

# FEDERATION OF AGRICULTURAL EMPLOYERS, INDUSTRIAL UNION

## PROTOCOL

Time: 10 June 2024 Place: Teams

Present: Riikka Vasama, Kia Laitinen, Manuela Tallberg-Nygård, Kirsi Hyvönen, Minna Marttila ja Kristel Nybondas

By this protocol, the Federation of Agricultural Employers and the Industrial Union have agreed on the interpretation of the collective agreement relating to the picking of forest berries.

The picking of forest berries is subject to the collective agreement for rural industries, which is valid until 31 January 2025.

However, this agreement only covers the 2024 period for picking forest berries.

### 1. Employment contract

- The working area is defined and the principles for changing the working area are agreed.
- At the start of the employment relationship, the employee shall be informed in a language they understand which expenses can be charged to the employee and which are payable by the employer.
- The employee's flight ticket and residence permit shall be paid by the employee. If the employer pays, an agreement can be reached to recover the money.
- Accommodation can be arranged as a tenancy or as a housing benefit in kind as defined by the Tax Administration.
- Meals can be agreed as a meal charge paid by the employee or as a nutritional benefit in kind as defined by the Tax Administration.
- All expenses related to travel to work shall be paid by the employer. If a car is needed for the pickers' own use during their free time, a car benefit can be arranged for the driver of the car.
- Transport between the picking locations, the place of accommodation and the airport shall be organised and paid for by the employer.
- The employer shall be responsible for the purchase and costs of the picking equipment and protective equipment.
- Only expenses agreed in writing in advance may be deducted from the employee's pay.

### 2. Induction

- The importance of induction is underlined by the fact that this is the first time that the employees coming from Thailand this summer will be picking berries in Finland.
- Particular emphasis should be placed on the importance of keeping a time sheet and respecting working hours, and on the fact that additional work and overtime are always voluntary.

### 3. Employer obligations

- The employer must also maintain a time sheet in the case of contract work.
- The employer must issue a pay slip at least once a month.
- The employer must ensure that it is possible to work in a safe and healthy manner (e.g. telephones for emergencies, drinking water, protective equipment).

### 4. Working time

- Working time starts at the distinct workplace in the forest. If the one-way journey exceeds 80 km, the employee shall be paid a travel allowance equal to one hour's pay for each starting hour of travel time in excess of 80 km. The outward and return journeys shall be

considered separately.

- For the driver, transporting other employees, tools and berries is working time for which they shall be paid by the hour. The driver shall not be paid a travel allowance.
- If the employees changes their place of work in the middle of the working day, the change shall be counted as part of the working time.
- The time spent weighing and packing berries at the weighing station shall be considered working time for an employee designated for the task.
- A shift roster shall be drawn up for the workplace in accordance with the collective agreement.
- Working time records must be kept during picking in the forest, taking into account the breaks provided for in the collective agreement.
- If the employer buys berries picked by the employee during their free time, this shall be considered as picking done in the employment relationship.
- The rest periods specified in the Working Time Act and the rest day rules in the collective agreement shall be taken into account when applying the working time arrangements in the collective agreement.

5. General

- In all other respects, the collective agreement for rural industries shall be applied in accordance with the established interpretations.

APPROVAL OF THE PROTOCOL, HELSINKI 10 JUNE 2024,

FEDERATION OF AGRICULTURAL EMPLOYERS MTA  
INDUSTRIAL UNION

Guidance on the application of this protocol shall be given only by the agents of the signatory organisations to the union members.