

MAKE A SMART DECISION: CHOOSE A TRADE UNION AND JOIN SEL!

The Finnish Food Workers' Union SEL is a trade union for people working in the food industry. Union membership is the best way to keep yourself protected in working life and in case of unemployment.

As member of SEL you are part of improving terms of employment and working conditions and creating better appreciation for employees. Union membership means that you respect yourself and your own work.

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 takes care of its members' interests and ensures that the rights of employees, the law, collective labour 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.

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 magazine Elintae and the right to use the union's and unemployment fund's electronic services. Find out about other membership benefits at www.selry.fi.

**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.



SEL | PL 213 | 00531 Helsinki | 020 774 004 | selry.fi



SEL OR YTK?

COMPARE WHICH ONE
IS WORTH JOINING.



SUOMEN ELINTARVIKETYÖLÄISTEN LIITTO

SERVICES AND BENEFITS FOR MEMBERS

	THE FINNISH FOOD WORKERS' UNION SEL AND THE FINNISH FOOD WORKERS' UNEMPLOYMENT FUND	GENERAL UNEMPLOYMENT FUND YTK, ALSO KNOWN AS THE "LOIMAAN KASSA"
1 Pays earnings-related allowance if you become unemployed or laid off	YES	YES
2 Pays job alternation leave compensation if you take job alternation leave	YES	YES
3 Charges a membership fee proportional to your salary	YES <small>small income members pay less membership fee than high income members</small>	NO <small>a food worker and production manager pay the same amount of membership fee</small>
4 The membership fees you pay are income tax deducted	YES	YES
5 Negotiates a collective labour agreement with the industry union defining the minimum levels of wage and other employment terms such as working time, overtime compensation, holidays, holiday bonus and sick pay for food industry employees	YES	NO
6 Works towards improving salaries and other employment terms and working conditions, employment legislation and unemployment benefits	YES	NO
7 Ensures that the rights of employees, the law, labour agreements or other agreements are not violated in workplaces	YES	NO
8 Gives advice if you have questions about terms of employment or work related social security	YES	NO
9 Supports you in solving problems with your employer, for example if you are paid too little, your contract is terminated illegally, you become ill or lose your ability to work or suffer an accident at your workplace	YES	NO
10 Represents your interests in co-determination negotiations, and negotiates for preserving your position	YES	NO
11 Provides you free legal help and service if your employment dispute is not solved through negotiating with your employer	YES	NO
12 You have the right to take part in choosing your workplace union representative as well as the activities, meetings and leisure time events of the shop-floor committee and union branch	YES	NO
13 Gives training on interest representation at the workplace	YES	NO
14 Campaigns for creating better appreciation for people working in the food and drink industry in Finland	YES	NO