

# Employers want to reduce your salary and weaken other terms of employment!

**Employers want to weaken the collective agreements of all employees in the food industry for example like this:**

## 1. The working hours adjustment period is one year.

The employer could have you work less during quiet times and work more during busy times without overtime compensation. This could mean, for example, longer working days or a six-day working week for the employee.

## 2. The employer can compensate for working hours reduction leave with a payment.

Instead of paid days off, the employee would receive a monetary compensation for the accrued days off.

## 3. The employer can use temporary agency labour without limitation.

Currently, temporary labour can be used to a limited extent, such as for smoothing out peak hours, and it cannot be used to replace permanent employees.

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## In addition, employers want to weaken the bakery industry collective agreement as follows:

- The length of a work shift could be 4–12 hours.
- The maximum of weekly working hours could be up to 72 hours.
- A working week could be six days and the day off could be any day.
- Removal of the free time compensation for Saturday work.
- The working week could start earlier, in which case Sunday work supplement would not have to be paid.

In addition, the Orpo government is repealing the act on bakery work which threatens the 100% night work supplement for bakery employees engaged in shift-work.

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## HERE IS WHAT YOU CAN DO:

### 1. Participate in industrial actions by SEL!

We need every worker to join. Only by working together can we defend our terms of employment. If you do not participate, you are giving your support to the cuts and weakening proposed by employers.

### 2. Join SEL, if you are not already a member!

Make sure that your colleagues are also trade union members!

**This is about your salary and other terms of employment!**

