

Look after yourself and your colleagues!

This brochure tells you about the benefits of being a member of SEL.



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.

What if...

YOU ARE IN SHORT-TERM EMPLOYMENT? You might also encounter problems in your employment if you are part-time, fixed-term or agency-employed. If you are a member of the union, help is available from the union and your union representative. Even if you are in short-term employment you'll accumulate the condition to earnings related unemployment allowance. The previous employment condition is 26 calendar weeks, which means that the shortest time in which the condition can be met is approximately 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 by up to seven years if you have for a justified reason, for example studying, having children, illness or military service, been out of the labour market.

YOU ARE STILL A STUDENT? If you are studying for a qualification in the food industry at 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 you'll accumulate the earnings-related allowance in case of unemployment.

YOU ARE ALREADY A MEMBER OF YTK? If you are member of the General Unemployment Fund YTK, you should switch to a union representing your own sector and an unemployment fund working in co-operation with that union.

YTK does not negotiate terms of employment or campaign for higher wages, better working conditions or unemployment benefits.

Being a member of just an 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.

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 1.4% 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 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.



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.



Terms of employment

SEL negotiates national collective agreements with the Finnish Food and Drink Industries' Federation (ETL). These agreements define minimum wages and other terms of employment, such as working hours, overtime compensation, holidays, holiday bonuses 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.



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.



Security

When you join SEL, you automatically join the unemployment Fund. The union membership fee includes unemployment fund membership. If you are unemployed or laid off, you will receive an 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.



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 contact one of SEL's regional offices directly. If the dispute is not solved through negotiation, the union will take the matter to court if necessary.



Respect

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



Benefits

As a member you have access to the union representative at your workplace and to services offered by the union and your union branch. 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 Elintäe magazine and the right to use the union's and unemployment fund's electronic services. Find out about leisure travel insurance and other membership benefits at www.selry.fi.



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.