



The Finnish Post and Logistics Union PAU

The Union's mission is to supervise and promote – in the world of work and in the society – the economic and social interests and rights of its members employed in the postal services and communications sector and in transports, logistics, cash processing and other related sectors.

History of PAU

The Postmen's Association of Finland was established by the constitutive meeting on 7 to 9 January 1906 in Tampere with 59 postmen from across Finland participating.

The Union operated under the name **Postmen's Union of Finland** between 1931 and 1963 and under the name **Post Union** from 1963.

The Post Association of Finland was established in 1894 in Helsinki. Later on, it had around 100 members. Its name was changed to **Post-office Officials' Union** in 1949. Since 1996, the name was **Post-office Employees' Union PVL**.



Coalition 2005

Duties typical to our members

- transportation of valuable goods
- expert tasks
- vehicular transport
- supervisory duties
- administrative and office duties
- IT duties
- sales and customer service
- postal delivery
- sorting of post
- money counting
- planning and research
- storeman's duties
- newspaper delivery

PAU negotiates the following Collective Labour Agreements

- Communications and Logistics
 - There are 18000 workers and clerical employees covered by the Collective Agreement in Posti Group (98% of the staff).
 - The agreement is generally binding and includes the following
 - salary appendix P for postal work, salary appendix D for newspaper delivery, salary appendix N for outlet work, salary appendix Y for corporate sales, salary appendix C for planning, managerial and sales work, salary appendix M for warehouse services, and agreement on the delivery of no-address shipments.

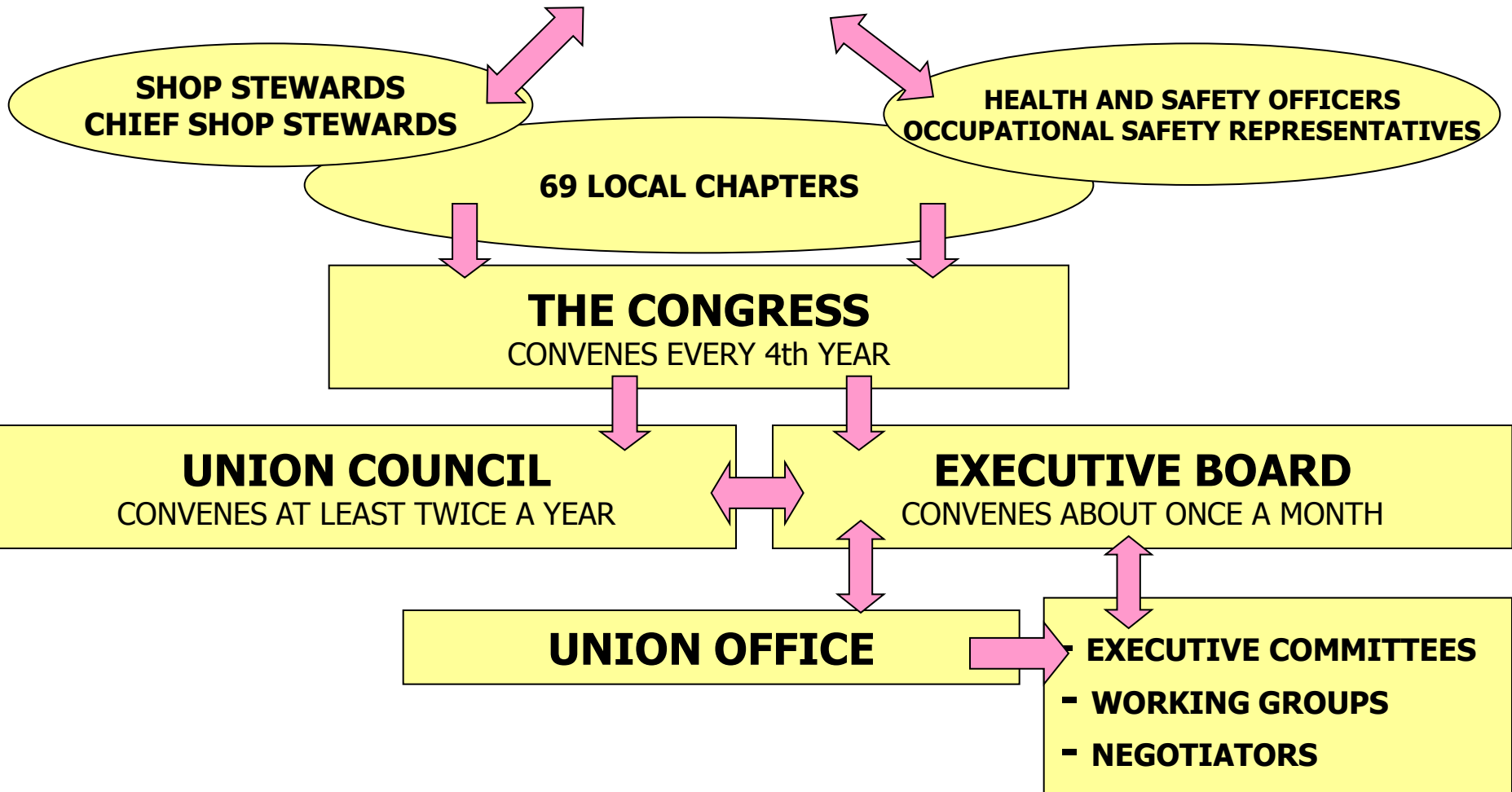
PAU also negotiates the following Collective Labour Agreements

- Information logistics
 - Posti's information logistics duties
- Cash processing services
 - Avarn Security Oy (generally binding)
- Åland Post



Organisation

MEMBERSHIP 29000



Supervision of interests

- 262 shop stewards at workplaces
- 35 chief shop stewards at companies
- 7 national chief shop stewards at Posti
- 388 health and safety officers at workplaces
- 34 occupational safety representatives at companies
- 3 special occupational safety representatives at Posti
- Chairman + 13 employees at the Union office
- Cash manager + 10 employees at the the Post and Logistics Unemployment Fund

International activities

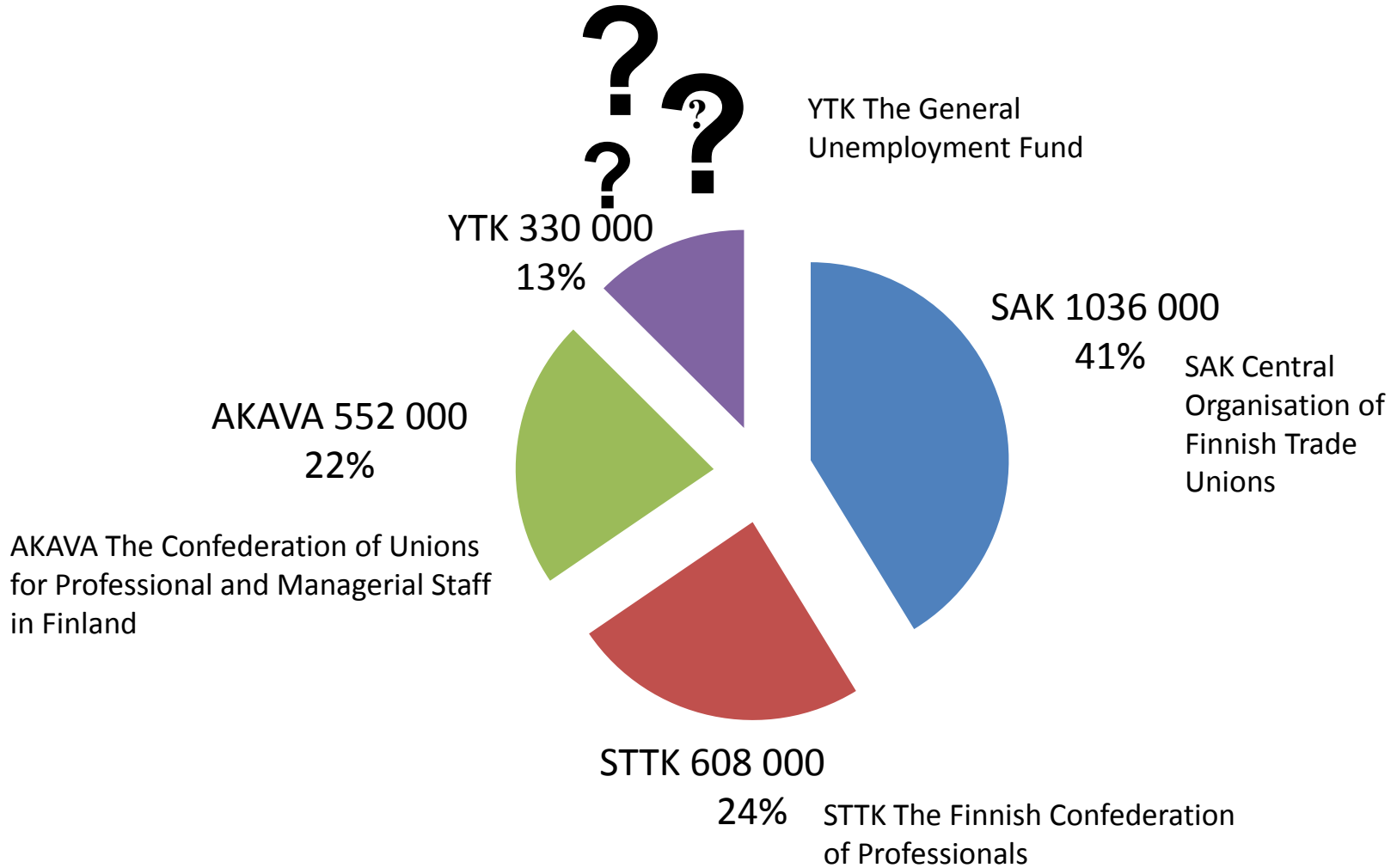
- Activity through Nordisk Post Union (NPU) and Union Network International (UNI)
- Regular exchange of delegations with sister unions in Hungary and Estonia
- Lobbying in the European Union for issues related to the labour market and the postal sector

Member of the Central Organisation of Finnish Trade Unions, SAK

- Participating through SAK in municipal, national and international decision-making
- PAU is represented in SAK's General Council by
 - Kari Lempinen (deputies Piia Willberg, Satu Ollikainen)
 - Lena Muller-Salonen (deputies Tero Kiljunen, Tommi Matilainen)
 - Jari Pellikka (deputies Marko Koivumäki, Timo Huttunen)
 - Mirja Sandberg (deputies Erja Hakkola, Päivi Holpainen,)
- In SAK's Executive Board PAU is represented by
 - Heidi Nieminen (Esko Hietaniemi)



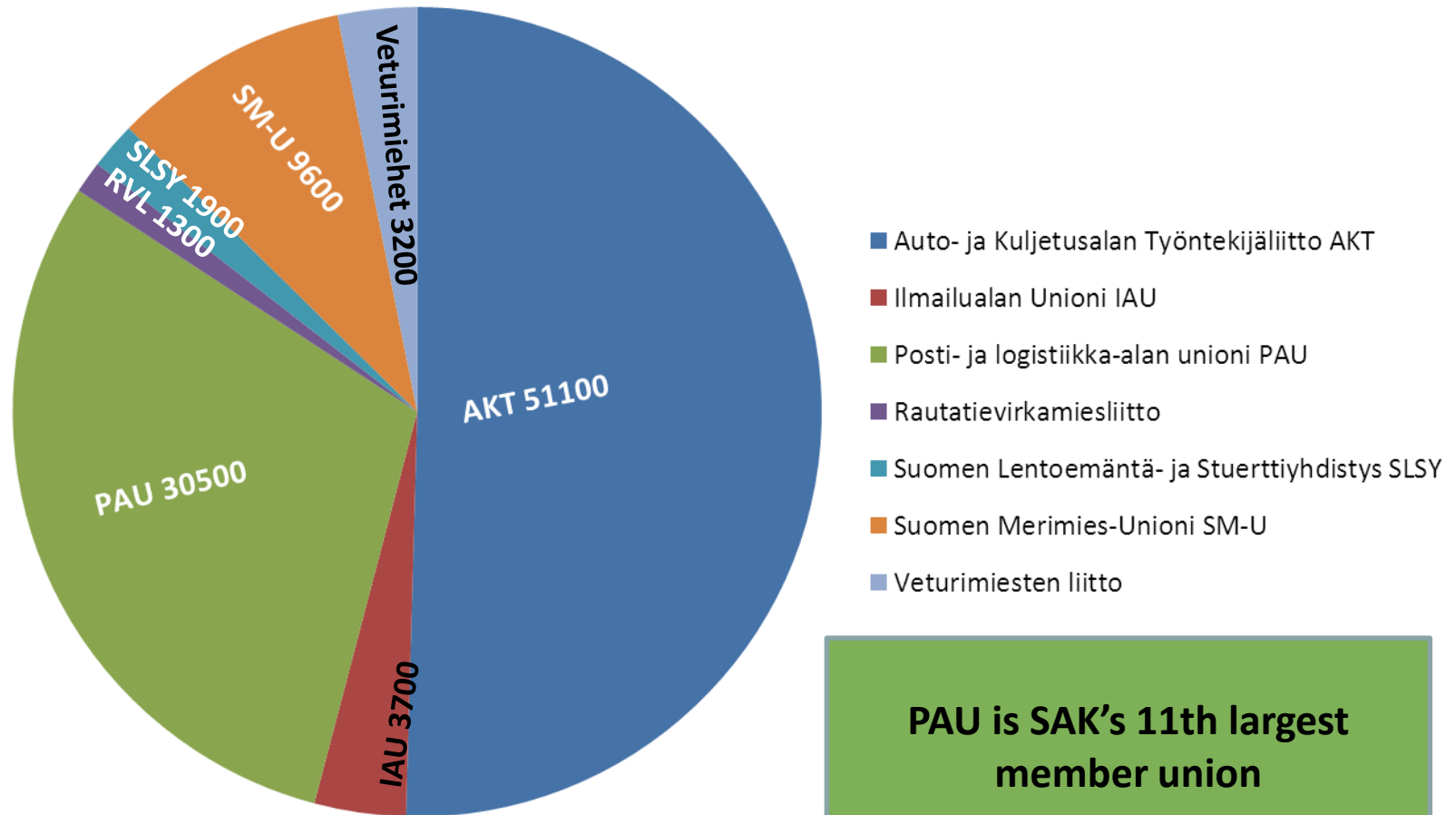
The central organisations' shares of organised labour



2014



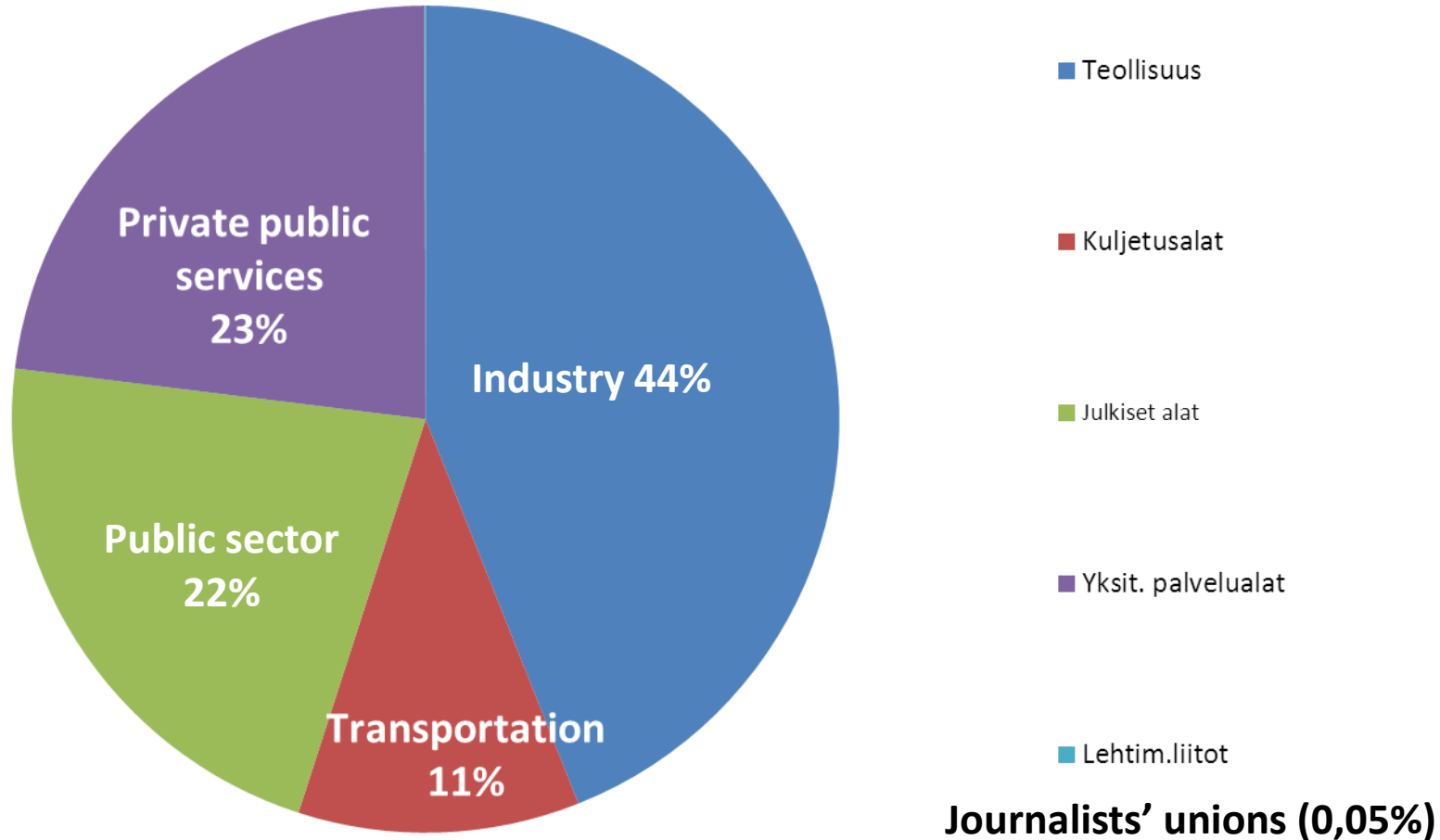
SAK's transportation unions





SAK-affiliated trade unions

Total 1 036 000



Tiedot 1.1.2012

Training

- Weekend courses for members
 - Youth course (2)
 - Know Your Union – Know Your Rights (4)
 - Understand Agreements (for those who have previously taken the Know Your Union course) (2)
 - Swedish-language union course (1-2)
 - Terms of Employment weekend course for supervisors (1)
- Weekend courses by Workers' Educational Association
- Courses at the Kiljava Institute for those attending to various duties at local chapters
- All of the above are free of charge for participants
- The Union assists (€200) those attending recreational summer courses at the Kiljava Institute

Training of union representatives

- The following are covered by the training agreement: shop stewards and their deputies, health and safety officers, occupational safety representatives, and chairmen of local chapters
- Training is provided by the Union's own experts and by Kiljava Institute
- About 1500 training agreement days were used in 2015.

The Union's holiday resorts

- Hotel and Course Centre Heimari in Mikkeli
 - The Union's holiday subsidy (40€/night, max 200€) is granted for a holiday at Heimari and other Finnish holiday resorts
- The holiday subsidies of the new organisation PHT (Welfare and Health for Employees) can also be applied for from the Union
- The Union participates in the activity of Posti's Well-being Foundation

In addition, the following members' benefits

- Unemployment security. Members are insured by the Post and Logistics Unemployment Fund
- The Union's magazine Reitti and a pocket calendar annually (by order)
- Accident and travel insurance
- Legal aid
- Labour newspaper subsidy
- Discount for magazines published by Otavamedia
- Discount at Teboil service stations
- Discount at Hertz car rental
- Scholarships (minor) from PAU's Fund
- VVO's rental apartments
- Special prices for cruise, hotel and hostel services
- www.jasenedut.fi