



pau

**Join PAU!**

PAU is the trade union  
for post and logistics employees.  
Union membership is the best way to  
protect your interests in working life.



# 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 15,000 members and their rights in working life.

## How are employment conditions agreed?

In Finland, organised employees and employers negotiate their employment conditions through collective agreements. We have achieved these worker rights thanks to employees who have joined the trade union. If you value these benefits going forward, join the union.

	Collective agreement negotiated by PAU	Legislation
Higher wages	Yes	No
Minimum pay	Yes	No
Evening and night work bonus	Yes	No
Paid flexible time off	Yes	No
Years of experience bonus	Yes	No
Mid-week public holiday compensation	Yes	No
Holiday pay	Yes	No
Paid sick leave	Yes (1 week-3 months)	Yes (1+9 days)
Paid childcare leave	Yes	No
Paid maternal and paternal leave	Yes	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 member- ship 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 employ-

ment 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 comprehensive training package includes organisational training for all members, shop stewards and Workers' Educational Association WEA courses.

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 organisation 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.

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. If you take job alternation leave, the unemployment fund will pay job alternation compensation.

To be eligible for earnings-related unemployment allowance, you must have been a member of the unemployment fund for at least 26 weeks and during membership, you must have been in paid employment for at least 26 calendar weeks during the past 28 months. Calendar weeks during which you have worked at least 18 hours and the salary paid has been in accordance with the applicable collective agreement count towards this employment condition.

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](http://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, about 15 minutes' drive from the centre of Mikkeli and is in the immediate vicinity of Hotel Heimari (Laitialantie 190, Ristiina). 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. There is also a tennis court, children's playground, slide, climbing frame and sandbox in the villa yard.

For more information, photos and bookings, go to  
**[varauskalenteri.pau.fi](http://varauskalenteri.pau.fi)**



## If insurance benefits for union members

Accident insurance covers injuries to members during their free time anywhere in the world. Compensation for the treatment of an injury is a maximum of 3 313 € per incident. There is no deductible. Compensation for permanent disability is a maximum of 31 747 € and is payable based on the degree of medical disability. Compensation for permanent disability is tax exempt.

Travel insurance is valid for journeys in Finland or abroad lasting a maximum of 45 days. The insurance also covers children and grandchildren under the age of 20 travelling with their parents. The travel insurance also includes crisis cover, which covers the cancellation or interruption of a journey because of an unexpected situation at the destination and compensates any psychotherapy needed to recover from the incident. Luggage is not covered by this insurance.

### What does travel insurance cover?

- Compensation with no upper limit for the treatment expenses of an injury or illness: doctor's fees, examination, medication, days in hospital
- Cancellation of a journey
- Interruption of a journey
- Ambulance flights
- Repatriation of the deceased in the event of death

For more information about the union's insurances and the membership benefits offered by If, go to **[www.if.fi/pau](http://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.



## Member diary

PAU's member diary is free of charge and sent to all members, except pensioners, who order it. To order the calendar log onto PAU's member website at [www.pau.fi](http://www.pau.fi). You do not need to order the diary every year.



## 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

Once a year, the PAU fund grants scholarships to support cultural activities and associated studies. Local chapters may also be granted support for planned cultural projects or, for example, writing a history.



## Other benefits

PAU members can access many other variable member benefits, incl. discount on Turva insurances, cruises and accommodation as well as magazine subscriptions.



## Membership fees are tax deductible

PAU's membership fees are 1.59% of your gross income and includes the membership fee for the unemployment fund. Since membership fees are tax deductible in full, this ultimately means you pay less in practice for your membership than the actual deducted from your pay each month. We notify the Tax Administration automatically about your paid membership fees.

## How to become a PAU member

You can join PAU either by applying online at **[www.pau.fi](http://www.pau.fi)** or using the application form you can get from your shop steward or the union's office.

**Make a wise decision, join today!**

Ammattiliitto  
= arvovalinta



Posti- ja logistiikka-alan unioni PAU  
@PAU\_liitto

**[www.pau.fi](http://www.pau.fi)**

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