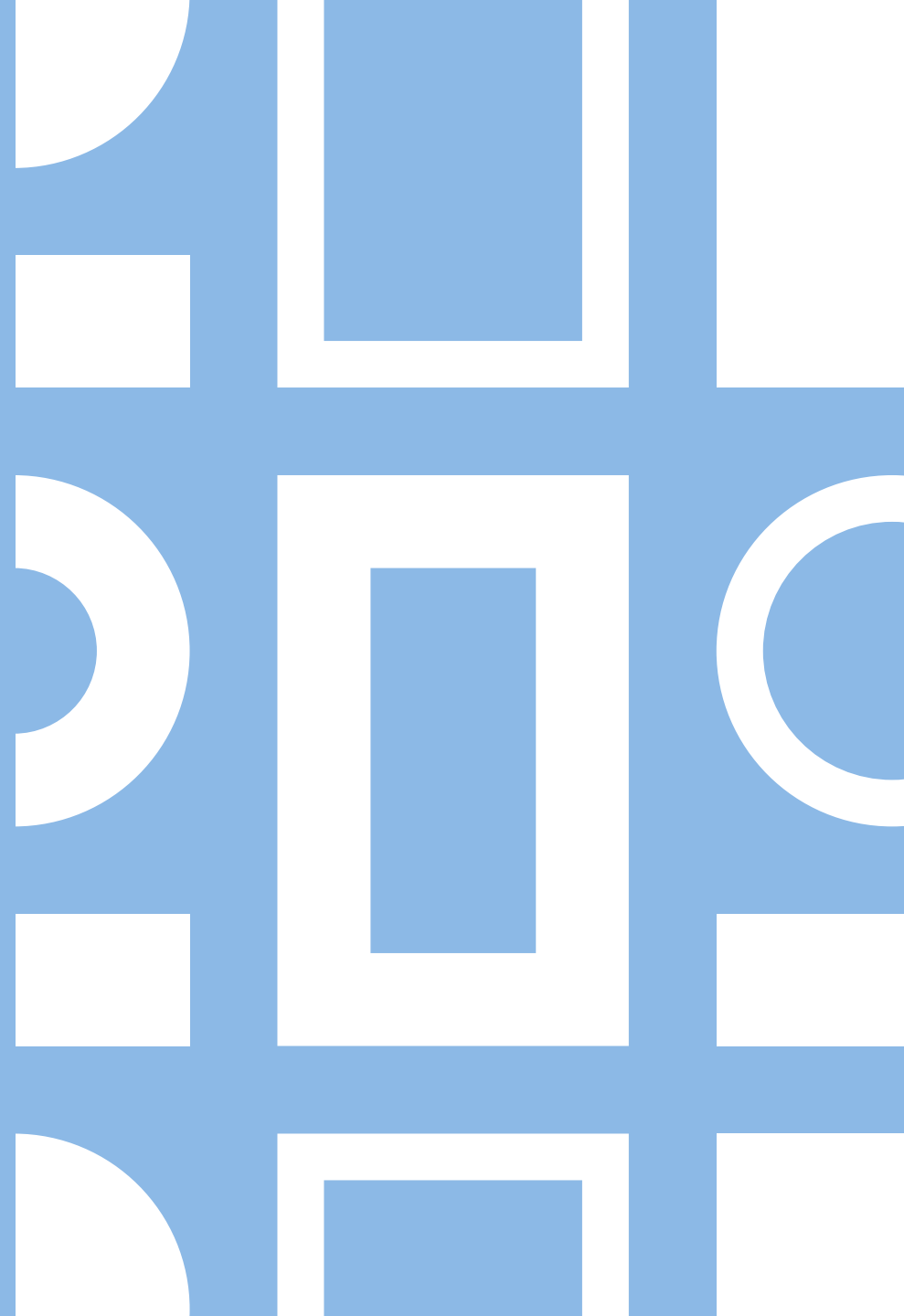


Chemicals main protocol collective agreement solution 2025–2027

Plastic product industry and chemical product industry
Oil, natural gas and petrochemical industry
Basic chemical industry



Changes to wording



Fixed-term contract

Change the collective agreement provision as follows:

A fixed-term employment contract can be concluded in accordance with the applicable provisions of the Employment Contracts Act at the time.

Protocol note 1:

The organisations consider it important that the content of the employment contract is agreed upon clearly enough that no disputes can arise at a later date. The organisations recommend that new employees have written employment contracts.”

Entered to correspond to the legislation

Anniversaries

Extended to apply to all

2. On their 50th and 60th birthdays, employees shall be entitled to a paid day off work corresponding to their regular working hours when the day is on a working day in accordance with the roster or working time balancing plan.

If the 50th or 60th birthday falls on a day off as stated in the employee's roster or working time balancing plan, the employee shall be paid compensation equivalent to the wage for the regular working hours. For part-time employees, compensation shall be paid in proportion to the part-time hours. A birthday bonus shall be paid on the payday for the payroll period in which the employee's 50th or 60th birthday occurs. (Effective as of 1 January 2026.)”

Re-employment

The provision shall apply instead of the re-employment obligation under chapter 6, section 6 of the Employment Contracts Act

An employer employing a minimum of **30 employees** regularly must offer work to its former employees who were dismissed on production and financial grounds or on the basis of restructuring proceedings and who are seeking work via the **public employment services** (hereinafter the “Employment Office”) if the employer requires employees within four months of the end of the employment relationship to perform the same or similar tasks that the terminated employee had performed. However, if the employment relationship lasted at least 12 years without interruption before termination, the re-employment period shall be six months.

This provision also applies to the entity acquiring a business if the divesting entity terminates the employee's employment contract before the acquisition.

When the employment relationship is terminated or thereafter, the employer and employee may make a written agreement to deviate from the re-employment order stated in this provision. Before entering into the agreement, the shop steward shall be informed of the content of the agreement. When making the agreement, the employee shall be entitled to use the shop steward's expertise.

Local agreements

“The matters expressly mentioned in the collective agreement may be agreed upon differently in local agreements in accordance with the negotiating procedure of this collective agreement, either between the employer and the employee or the employer and the shop steward.

The agreement can be made for a fixed or indefinite period. An agreement made for an indefinite period can be terminated with a notice period of three months, unless otherwise agreed.

The agreement between the shop steward and the employer shall be binding on the employer and all employees covered by the collective agreement unless the agreement has a limited scope of applicability. The agreement must be made in writing at either party’s request. When the agreement is in writing, it becomes part of the collective agreement and will continue to apply after the collective agreement has otherwise expired.

Protocol note 1:

When a matter concerns the entire company, a department or a larger working group, the shop steward shall agree on it. The parties recommend that the agreement be made in writing.

The organisations recommend that agreements of a permanent nature be otherwise made in writing. Any information necessary for agreement negotiations shall be provided to the other party as early as possible before the negotiations start.

Local agreement working group (valid 31 December 2027)

- Local agreement within the scope of the collective agreement shall be made by a local agreement working group as a **secondary procedure**. The working group shall act as the representative and contracting party of the employees in matters related to local agreement to the same extent as the shop steward.
- If a **shop steward has not been elected for the workplace, the local agreement working group shall act as the employees' contracting party** instead of the shop steward.
- A local agreement working group **shall be established if necessary** at the request of either party. If a shop steward has not been elected, a request to set up the working group can be made by the personnel together.
- The shop steward and the employer **may also agree in writing** that a specific matter concerning local agreement will **be transferred to the local agreement working group for agreement**.
- Employees have the **right to select** up to **two members**, one of whom shall be the shop steward, if one has been elected, from amongst their number. The employer shall appoint up to the same number of representatives to the working group.
- The group's term of office shall be two years at a time, in accordance with the shop steward's terms, unless another term is agreed upon."

Seven days' notice of industrial

Employment Disputes Act, section 7

Solidarity action or political industrial action shall not be entered into or expanded in the form of a work stoppage unless the organiser of the work stoppage has provided written notice to the office of the national conciliator and, if industrial peace applies, the other party to the collective agreement, providing the information specified in subsection 1, no later than **seven days** before the date of the work stoppage or its expansion. The affected employer shall also be informed in the event of solidarity action, irrespective of industrial peace.

.....

The provision shall be amended as follows:

Advance notice of industrial action

Before engaging in any political or solidarity action, the national conciliator and the other contracting party shall be notified at least four days in advance if possible. The notice must state the reasons, start time and scope of the intended industrial action:

Minuted note:

Section 6 of the Employment Disputes Act shall apply to solidarity action or political industrial action in the form of a work stoppage or an expansion thereof. The provisions of the Employment Disputes Act are not part of the collective agreement.

Oil, gas and petrochemical products industry:

Amendment: agreement required with the Chief Shop Steward and two-month deadline for agreement added

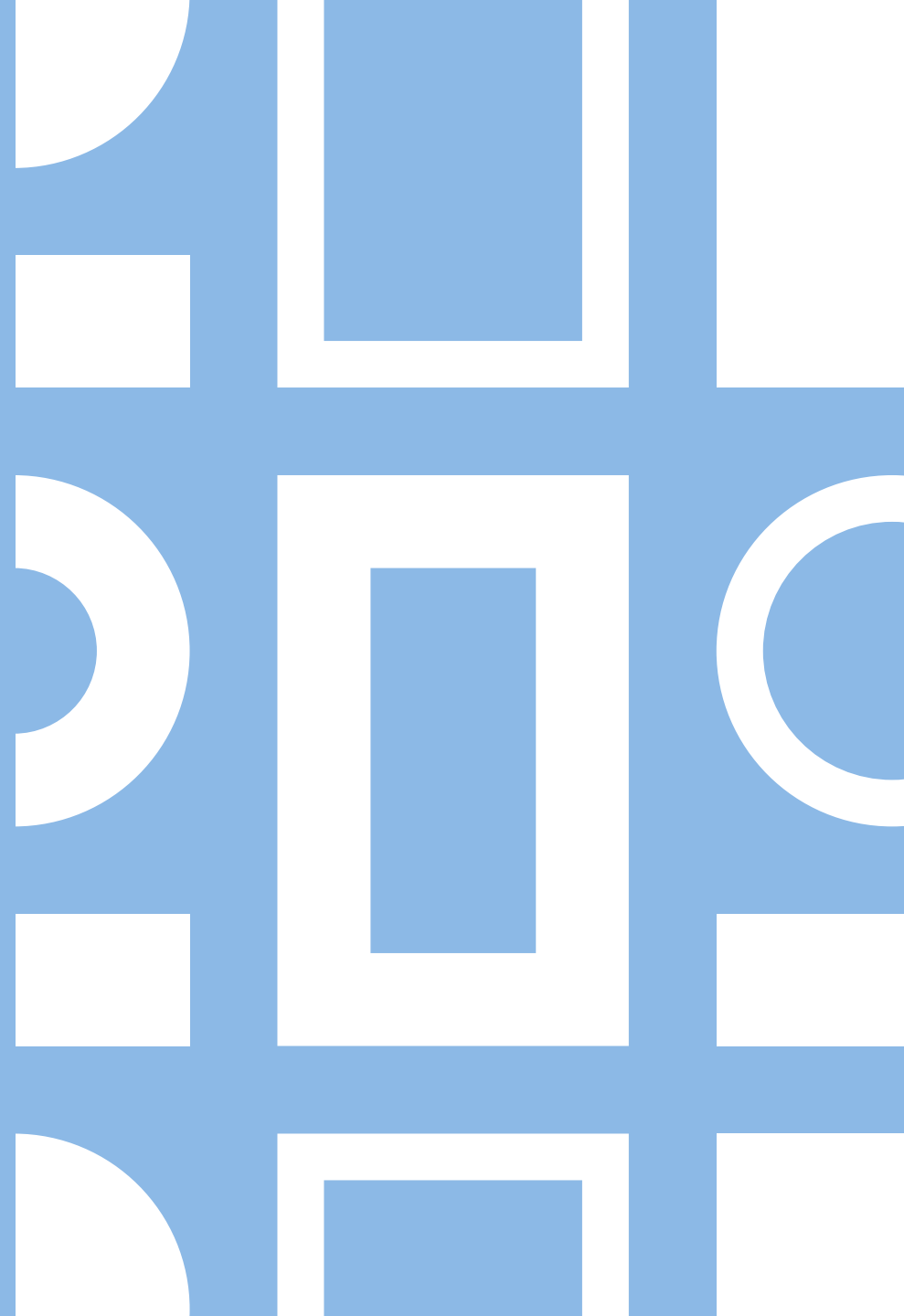
3.4. Compensation system, section 5 Definitions of the grouping requirements of production employees

The fourth paragraph of section 5 shall be amended and a new fifth paragraph shall be added as follows:
“The work packages measure the scope and professionalism of professional employees’ competences. The work packages shall be agreed upon locally in each unit between the employer and the Chief Shop Steward. If necessary, the work packages agreed upon by company and unit will be stated by the joint committee on remuneration.

If no other timetable is agreed upon locally, the work package shall be agreed upon within two months of the start of negotiations. If no agreement can be reached, the procedure in accordance with section 19 of the remuneration system shall apply.”

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**Working groups,
projects and more:**



Working groups, projects and more:

- Working together for employee attraction and retention
- Continuous negotiation
- Common strategy
- Working groups on developing the remuneration system (more stringent objectives and follow-ups required, as there have been little realisation in previous periods)
- Learn and earn (€375 in 2025 and €395 in 2026 and 2027)
- Young persons' apprenticeship model (educator role and compensation specified)
- Extension of the working time trial (including specifying the registration method)

New training and courses

4.1.3. Training on working hours

Murikka will no longer offer the course “Functional and Healthy Working Hours” to the chemical sectors in 2025. It will be replaced by a working hours course arranged by the Chemical Industry Federation of Finland and the Industrial Union. The implementation will be agreed between the organisations in 2025.

4.2.4. Local agreement course

Investigate opportunities to replace the local agreement course arranged at Murikka from 2026 onwards with a joint local agreement course between the Chemical Industry Federation of Finland and the Industrial Union.

Working together for employee attraction and retention



The programme aims to improve the coping at work of employees of different ages, extend careers and improve the attraction and retention of the sector.

In the agreement term from 2025 to 2027, the programme will focus on **marketing and realising the completed outputs of the attraction and retention programme and on a pilot company project.**

The objective is to discover how flexible working hours, work arrangements, working time planning, individual discussions, different incentives and maintaining the autonomous work ability of personnel can support the programme's objectives, with a particular focus on young people and those over 55 years of age.

Explore: [Book of tips](#) and [common chemistry](#)

Young persons' apprenticeship model in the chemical industry

The purpose of the apprenticeship model of the Chemical Industry Federation of Finland and the Industrial Union is to increase the educational and work-based learning periods of young people **aged 16–20** in member companies in the chemical industry. The model will be piloted in educational institutions and businesses until the end of 2027.

The model aims to increase the attractiveness of the industry among young talents and meet the need for labour and competences to accelerate the development of the industry's carbon neutrality.

In workplaces where the young persons' apprenticeship model is implemented, the apprentice **orientation procedures** are reviewed together.

A working group of unions, pilot companies and institutions will monitor the performance of the young persons' apprenticeship model and make necessary changes to the model.

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**Wage solution
2025–2027**

Duration of the agreement

The collective agreement shall be valid from **22 February 2025** to **31 December 2027**. Thereafter, it shall continue for one year at a time unless it is terminated in writing by either party no later than two months before its expiration or subject **to the provision on the review of the agreement**.

Both parties may also terminate the collective agreement on 31 December 2026

If another collective agreement is under negotiation, the provisions laid down in the collective agreement shall apply until the new agreement has been signed or the negotiations have ended.

Local wage negotiations shall be conducted first

Negotiations on the wage settlement and its grounds

The aim of local negotiations is to find a wage solution to support the financial situation, order backlog, employment status and cost competitiveness of each company or workplace. The goal is for the wage to encourage the employee to develop skills and operate in a way that enhances the company's productivity and occupational wellbeing in line with the goals.

The company's financial position can be considered when agreeing on a wage settlement.

Local wage settlement

Matters to be agreed in a local wage settlement include the implementation method, time and amount of the wage adjustments. The agreement will be made with the Chief Shop Steward by 14 April 2025 (13 March 2026 and 12 March 2027), unless an agreement is made on extending the processing period.

If no local solution is reached, the minimum wage shall apply.

Wage increases for 2025



General increase, 1 May 2025

2.1%



Company-specific component, 1 May 2025
(employer to decide)

0.4%



2.5%

Total increase to pay scales and supplements

The long service supplement (including company-specific components), AHL realisation, shift supplements (including company-specific components), remuneration tables for the Chief Shop Steward and occupational safety representative.

Wage increases for 2026



General increase, 1 April 2026

2.3%



Company-specific component, 1 April 2026
(employer to decide)

0.6%



2.9%

Total increase to pay scales and supplements

The long service supplement (including company-specific components), AHL realisation, shift supplements (including company-specific components), remuneration tables for the Chief Shop Steward and occupational safety representative.

2027

General increase, 1 April 2027

2.0%

Company-specific component, 1 April 2027

0.4%

TOTAL:

2,4%

Supplements and pay scales, as in previous years



Reviewing the agreement

Over the long term of the agreement, it may be necessary to make changes due to circumstances that the parties could not reasonably have foreseen when entering into the agreement.

By 30 September 2026, the parties to the agreement shall review the industry's outlook, employment and cost competitiveness. The review shall consider, for example, forecasts by ETLA, Labore and the Bank of Finland concerning the economic outlook. If necessary, experts will be consulted, and the parties shall discuss whether the industry outlook and other conditions that came up during the review affect the agreed increases for 2027.

Based on the overall assessment carried out during the review, the contracting parties may, by 31 October 2026, together amend the increases agreed for 2027 to match the economic outlook or agree to terminate the agreement on 31 December 2026.

Based on the review, both parties may also terminate the collective agreement on 31 December 2026. In this case, notice of termination must be submitted in writing to the other party no later than 1 November 2026. Notice of termination must also be communicated to the national conciliator.

Entity

General increase:

6.4%



Company-specific component:

1.4%



Total:

7.8%

Total increase to pay scales and supplements

The long service supplement (including company-specific components), AHL realisation (time supplement), shift supplements (including company-specific components), remuneration tables for the Chief Shop Steward and occupational safety representative.

Wage solution 2025–2027

Average hourly earnings at the beginning of the contractual period: €17.87

Annual	increase	Average hourly earnings
2025	2.5%	€18.32
2026	2.9%	€18.85
2027	2.4%	€19.30

Average hourly earnings at the end of the contractual period: €19.30

During the contractual period, the average hourly earnings increase from €17.87 to €19.30 = by 8%

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