



Rakennusliitto
BYGGNADSFÖRBUNDET

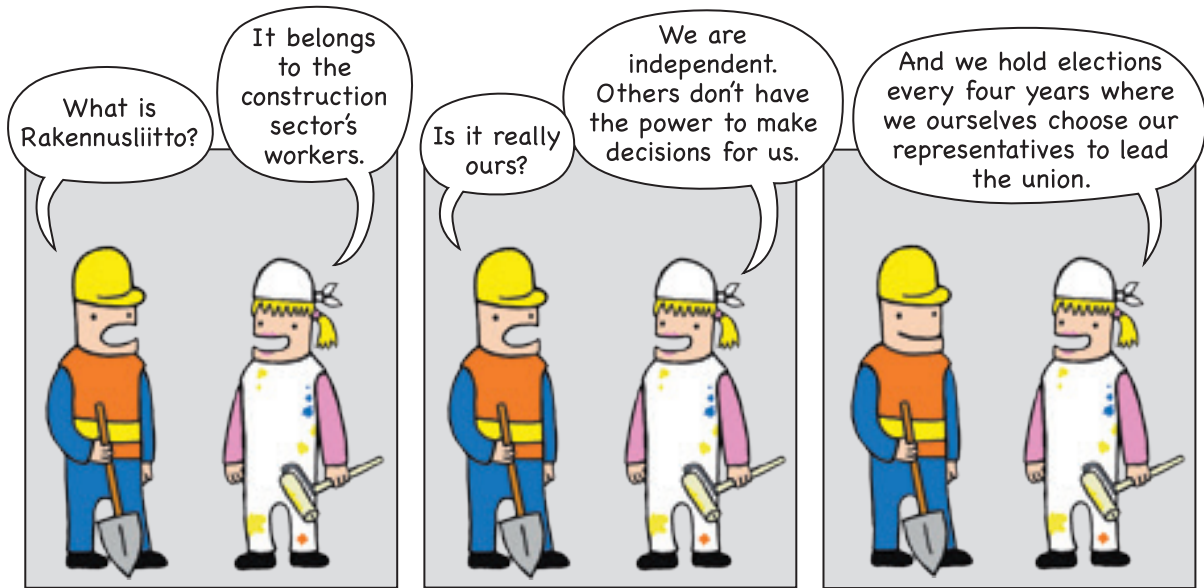
***Support and help from
your trade union***



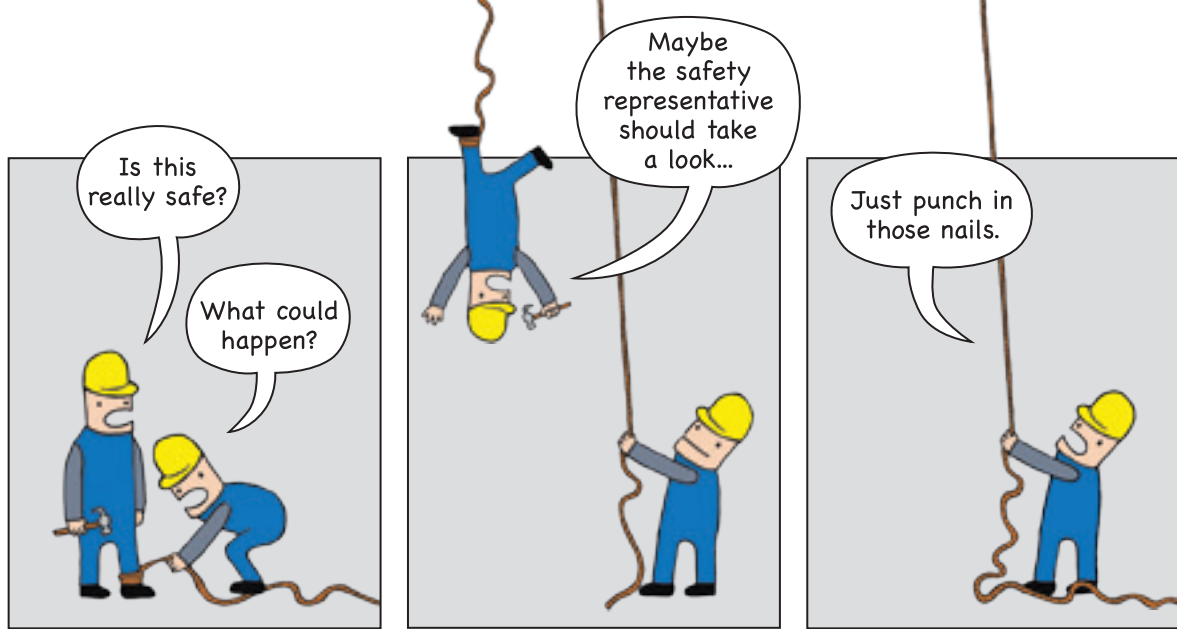


***Rakennusliitto
is for construction
professionals.***

Members of Rakennusliitto (The Finnish construction trade union) work in housing construction, painting industry, the building product industry, asphaltting industry, floor covering industry, earth and water construction, building engineering and waterproofing. The union has 85,000 members. Rakennusliitto has expertise in salary and employment matters and in occupational health and safety and social matters. The union has over 90 years of experience in looking after construction workers' interests. All workers in the construction sector who work for a company owned by someone else can become members of Rakennusliitto.



Employees have founded trade unions to provide them with support and security. Because the workers themselves finance the supervision of their interests with the membership fees, trade unions are completely independent and free to take action to protect the interests of workers in their sector.



Occupational health and safety is about your health. Money is important, but your health and your life are even more important. There are numerous laws and regulations about occupational health and safety in Finland, and violating them is forbidden. Employees have chosen an occupational safety representative to supervise safety at work.

Union trustee

A union trustee is the representative of the union and all of its members at the workplace. The union trustee supervises adherence to labour legislation and the collective labour agreement and other agreements between the employer and the employees at the workplace. They also advise and help union members in different work-related problem situations.

Contract of employment

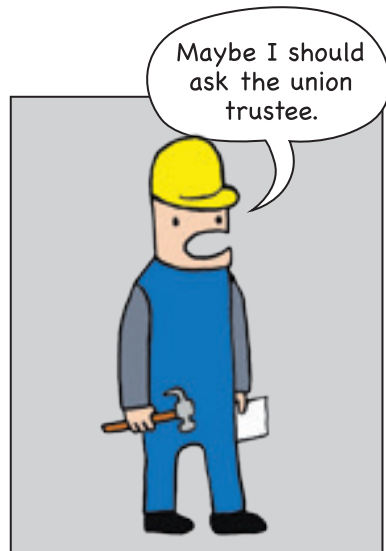
Always make your personal contract of employment in writing. Your contract of employment may in every way be better than what has been defined in the sector's collective labour agreement (CLA), but never worse. The CLA only determines the minimum terms of employment in your sector. It's a good idea to go over your contract of employment with the union trustee before signing it. They can make sure that your contract adheres to the minimum terms of the collective labour agreement and give advice in case something in your contract is missing or should be changed.

Occupational safety representative

The occupational safety representative represents employees in matters related to occupational health and safety. The representative is familiar with regulations, rules, instructions and other occupational health and safety related matters in the workplace.

Local trade union branch

Construction workers belong to Rakennusliitto through local trade union branches. The branches organise a variety of activities, training, recreational activities, meetings and gatherings, where the problems, rights and obligations of employees are discussed.



The pay for your work must be correct. The combined amount of overtime pay, sick pay and regular hourly wages creates your total earnings. When looking at your pay slip all this may not seem entirely simple. If you feel uncertain about whether your pay has been calculated correctly, ask the union trustee at your workplace for advice. If your workplace doesn't have a trustee, contact Rakennusliitto.

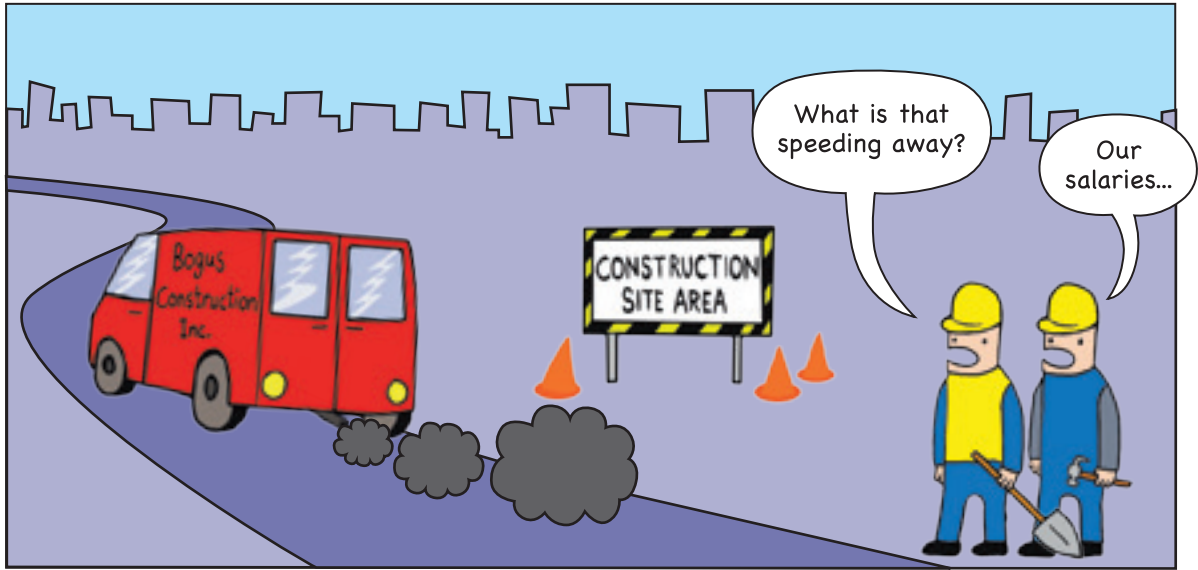
When you start at a new workplace

- Always make your contract of employment in writing.
- Before you sign your contract of employment, ask the union trustee at your workplace to check the contract.
- When you begin work, the employer must provide information on the construction sector's and that specific work site's accident and health risks in the presence of the occupational safety representative.
- Laws and collective labour agreements require that employees are properly trained for their job and working conditions before they actually begin working. Stick up for this.
- Remember to check your pay slip to see that everything that was due was paid.
- Make sure that the membership fee of Rakennusliitto has been paid.
- Get to know the company's union trustee and occupational safety representative. They will also provide you with more information regarding membership matters.

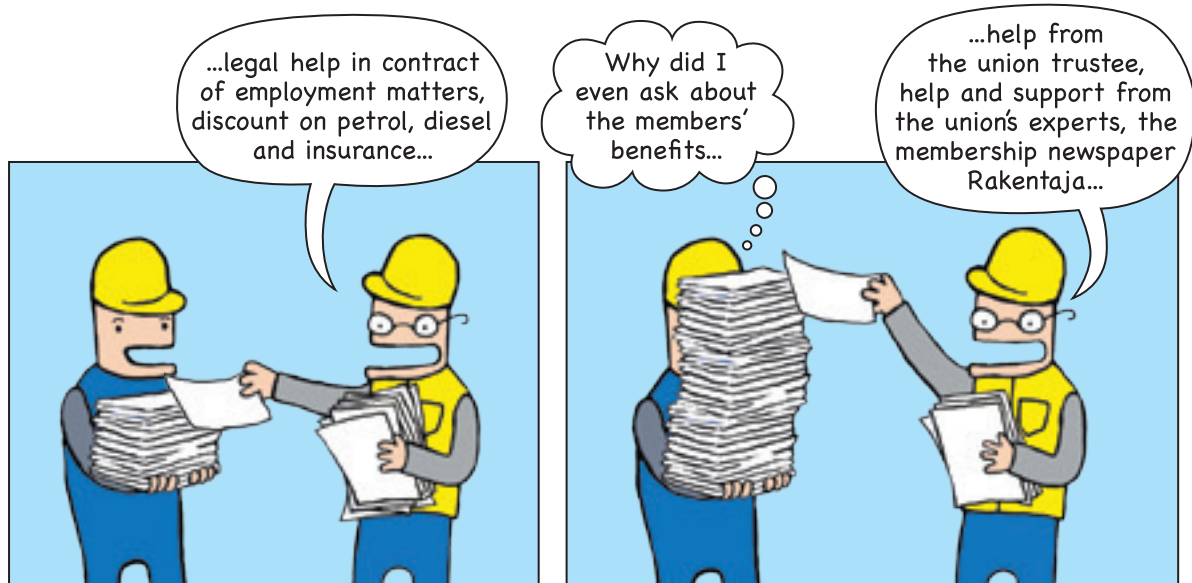


***Illicit work
doesn't pay.***

It doesn't make sense to make yourself an outlaw! You will receive no help from union trustees or Rakennusliitto trying to get paid for illicit work. There is no safety representative to make sure occupational health and safety regulations are followed and the insurance company won't pay out a single euro, because you weren't insured. Many companies that hire illicit workers are facing financial difficulties, they might struggle with loans and unpaid taxes. There are no rules governing illicit work and the risk of being cheated is enormous.



Illicit work doesn't pay. No one will make up for lost pay if your employer goes bankrupt or simply disappears. Insurance won't cover it if there is an accident at work. You aren't accumulating any pension, because pension payments have not been taken care of.



On the rakennusliitto.fi website you will find different affordable vacation and recreational destinations for union members. See, for example, Lapland huts, low-priced hotel and accommodation services and vacation aid. Other benefits include, for example, discounts on petrol and diesel and insurance.

Valuable benefits.

- Your most important members' benefit is the power and expertise of Rakennusliitto in matters related to salary and employment and in occupational health and safety and social matters.
- You can quickly get help and advice free of charge for problem and conflict situations and matters related to terms of employment.
- The union trustees of Rakennusliitto will help you at most workplaces.
- Sometimes conflicts with your employer can take a very bad turn. That's when the lawyers of Rakennusliitto assess the case and decide if it should be taken to court. If the union decides to take the case to court the proceedings are completely free of charge for you.
- The regional offices of Rakennusliitto are at your service around Finland.
- Rakennusliitto also provides electronic services (www.rakennusliitto.fi).
- The Unemployment Fund of the Construction sector is familiar with the special characteristics of the construction sector.
- Rakennusliitto is continuously developing ways to limit the amount of illicit work.
- The union does everything it can to improve the employment of its members.
- Rakennusliitto has made collective labour agreements with the employers' associations stipulating the construction sector's minimum terms of employment.
- By being a union member you show that there is power in numbers. It's the best way to hold on to the rights of construction workers.
- With your membership card you can also get valuable discounts on insurance, accommodation and fuel.

Why are agreements important?

Rakennusliitto has made collective labour agreements (CLA) with the employers' associations stipulating the construction sector's minimum terms of employment. Collective labour agreements (CLA) stipulate, for example, the sector's minimum wage, work hours, holiday pay, work hour reductions and sick leave pay. Without collective labour agreements, your employer would decide on all of those matters alone.

If collective labour agreements didn't exist the employer would only have to follow the law, where the basic rules of working life have been defined much less strictly than in collective labour agreements. It would lead to the weakening of workers' working conditions and terms of employment.

As a union member you are not alone.

The power of Rakennusliitto comes from our members and from the fact that the majority of the workers in the sector have joined our union. Labour movement ensures that workers' voices are heard.



The union's ability to protect its members' interests depends largely on the power in numbers. Only sufficient unionising can ensure a generally binding collective labour agreement (CLA) that guarantees fair terms of employment in the construction sector. By being a member you are doing your part in supporting the ability of Rakennusliitto to improve the pay and terms of employment in the sector.

Membership fee

The membership fee is based on a fixed percentage of income. The fee also includes the unemployment fund's membership fee. The membership fee is to be paid from the main occupation salary that is subject to taxation. The fee is 1.60 % of your salary in 2017. In Finland, union membership fees are tax-deductible.

Paying your membership fee

Your membership will remain valid, when you pay your membership fee every month. Use the monthly reference number when you pay. This means the payments will be allocated to the correct time period in your personal member register information. The reference numbers will be mailed to you when you join the union. You can also calculate and pay your membership fee through our electronic service portal.

If you are employed by an established construction company, make a membership fee collection agreement with your employer. By making a collection agreement, you authorise your employer to calculate your membership fee and transfer it to Rakennusliitto directly. You can always check your pay slip to see if your employer has made the payment on time. You can usually get collection agreement forms from the company's or the work site's union trustee or from the nearest regional office of Rakennusliitto.

Membership during studies

Students at vocational schools and adult education centres may join Rakennusliitto as student members. No membership fee will be collected during your studies.

Join Rakennusliitto and the Unemployment Fund of the Construction Sector

Joining electronically
is quick and easy.
You will find the electronic
service portal at
www.rakennusliitto.fi



We recommend joining electronically through the service portal. By joining through the portal you will receive your membership card faster at the address you give us and you will be able to take advantage of the members' benefits sooner. You will get help and advice regarding membership and joining the union from the union trustee at your workplace, from your local trade union branch or Rakennusliitto service numbers.



Rakennusliitto

BYGGNADSFÖRBUNDET

**RAKENNUSALAN
TYÖTTÖMYYSKASSA**

www.rakennusliitto.fi/en

**The Finnish Construction Trade Union
Unemployment Fund**

Membership 020 690 231

Terms of employment 020 690 232

Unemployment fund 020 690 230



Rakennusliitto



@Rakennusliitto



@Rakennusliitto



RakennusliittoRy

I want to become a member of Rakennusliitto

Fill out this slip and mail it to us. You will receive the membership forms by mail. Alternatively, you can join the union through the electronic service portal on the union's website, which will save you time and effort.

Last name

First name(s)

Address

Postal code and municipality/town

Mobile telephone

E-mail address

**The Finnish Construction Trade Union
and the Unemployment Fund of the
Construction Sector**

Mother tongue

Finnish Swedish
 Russian Estonian Other _____

The applicant's signature

Date



Rakennusliitto
BYGGNADSFÖRBUNDET



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Postage paid by
recipient

Rakennusliitto

Member register/Scanning centre

Code 5018690

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