



Security, benefits and advocacy

Join PAU

PAU is a strong trade union in the postal and logistics sector. Union membership is the best way to protect your interests in working life.



www.pau.fi/en



Strong union

The Finnish Post and Logistics Union PAU is a strong trade union for workers and salaried employees working in the post, communications and logistics sectors. PAU oversees and improves the economic and social benefits of its around 10,000 members and their rights in working life.

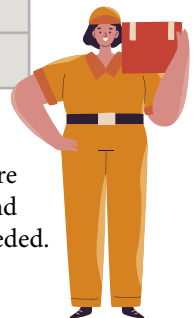
Where do terms and conditions of employment come from?

In Finland, organized employees and employers negotiate wages and employment conditions through collective agreements (CAs). Members are needed to have negotiating power. Not all employees' rights are set out in law; a significant part of them is found only in collective agreements. Here are a few examples:

Collective agreement negotiated by PAU	Legislation
Higher wages	No
Minimum pay	No
Evening and nightwork bonus	No
Paid flexible time off	No
Years of experience bonus	No
Mid-week public holiday compensation	No
Holiday pay	No
Longer paid sick leave	No
Paid childcare leave	No
Paid family leave	No



Preserving these rights requires that we also in the future have a high rate of employees organised to the union and that we have the strength to defend our rights when needed.



Collective agreement is the best membership benefit

The collective agreement has defined the main employment terms and conditions in the sector. The collective agreement is important because from the employee's viewpoint, many of the aspects agreed in it are better than the conditions afforded by labour legislation.

If there were no collective agreement, the employer could agree employment terms and conditions so that they comply solely with labour legislation. This means the employee and workplace would have to negotiate the terms and conditions of employment and pay increases alone. However, as a trade union member, you will always be supported by your own union.



Union representatives support members

The chief shop steward and workplace shop steward represent the interests of organised workers and salaried employees. They help and support trade union members with problems arising in working life.

The shop steward ensures compliance with the collective agreement and labour legislation at the workplace. The more union members there are, the better possibilities the shop steward has to represent the employees. A shop steward helps union members only, others have to deal with their problems on their own.

The occupational safety and health representative represents employees at the workplace in matters affecting occupational safety and health. Besides occupational safety and health representatives, occupational safety officers are also responsible for occupational safety and health matters at the workplace.

Employment relationship advice and legal aid

PAU members receive legal aid and advice in matters relating to working life. If you have questions about your pay or other employment terms and conditions or if you have disagreements with your employer about these, PAU will advise and help you to resolve the problems.

The shop steward advises and helps you at your workplace. If there is no shop steward at your workplace, you can contact the chief shop steward or PAU's office.

If there is no other solution to the settlement of labour disputes, the union can take the matter to court for settlement if necessary. You can be awarded full legal aid paid for by the union if you have been a union member for at least 6 months before the labour dispute arose. You can apply for legal aid through your union branch.



Information and training

Training provided by PAU is an excellent membership benefit and worth utilizing. There are suitable course activities available for all members. Training can give you useful information, insights and enjoyment.



PAU's organisational training is intended for all members and provides added basic information and organisational capability. The employer does not normally pay you a salary during the training period, but the union covers the participants' accommodation, course material, meals and reasonable travel expenses.

If you participate in contract training for shop stewards or occupational safety and health representatives, you will also receive full pay for the duration of the course.

Get involved and influence

PAU members belong to the union through their local branch. Branches arrange meetings, training and recreational activities for their members. Through the branch, you can make suggestions and improvement proposals to working terms and conditions, occupational safety and health, and the union's activities. Influencing pays off. Most of the improvements in working terms and conditions during the union's history have been made through the organization of the employees.

Security during unemployment

When you join PAU, you also become a member of the Open Unemployment Fund A-kassa. Your union due also includes the fund membership payment. The unemployment fund membership fee is tax-deductible. The unemployment fund automatically reports information about the member's membership fees to the Finnish Tax Administration.

If you become unemployed, are laid off or are put on part-time work, you will receive earnings-related unemployment allowance, which is significantly higher than the basic unemployment allowance paid by Kela. You can receive an earnings-related daily allowance when you have fulfilled the labour market policy conditions, the membership conditions of an unemployment fund, and the employment conditions.

If you change unemployment fund, the unemployment requirement you have already accumulated goes with you provided that you join a new unemployment fund within one month of having resigned membership of your previous fund. Contact the Open Unemployment Fund A-kassa at **www.a-kassa.fi/en** for more information about unemployment security.

Membership of PAU gives you many monetary benefits

Superb Villa Aurala for use by members

As a union member, you can rent PAU's Villa Aurala at an affordable price. The villa provides a superb backdrop for your holiday or even a family celebration. Villa Aurala is on the waterfront of Lake Saimaa in Laitialantie 204, 52300 Mikkeli.

The villa can accommodate 12 people in 7 rooms and there are two extra beds. The villa features a TV room, meeting/dining room and a kitchen, with tableware, a cooker, dishwasher, microwave and coffee maker. A large, glazed veranda also serves as an alternative dining area. The villa, including veranda, is 336 square metres.

Next to the villa is a large sauna building with a room/fireplace room and a sauna with two stoves. The sauna has room for 20 people at the same time and you can take a dip in Lake Saimaa straight from the sauna.

The villa's grounds also include a tennis court, a children's play area, a slide, climbing structures, and a sandbox. Guests also have access to SUP boards, bicycles, and a rowing boat. Aurala also has a glazed barbecue shelter where you can grill sausages and even brew traditional campfire coffee.

For more information, photos and bookings, go to **varauskalenteri.pau.fi**

If insurance benefits for union members

By joining PAU, you receive accident and travel insurance from If. At organizational events, you are covered by the union's organizational insurance. The accident insurance covers accidental injuries during leisure time anywhere in the world.

Medical expenses for an accidental injury are compensated up to a maximum of EUR 3,524 per accident. The insurance has no deductible. Compensation for permanent disability caused by an accident is up to a maximum of EUR 36,670 per accident.

The travel insurance is valid for a maximum of 45 days from the start of each individual leisure trip within Finland or abroad. Children and grandchildren under the age of 20 who are traveling on the same trip with the insured parent are also covered by the insurance.

Under the travel insurance, medical expenses for travel-related illness are reimbursed for up to 90 days from the date medical care is sought, and medical expenses for accidents for up to 3 years from the date of the accident.

The travel insurance also covers costs arising from trip cancellation and interruption, as well as expenses caused by delays during the trip. Compensation for trip interruption may be granted, for example, due to hospitalization caused by a travel-related illness. However, the travel insurance does not cover luggage.

More information about the union's insurance policies and member benefits offered by If can be found at www.if.fi/pau.



Member's magazine delivered to your home

PAU's member magazine Reitti provides you with information you won't find elsewhere. The magazine deals extensively and diversely with a wide range of matters affecting members' work, provides answers to legal questions and tells about changes in the labour market. The magazine also has useful information about workers' rights, occupational safety and health and unemployment security.



Membership card

You will receive your membership card and package for new member within about one month of your membership application reaching us. The membership card is also your travel insurance card and you can also use it to get benefits and discounts from PAU's partners. Besides your plastic card, you can also order a PAU mobile membership card to your smart phone.



Grants from the PAU fund

PAU has its own fund within Kansan Sivistysrahasto, KSR, which awards grants annually to support cultural hobbies and related studies. The application period for grants is in August. More information at www.sivistysrahasto.fi.





Other benefits

As a PAU member, you also gain access to many other changing member benefits, including offers on insurance, cruises, and accommodation. Learn more about union member benefits at www.pau.fi/en/membership.



How to become a PAU member

You can join PAU directly through the website at liity.pau.fi or by using a membership application form available from your shop steward or the union office. PAU's membership fee is 1.59% of your gross salary and also includes the unemployment fund membership fee.

Make a wise decision, join today!



liity.pau.fi



Ammattiliitto
= arvovalinta



Posti- ja logistiikka-alan unioni PAU
@PAU_liitto

www.pau.fi

The Finnish Post and Logistics Union PAU

John Stenbergin ranta 6,
00530 Helsinki
tel. 09 613 116