

WHAT IF...

YOU ARE IN SHORT-TERM EMPLOYMENT?

You might encounter problems in your employment also if you are part-time, fixed-term or agency-employed. Your union and union representative can help to solve issues related to wages and other terms of employment if you are a member.

Even if you are in short-term employment you accumulate the condition regarding previous employment entitling you to earnings related unemployment allowance. The length of the condition regarding previous employment of a wage-earner is 26 calendar weeks. This means that the condition can be met in about 6 months. Each week during which you have worked at least 18 hours paid according to the collective agreement accumulates the condition regarding previous employment. The period of work doesn't have to be uninterrupted, but the condition regarding previous employment needs to be met during a period of 28 months preceding the unemployment.

This 28-month period can be extended if you have for a justified reason, for example studying, having children, illness or military service, been out of the labour market. The period can be extended to up to 7 years.

YOU ARE STILL A STUDENT?

If you are studying the food industry in a vocational institution, becoming a student member of SEL pays off. Student membership is free.

If you work during the summer or alongside your studies, pay the union membership fee from your wages and accumulate the condition of previous employment in case of possible unemployment and earnings related unemployment allowance.

YOU ARE ALREADY MEMBER OF YTK?

If you are member of YTK (General Unemployment Fund, also known as Loimaan kassa), you should quickly switch to a union representing your own sector and an unemployment fund working in co-operation with that union.

YTK is just an unemployment fund, not a trade union. This means that YTK does not negotiate on terms of employment or campaign for improved wages, working conditions or unemployment benefits.

Being member of just the unemployment fund won't help if you are getting paid too little, if your contract is illegally terminated or if you suffer an accident at your workplace.

**THE UNION BELONGS TO EVERYONE,
EVERYONE BELONGS IN THE UNION!**

MAKE THE RIGHT DECISION AND JOIN THE UNION, IT DOESN'T COST TOO MUCH!

SEL membership always pays off, regardless of the type of employment contract you have. Union membership provides security in case of any problems arising in working life. It also allows you to accumulate earnings related unemployment allowance. The union membership fee includes unemployment fund membership.

SEL membership fee is 1.7% of your gross salary. Your employer can deduct the membership fee from your salary directly, or if you prefer you can calculate and pay the membership fee to the union every month yourself.

The membership fee is tax-deductible. When union membership fees are deducted in your final taxation, you pay less for membership than what is stated in your payslip.

HOW TO JOIN

You can become a member of SEL by filling in a membership application together with the union representative at your workplace. You can also join at www.selry.fi/liity or at regional office of SEL.

If you are already a member of SEL, recommend membership to your colleagues or students in the field.

QUESTIONS?

Find out more by talking to the union representative at your workplace. You can also find out more by calling 020 774 004 or visiting our website at www.selry.fi.



LOOK AFTER YOURSELF AND YOUR COLLEAGUES!

THIS BROCHURE TELLS YOU ABOUT THE
BENEFITS OF BEING A MEMBER OF SEL.



Spend just 10 minutes of your time to read about the benefits of being a member of a trade union.

START
HERE:

1

THE PEOPLE

The Finnish Food Workers' Union SEL is a trade union for people working in the food industry. Work done by SEL members includes preparing, packing and storing food goods and maintenance and repair work. Union membership is the best way to keep yourself protected in working life and in case of unemployment. Membership of SEL is a good way to protect yourself and your colleagues.

2

TERMS OF EMPLOYMENT

SEL negotiates national collective agreements with industry unions. These agreements define minimum levels of wage and other employment terms such as working time, overtime compensation, holidays, holiday bonus and sick pay for food industry employees. At the local level it's then possible to agree on terms that are better than the collective agreement, but not worse.

3

STRENGTH

The more union members there are at your workplace, the more power the union representative and union have to negotiate employment terms with the employer.

6

POWER

As member you have a say on the activities of the union. At your own workplace you have the right to take part in improving employment terms and working conditions, choosing the union representative and occupational safety delegate, and meetings of the shop-floor committee.

Each union member is a member of a union branch. You can participate in the activities, meetings and events of your own union branch. Members decide collectively in meetings how to use membership fee money. Branches organise e.g. training, leisure time activities and offer various membership benefits.

5

SUPPORT

SEL takes care of its members' interests and ensures that the rights of employees, the law, collective agreements or other agreements are not violated in workplaces.

If you have a question about your terms of employment or have a dispute over them with your employer, or if you have an accident at work, the union will advise and support you in finding a solution.

Your union representative is there to help. If your workplace doesn't have a union representative, you can be in direct contact with a regional office of SEL. If the dispute is not solved through negotiation, the union will take the matter to court if necessary.

4

RESPECT

As member you are part of improving terms of employment and working conditions and creating better appreciation of people working in the food and drink industry in Finland. Union membership means that you respect yourself and your own work.

7

SECURITY

When you join SEL, you automatically join the Finnish Food Workers' Unemployment Fund. The union membership fee includes unemployment fund membership. If you are unemployed or laid off, you will receive earnings related unemployment allowance, which is significantly better than the basic unemployment allowance. If you are on job alternation leave, the fund will pay job alternation leave compensation.

8

BENEFITS

As a member you have access to the union representative and occupational safety delegate at your own workplace as well as services offered by the union.

SEL's regional offices provide services to members in all matters related to employment contracts, terms of employment, unemployment benefits and union membership.

In addition to taking care of members' interests, the union organises training and leisure time activities and offers benefits. As member of the union you can participate in events of the union and its branches, such as cruises and Summer and Winter Events. You will also receive SEL's Elintae magazine and the right to use the union's and unemployment fund's electronic services. Find out about other membership benefits at www.selry.fi.

THIS ALL SOUNDS GOOD, BUT...