agree on a 2-month period of notice in the the employment contract (primarily applicable only to JG3 level duties if required by complexity and nature of the duties). Should the employment of an Employee continue for more than 8 years, the above-listed longer periods of notice stated above shall be followed.

## **6 § Lay-off**

The period of notice concerning lay-offs is 1 month. In exceptional circumstances, the Company and the employee representative shall aim to agree on a shorter period of notice, however not shorter than the minimum period set out in the Employment Contracts Act.

## **3 SALARIES**

### **7 § Salaries**

The Company agrees to comply with an individualised, rewarding and encouraging salary policy. The salary of the Employee is agreed upon between the Company and the Employee in the employment contract. Salary schemes shall be developed in co-operation with the Association acting as the contracting party in order to reach individualised and encouraging salaries. In addition, the parties may separately agree on a general increase of Employees' salaries. The Employee's salary shall be determined as monthly salary with fringe benefits.

When calculating the hourly salary of the Employee with monthly salary, the monthly salary shall be divided by 148. When calculating the daily salary of the Employee with monthly salary, the monthly salary shall be calculated by dividing the monthly salary by the number of working days included in the pay period. The daily salary of the Employee with monthly salary shall be calculated by multiplying their hourly salary by the number of working hours in a normal working day.

The payday shall be the last day of each month or the weekday preceding it. The specified paydays shall also be complied upon termination of employment. In case the time between the termination of the employment and the payday thus determined is less than 10 days, the 10-day salary calculation period shall apply.

### **8 § STI incentive scheme**

Personal targets and incentives shall be set to each Employee to achieve them in accordance with the policy as in force from time to time.

## 4 WORKING HOURS

### 9 § Regular working hours

#### 9.1 § Regular working hours

The maximum regular working time is 7 hours 30 minutes a day and 37.5 hours a week. The break not included in the working hours is 30 minutes. The 30-minute break shall also be followed in locally agreed working hours.

The weekly day offs of an Employee with regular working hours are Saturday and Sunday. Work performed on days off shall be considered additional, call-out or over-time work.

#### 9.2 § Deviation from working hours regulation

##### **Local agreement**

The provisions of Article 9 of the Agreement and the employment contract concerning working time may be deviated from by agreeing locally that the regular working time may be extended by a maximum of 24 hours per year. However, the parties shall in all cases comply with the compelling provisions of the Working Time Act.

The working hours mentioned herein are regular working hours which shall be compensated for with basic salary and possible shift or other circumstance-based allowances. In case the working hours take place on bank holidays, the regulation of Working Hours Act concerning Sunday hours shall be followed if not otherwise agreed in writing with the employee representative.

When planning the arrangement, the necessity of the arrangement, the benefits for the company as well as the parties' needs relating to working hours shall be discussed. The parties shall also discuss the implementation of the arrangement. The agreement shall be concluded with the employee representative in writing. The purpose of the locally agreed arrangement is to promote such working hour solutions which consider both the company's and the employees' needs.

#### 9.3 § Model for reducing working hours

The working hours reduction model applies to all forms of working hours with the following conditions:

- The Employee is at least 58 years old. Reduced working hours can also be agreed upon with employees under the age of 58.
- For shift workers, the reduction is implemented in accordance with the local agreement model, primarily always 20%, as whole shifts.
- According to the resource situation, the Company shall have an approving approach towards reductions.
- Working hours are reduced by 10–20%; other arrangements can also be agreed case-by-case. The reduction of working hours shall be implemented either as whole shifts or as shorter daily working hours.
- Should the Company refuse to agree on a reduction of working hours, the grounds for refusal must be stated. If necessary, such cases shall be reviewed by the Company and the employee representative.

- The period of transition is agreed case-by-case, with the purpose of transitioning to the reduced working hours as soon as possible considering the circumstances.
- Agreements on the reduction of working hours are valid until further notice or, if desired by the employee, for a fixed-term period.

## 10 § Additional work

Working hours exceeding the regular daily working hours of 7 hours and 30 minutes up to 8 hours and the regular weekly working hours of 37,5 hours up to 40 hours are considered additional work.

Additional work carried out between 7 hours 30 minutes and 8 hours in a day and between 37,5 and 40 hours in a week shall be compensated for by a salary increase of 50%. When applying the average weekly working hours as set out in Section 15 of this Agreement, additional work shall be compensated for as follows:

Additional work carried out for 0.5 hours in addition to the regular daily working hours under the adjustment system and the next 2.5 hours in addition to the regular weekly working hours under the adjustment system shall be compensated for by a salary increase of 50%.

## 11 § Overtime

Work performed at the initiative of the Company in addition to the maximum regular working hours set out in the legislation is considered overtime. Overtime work shall be compensated in accordance with the Working Hours Act. In addition to the grounds set out in the Working Hours Act, the following shall be applied to overtime work:

1. Should the work performed by the Employee continue over midnight, such work is included in the work of the preceding day when calculating the additional and overtime compensation, until the Employee's regular working hours normally begin. Such hours shall not be taken into account when calculating the regular working hours of the latter day.
2. Should the overtime mentioned in Paragraph 1 exceed 7 hours, a paid day off is reserved for the next shift if the shift would take place the following day. If this is not possible, the work carried out during regular working hours shall be compensated for by a salary increase of 100%.
3. When applying the average weekly working hours set out in Section 15 of this Agreement, overtime is considered as work carried out in addition to the regular working hours under the adjustment system, however not insofar as the working hours are, on average, shorter than 8 hours a day and 40 hours a week.
4. Daily and weekly overtime performed on a Saturday or a public holiday or the eve of public holidays shall be compensated for by a salary increase of 100%.
5. Additional work and overtime shall primarily be compensated in money in accordance with the increase components. If agreed, the overtime increase or the entire salary for the duration of overtime can be exchanged to corresponding free time.



6. For shift workers, work carried out in addition to regular working hours shall be considered overtime and compensated for by a salary increase of 50 % for the first two hours and the following hours by a salary increase of 100%.

## **12 § Call-out**

Call-out work shall be compensated in money. The Employee and the Company can also agree otherwise on the compensation for call-out work.

### **12.1§ Calling in an employee outside working hours**

If the Employee is called in for a shift commencing within 24 hours of the call, the work is considered call-out. This shall not apply when continuing a normal shift as overtime.

The Employee called in for work shall be compensated for the actual time spent getting ready for work, finishing work and the commute, however at least 2 hours. The call-out working hours shall be compensated for by a salary increase of 100%. Should the call-out work commence before 11 p.m. and continue past 3 a.m. the following morning, a paid day off is reserved for the next working day if the working day would take place the following day. If this is not possible and the call-out work continues with work performed during regular working hours, the work carried out during regular working hours shall be compensated for by a salary increase of 100%.

## **13 § Shift work**

The Employee and the Company can agree on the Employee's transition to shift work. The terms and conditions of shift work can be locally agreed on between the employee representative and the Company. Compensation for work on Saturdays and public holidays can be agreed in the local agreement.

An evening supplement of 13% of the basic salary for work carried out between 3 p.m. and 11 p.m. and a night supplement of 25% of the basic salary for work carried out between 11 p.m. and 6 a.m is compensated to the Employee working on shift hours. Working hours carried out between 3 p.m. on Christmas Eve and midnight on Christmas Day shall be compensated for by triple the amount of hourly salary as an additional supplement. Working hours carried out between noon and midnight on Midsummer Eve shall be compensated for by a 25% increase to the basic salary unless otherwise agreed locally. Work carried out on a Sunday or a religious holiday shall be compensated for by a Sunday work supplement increased by 100%. In addition, evening and night supplements are paid normally.

## **14 § Compensation for additional work and overtime**

### **14.1 § Compensation according to hours worked in money or free time**

Additional and overtime work is primarily compensated for in money in accordance with the increase components. The overtime increase or the entire salary for the duration of overtime can, if specifically agreed, be exchanged to corresponding free time.

### **14.2 § Fixed monthly compensation**

Additional and overtime work can be agreed to be compensated for with a separate and specifically determined fixed monthly compensation. The compensation shall be agreed in a target/performance discussion between the relevant Employee and their supervisor, consulting the unit's head of HR. The agreement should be concluded in





writing and indicate the grounds for compensation and the amount. Should the circumstances significantly change during the period specified in the agreement, each party may request re-negotiation on the contents of the agreement.

### **14.3 § Reporting working hours**

Working hours shall be reported in accordance with the Company's guidelines. The working hours report shall be approved by the supervisor.

## **15 § Locally agreed working hours**

### **15.1 § Parties to the local agreement**

The local agreement can be concluded between the Employee and their supervisor or the or the employee representative and the Company.

### **15.2 § Average regular working hours**

The arrangement of an Employee's regular weekly working hours can be locally agreed so that they amount, on average, to 35 hours a week within a maximum period of 52 weeks, however, taking into account the effect of days off shortening the working hours as set out in Section 16. In addition, at least the duration of the roster to be published, the publication, the maximum regular working hours per roster, the placement of shifts, and the maximum and minimum duration of shifts shall be agreed upon. The rest period placed after a series of night shifts shall be taken into account.

The working hours adjustment system must be prepared at least for a period during which the regular weekly working hours are balanced to the specified average. The adjustment period should include, on average, 2 days off per week, at least one of which should be a monthly weekend day off (Sat and Sun) outside the summer holiday season. The roster to be published shall contain at least the start and end times of the regular daily working hours and the days off. The Employee must be informed of the working hours adjustment system at least 2 weeks before the implementation thereof.

### **15.3 § Temporary extension of working hours**

Regular daily working hours can be temporarily extended with 2 additional hours by local agreement provided that the number of weekly hours are balanced to 37,5 regular weekly working hours within a maximum period of 4 weeks. The weekly working hours shall not exceed 48 hours. The extension shall be agreed upon no later than on the day preceding the day on which the extended working hours are applied for the first time.

## **16 § Days off when applying regular working hours**

List of paid holidays:

- midweek holidays
- Saturday in the week of New Year's Day
- Saturday in the week of Epiphany
- Easter Saturday
- Saturday after Easter
- Saturday in the week of Ascension Day
- Saturday in the week of May Day
- Midsummer Eve



- Saturday in the week of Finnish Independence Day
- Christmas Eve
- Saturday after Christmas

The aforementioned days are also comparable to working days.

Bank holidays, Easter Saturday, Midsummer Eve and Christmas Eve shall not consume annual holidays.

## **17 § Stand-by**

Should the Employee be obligated to be on stand-by during their free time as agreed in advance so that they can be called in for work if needed in the agreed manner, the Employee is entitled to half of the salary calculated from the monthly salary for the time spent on stand-by without performing work.

Stand-by shall not be included in working hours. However, for reasons of expediency, the stand-by is aimed to be compensated for by a fixed supplement, agreed case-by-case.

## **5 TRAVEL REGULATIONS**

### **18 § Travel expenses and travel time compensation**

1. The duties of the Employee may also include travelling. The business trip must be carried out in an appropriate manner so that it does not require more time or expenses than is absolutely necessary for the performance of the duties.
2. The business trip shall be carried out and travel expenses incurred by the Employee as well as the daily allowance shall be compensated to the Employee in accordance with the Company's travel policy as in force from time to time.
3. The Company shall compensate the expenses incurred for obtaining a visa to the Employee considering the tax authorities' interpretations.
4. The travel time is not included in working hours.
5. If the travel takes place even partially on a weekend (Sat. and/or Sun.), the Employee shall be granted free time corresponding to the travel time. The date and time of such free time shall be agreed upon between the Employee and the supervisor.

## **6 RIGHT TO SALARY DURING ABSENCE**

### **19 § Sick leave**

The total amount of sick pay paid to the Employee each calendar year as a result of incapacity for work caused by sickness, accident, defect or injury shall be as follows:

The employment has lasted for less than 1 year; for 1 month



The employment has lasted for at least 1 year but less than 5 years; for 3 months  
The employment has lasted for at least 5 years; for 6 months

Should the incapacity for work continue uninterrupted over the turn of the year without the Employee returning to work, the turn of the year will not entitle the Employee to an extended right to sick pay. If an Employee falls ill, they must immediately report the illness to their supervisor. Upon request, the Employee must present a medical certificate provided by the Company's occupational health physician or other medical certificate approved by the Company regarding their illness. If the Employee has, at the time of concluding the employment contract, knowingly kept their illness as secret from the Company, or deliberately or through gross neglect caused their incapacity for work, the Company shall not be obligated to pay sick pay for the duration of the illness. The full salary, including fringe benefits, shall be paid for the duration of the incapacity for work at the rate of which the Employee would have earned during regular working hours.

In other than regular, daily work, the sick pay shall be based on the average hourly earnings calculated every quarter of a year after 1+5 days of incapacity for work.

## **20 § Temporary absence**

### **20.1 § Leave for maintaining working ability**

The Employee is entitled to two days off for maintaining their working ability each year provided that the Employee has reached the age of 50 by 30 December 2020 and the employment at Finnair group of companies is in force on the relevant birthday. One of the days may be a health promotion day organised for the department or the work community.

### **20.2 § Other temporary absences**

The supervisor may grant one day off for a funeral of next of kin.

A short, temporary leave granted due to a sudden illness in the family, the passing of a loved one or other important reason shall not be deducted from the Employee's salary and annual holiday.

Application guideline:

- a) The duration of a short, temporary leave shall be determined in relation to the situations referred to in the policy and the required travel time.
- b) The duration of a short, temporary leave may be 1, 2, 3 or maximum 4 working days.
- c) In this context, next of kin refers to the Employee's relatives in the descending or ascending generation, such as a spouse, children, the Employee's or their spouse's parents, and their siblings and grandparents.
- d) The parent of a child who is not living in the same household has the same right. Granting paid leave requires both parents to be gainfully employed or that the parent is a single parent and that the requirements of proving the Employee's own illness are followed in proving the child's illness.

## **21 § Pregnancy and parental leave and child-care leave**

The Employee's right to pregnancy and parental and child-care leave is determined in accordance with the Employment Contracts Act, the Sickness Insurance Act and the Decree on Sickness Insurances. The Employee is paid a full salary for 3 months from

the beginning of the pregnancy leave, provided that the employment has lasted at least 6 months before childbirth. If the Employee has adopted an under-school-age child, the Employee is entitled to a paid leave directly related to the adoption on the same conditions as if the Employee was the birthing parent and was granted 3 months' paid leave from the beginning of the pregnancy leave.

The Company and the Employee may agree on work to be carried out during the pregnancy leave. However, the work shall not be hazardous to the mother or the child. Work to be carried out within six weeks after childbirth can only be agreed upon if the work is extremely light and its safety is proven with a medical certificate. The agreed work carried out during pregnancy leave may be discontinued by both the Employee and the Company at any time.

## **22 § Order to military refresher course or other duties related to national defence**

If the Employee is ordered to attend a military refresher course, mental national defence courses, civil defence courses or similar, salary is paid for such period. The reservist's wages paid by the Finnish Defence Forces shall be deducted from the salary. The days that would have constituted working days during this period shall be considered equal to working days.

The reservist's wages paid for days off shall not be deducted from the salary.

## **7 ANNUAL HOLIDAY AND HOLIDAY BONUS**

### **23 § Annual holiday**

The annual holiday and its compensation shall be determined according to the Annual Holidays Act, however so that Employees whose employment has continued for at least 14 years without interruptions by the end of the holiday credit year and who have gained the full 12 holiday credit months have the right to 36 weekdays of annual holiday. In terms of the annual holiday pay and the annual holiday compensation, the salary of the day of holiday is calculated by dividing the monthly salary by 25.

The annual holiday pay is paid according to pay periods for the duration of the annual holiday, unless the Employee asks to be paid before the start of the holiday or part thereof. In such cases, the Company shall aim to pay the annual holiday pay at least three days before the start of the holiday. The aforementioned request shall be presented to the Company at the latest when the holiday or a part thereof is approved.

### **24 § Holiday bonus**

The Employee is entitled to a holiday bonus equalling 50% of their annual holiday pay. The holiday bonus is paid on 31 May for summer holiday and on 30 November for winter holiday in connection with the usual payday. The Company and the Employee may agree on replacing the holiday bonus with corresponding free time. Such free time must be taken by the end of March in the year following the holiday credit year, unless otherwise agreed upon between the Employee and their supervisor.

The holiday bonus is also paid in connection with potential holiday compensation if the employment is terminated for other reasons than deriving from the Employee. The Employee who is retiring or starting a disability pension shall receive 50% of the holiday bonus to which they are entitled to.



## **8 VARIOUS BENEFITS**

### **25 § Compensation for service as an instructor**

Minor training activities are considered part of the Employee's duties. More regular or project-type training events of at least 9 hours shall be agreed upon with a personal employment contract (OPO contract). The contract will take into account any loss of earnings resulting from training activities and the impact on other workload.

### **26 § Right to staff tickets**

Employees are entitled to staff tickets in accordance with the Company's Staff Travel regulations as in force from time to time.

### **27 § Insurance**

The Company shall arrange at its own expense a group life insurance for the Employees. The Company shall inform the employee representatives of the contents of the group life insurance.

### **28 § Pension**

The Employee's right to supplementary pension shall be determined according to the regulations of the Finnair Pension Fund.

### **29 § Training compensation**

When the Company provides vocational training for the Employee or sends the Employee to training events relating to their profession, the direct costs of such training shall be compensated without reducing the Employee's monthly salary. If the training takes place in a different locality, the daily allowance and other compensations for expenses shall be paid in accordance with the travel policy.

### **30 § Amendments to policies**

If there are any changes to the Company policies applicable to the Employee or if new policies are prepared, the Association acting as a contracting party shall have the opportunity to issue a statement on such changes or policies sufficiently in advance before their approval.

## **9 NEGOTIATION ORDER AND DISPUTE RESOLUTION**

### **31 § Employee representative**

#### **31.1 § Election and duties of employee representative**

Employees may elect from among themselves a chief employee representative as well as employee representatives per each full or partial group of one hundred (100) employees. The number of represented employees is annually confirmed with the Company on the basis of employee lists for sector 08 obtained by the end of September.

### **31.2 § Employee representative's position and protection against dismissal**

In terms of their employment, an employee representative must not be placed in a position that is inferior to other Employees due to their position as an employee representative. An employee representative elected in accordance with this Agreement is covered by protection against dismissal under Chapter 7, Section 10 of the Employment Contracts Act. The protection against dismissal shall be valid for 6 months after the termination of their position as employee representative. The employee representative must be provided the same opportunities and related benefits as the other representatives in terms of participating in training that is considered necessary by the unions for the management of the representative's duties. The Company and the employee representative must, during the validity of the position as employee representative, assess whether the maintenance of their professional skills for the previous or corresponding work requires the type of professional training also organised for other Employees.

### **31.3 § Obligation to inform**

The Company shall ensure that the employee representatives are informed of any matters directly or indirectly concerning the Employees of the workplace in question as early as possible. In case of any ambiguities or disputes concerning the matters related to the employment of an Employee, the employee representative must be provided with all the necessary information to investigate the disputed issue at the initiative of the Employee.

Employee representatives must be provided, automatically at least once a year, the following information on the Employees included in the scope of this Agreement:

1. Information about new Employees is provided as soon as possible, however no later than 4 months after the beginning of the employment.
2. In addition, the chief employee representative has the right to receive the following information in writing from their field of operation:  
name of the employee, job description, temporary/permanent position, full-time/part-time position, the job grade and the start date of employment.
3. Salary statistics data on the monthly salaries of the Employees included in the scope of this Agreement, including fringe benefits, twice a year.
4. The right to review the list prepared according to labour legislation of call-out and overtime work conducted by Employees within the employee representative's field of operation and the increased salaries paid for such work. The above-specified information shall be provided for the employee representative confidentially and for the purpose of performing the employee representative's duties. Information covered by data protection must not be disclosed to other people without personal consent from the party in interest. The employee representative must not disclose any type of information to parties outside the Group. In other respects, the rules of the Confederation of Finnish Industry and Akava/Federation of Professional and Managerial Staff YTN regarding the contact person system shall be followed.

### **32 § Occupational safety and health delegate**

When an Employee acts as an occupational safety and health delegate or as deputy thereof, they shall be granted exemption from their duties so that they can manage



both their duties and their necessary cooperative tasks as delegate during their regular working hours.

### **33 § Resolution of disputes**

Any dispute concerning the interpretation or infringement of this Agreement or other matter of employment shall first be negotiated between the Employee in question and their supervisor. If a resolution is not reached, the Employee shall have the right to forward the case to be processed by a more senior supervisor. An employee representative can assist or represent the Employee in this matter. If no resolution can be reached, the matter shall be negotiated between the employee representative and a representative of the Company in charge of the Employees' employment issues.

If necessary, the matter can be locally negotiated between the Association acting as a contracting party and the Company's advisory committees. Each party can make the initiative and the negotiation proposal must be issued in writing. Local negotiations shall be started as soon as possible, however no later than within 2 weeks of issuing the negotiation proposal. The date and time of the next negotiation meeting shall be agreed upon in the negotiations, if necessary. If requested by a party, a memorandum shall be drawn up of the local negotiations recording the relevant dispute and the views of the parties. If a local resolution is not achieved, the unions can be requested, if desired by one of the parties, to issue a settlement proposal to resolve the dispute. Here, 'the unions' refer to the Service Sector Employers Palta and the Federation of Professional and Managerial Staff YTN.

If no resolution is reached, each party can bring the case to the Finnish Labour Court.

## **10 OTHER REGULATIONS**

### **34 § Benefits granted by employment contract**

This Agreement shall not weaken any benefits granted to the Employee in an employment contract or other agreement.

### **35 § Binding strength of the Agreement and commitment to industrial peace**

This Agreement is binding upon its parties, referred to in Section 1, who, during the validity of the Agreement, have been bound by it in accordance with Section 4 of the Collective Agreements Act. Finnair Plc and FINNAIRIN Insinöörit ja Ylemmät FINTO ry are obligated to ensure that those bound by the Agreement do not infringe the provisions of the Agreement. Any industrial action is forbidden during the validity of this Agreement.

### **36 § Validity of the Agreement**

The Agreement shall be valid for a period of one + one year (between 1 March 2023 and 28 February 2025).

#### **Salary increases 2023**

No increases will be implemented.

**Instructions for application:** This clause shall not restrict personal salary increases.



### Salary increases 2024

The general increases for the second year shall be separately negotiated. Should the parties not reach an agreement by 31 January 2024 at the latest, this Agreement shall expire on 29 February 2024.

This contract has been executed in two identical copies, one for each contracting party.

Vantaa, 16.6.2023

*Johanna Karppi*

Johanna Karppi

*Miikka Vuorinen*

Miikka Vuorinen

*Merja Lindberg*

Merja Lindberg

*Mari Lappalainen*

Mari Lappalainen

*Hannu Parkkonen*

Hannu Parkkonen

*Risto Vehkamäki*

Risto Vehkamäki

Finnair Oyj and its subsidiaries

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