

**Supplementary protocol on the fixed-term amendments to be made to the
Collective Agreement for Salaried Employees in Technology Industries due to
coronavirus**

- Section 1 It is stated that the organisations have today agreed, in a supplementary protocol, on amendments to the Collective Agreement for Salaried Employees in Technology Industries, as specified in Appendix 1.
- Section 2 The amendments agreed in the protocol shall take effect on the date of signature of this protocol and remain in effect for the validity period of the changes to labour legislation enacted by the government on 20 March 2020 due to the financial crisis caused by coronavirus.
- Section 3 The validity of the amendments to the Collective Agreement between Technology Industries of Finland and Industrial Union, 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 made (paragraphs 12–16) by 15 April 4 2020. The above-mentioned termination shall be stated separately between the organisations.

Helsinki, 24 March 2020

TECHNOLOGY INDUSTRIES OF FINLAND

TRADE UNION PRO

TECHNOLOGY INDUSTRIES OF FINLAND APPENDIX 1 TRADE UNION PRO

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

The following amendments to the Collective Agreement for Salaried Employees in Technology Industries 14 February 2020–30 November 2021 have been agreed with the objective of securing the operating conditions of companies and the jobs of employees.

Agreement on protection against dismissal applicable to salaried employees in technology industries

Section 10 Negotiation procedure

1 Financial and production-related reasons and reasons attributable to the reorganisation of the employer (negotiation periods, temporary lay-offs)

If the subject of negotiations is a measure that is likely to result in a salaried employee or 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 agreed minimum negotiation periods, unless otherwise agreed through local bargaining.

If a negotiation proposal for the cooperation procedure has been submitted by 24 March 2020, the above-mentioned stipulation on the negotiation period shall apply to such negotiations as well.

Section 14 Temporary lay-offs

3 Period of lay-off notice

Regarding temporary lay-offs, the period of notice is at least 5 days.

It is stated that the option, as referred to in section 14(4) of the agreement on protection against dismissal, concerning the possibility to agree otherwise on the period of lay-off notice through a local agreement referred to in section 28 of the collective agreement shall remain valid.