

**TECHNOLOGY INDUSTRIES OF FINLAND
ASSOCIATION OF IT SECTOR EMPLOYEES (TIETOALA)
FEDERATION OF PROFESSIONAL AND MANAGERIAL STAFF (YTN)**

Protocol on specific amendments to the Collective Agreement of the IT Service Sector

- Section 1 It is stated that the organisations have today agreed on amendments to the Collective Agreement of the IT Service 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 amendments to the Collective Agreement of the IT Service 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 made (paragraphs 12–16) by 15 April 2020. The above-mentioned termination shall be stated separately between the organisations.

Helsinki, 23 March 2020

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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 of the IT Service Sector 20 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 in the IT service sector

Section 10 Negotiation procedure

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

If the subject of negotiations is a measure that is likely to result in a temporary lay-off of an employee or employees, the minimum negotiation period of 5 days starting from the provision of a negotiation proposal 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 23 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 25 of the collective agreement shall remain valid.