

**TECHNOLOGY INDUSTRIES OF FINLAND  
FEDERATION OF PROFESSIONAL AND MANAGERIAL STAFF (YTN)**

**Protocol on specific amendments to the Collective Agreement for Senior Salaried Employees in the Consulting Sector**

- Section 1      It is stated that the organisations have today agreed on amendments to the Collective Agreement for Senior Salaried Employees in the Consulting Sector, as specified in Appendix 1. The amendments shall be adhered to as part of the collective agreement.
- Section 2      The amendments shall take effect on the date of signature of this protocol and remain in effect until 31 December 2020 or, as a maximum, for as long as the changes to labour legislation enacted due to the financial crisis caused by coronavirus remain in effect.
- Section 3      The validity of the amendments to the Collective Agreement for Senior Salaried Employees in the Consulting Sector, as specified in Appendix 1 to this protocol, shall terminate unless the Parliament approves the changes to the unemployment security legislation proposed by the central labour market organisations on 18 March 2020 or unless corresponding changes are approved (paragraphs 12–16) by 15 April 2020. The above-mentioned termination shall be stated separately between the organisations.

Helsinki, 23 March 2020

TECHNOLOGY INDUSTRIES OF FINLAND

FEDERATION OF PROFESSIONAL AND MANAGERIAL STAFF (YTN)

**Fixed-term collective agreement amendments related to securing the operations and finances of companies**

The following amendments to the Collective Agreement for Senior Salaried Employees in the Consulting Sector 25 February 2020–30 November 2021 have been agreed with the objective of securing the operating conditions of companies and the jobs of employees.

**Collective agreement for the consulting sector**

**17 Cooperation procedure**

**17.1. Calculating the negotiation period**

The negotiation period, as referred to in the Act on Co-operation within Undertakings, is calculated from the provision of a negotiation proposal.

If the subject of negotiations is a measure that is likely to result in a senior salaried employee or senior salaried employees being temporarily laid off, the minimum negotiation period of 5 days shall be applied in all situations referred to in the agreement stipulation instead of the minimum negotiation periods laid down in legislation, unless otherwise agreed through local bargaining.

If a negotiation proposal for the cooperation procedure has been submitted by 23 March 2020, the above-mentioned stipulation on the negotiation period shall apply to such negotiations as well.

**20 Period of lay-off notice and periods of notice**

0. Regarding temporary lay-offs, the period of notice is at least 5 days, unless otherwise agreed through local bargaining.