

# SEL or YTK?

Compare which one is worth joining.



FINNISH FOOD WORKERS' UNION

*The union belongs to everyone, everyone belongs in the union!*

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

## Do you know why you have these rights?

	The collective agreement negotiated by your trade union SEL	Finnish legislation
1. Wage increases	Yes	No
2. Minimum wages	Yes	No
3. Early morning hours compensation	Yes	No
4. Evening and night work shift bonuses	Yes	No
5. Seniority bonus	Yes	No
6. Public holiday pay	Yes	No
7. Holiday bonus	Yes	No
8. Shortening of working time, so called pekkanen days	Yes	No
9. Paid sick leave	Yes 4-8 weeks	Yes 1+9 days
10. Paid leave to care for a sick child	Yes	No
11. Paid maternity and paternity leave	Yes	No
12. Rules for using agency-hired labour	Yes	No

We have achieved these employees' rights thanks to employees who have organized as union members. In order to retain these rights, we must continue to have a high degree of organization and, if necessary, defend our rights together as a group.

## 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 your working life. It also allows you to accumulate earnings-related unemployment allowance. The union membership fee includes unemployment fund membership.

SEL's membership fee is 1.6% 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 from your final taxation, you will 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/join](http://www.selry.fi/join) or at a regional office of SEL. If you are already a member of SEL, recommend membership to your work colleagues or fellow food industry students.

### Questions?

Find out more by talking to the union representative at your workplace. You can also find out more by calling 09 4246 1200 or visiting our website at [www.selry.fi](http://www.selry.fi).

## Services and benefits for members

The Finnish Food Workers' Union SEL  
and SEL's unemployment fund

General unemployment fund YTK,  
also known as the "Loimaan kassa"

YTK Association

	The Finnish Food Workers' Union SEL and SEL's unemployment fund	General unemployment fund YTK, also known as the "Loimaan kassa"	YTK Association
1. Pays earnings-related allowance if you become unemployed or laid off	Yes	Yes	No
2. Pays job alternation leave compensation if you take job alternation leave	Yes	Yes	No
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>	No
4. The membership fees you pay are income tax deducted	Yes	Yes	No
5. Negotiates a collective labour agreement with the employers' association 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	No
6. Works towards improving salaries and other employment terms and working conditions, employment legislation and unemployment benefits	Yes	No	No
7. Ensures that the rights of employees, the law, labour agreements or other agreements are not violated in workplaces	Yes	No	No
8. Gives advice if you have questions about terms of employment or work related social security	Yes	No	No <small>Telephone advice only applies to general legal advice, without the lawyer familiarising themselves with any documents or other material. Everything else is subject to a fee. Advice on topics relating to the collective agreement, such as wages, is not given.</small>
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	No <small>The maximum amount of a legal expenses insurance claim is €10,000 and the excess is 15% of the claimed expenses. SEL's legal aid places no cap on the claim and does not charge an excess.</small>
10. Represents your interests in co-determination negotiations, and negotiates for preserving your position	Yes	No	No
11. Provides you free legal help and service if your employment dispute is not solved through negotiating with your employer	Yes	No	No <small>See section 9.</small>
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	No
13. Gives training on the representation of employees' interests at the workplace	Yes	No	No
14. Campaigns for creating better appreciation for people working in the food and drink industry in Finland	Yes	No	No