



For bus drivers in the Helsinki Metropolitan Area

**2025–
2026**

This brochure provides a summary of the terms and conditions of the agreement, including pay.

Regular working hours

Regular working hours for a period of two weeks are 80 hours.

Any shift that is shorter than 5 hours is counted as a full 5 hour shift and paid for as such.

A period of continuous work for a local and short-haul service may not exceed 11 hours and 30 minutes.

If the bus driver is obliged to stay in the vehicle or somewhere else between services, this period will count as full working hours.

Break regulations

For local and short-haul services, the working day may include a maximum of one unpaid break of one hour.

Breaks not exceeding half an hour are included in working hours. Other breaks are payable at the hourly rate, but are not included in working hours.

In planning the work, the opportunity to leave the work place temporarily must be taken into consideration by the employer, to include toilet breaks at least every 4 hours.

Rest day arrangements

In addition to the statutory weekly rest period, each week must have at least one day off and a two-week period must have at least four days off.

A day off must be given within at least six 24 hour periods of the previous day off, unless otherwise agreed with the employee.

Employees must be given a weekend off (Saturday and Sunday) every four weeks unless otherwise agreed.

Pay rates

Pay scales starting from 1 March 2025 or from the nearest next pay period after that (€)

Helsinki Metropolitan Area

Bus driver	hour	2 weeks
under 4 years	17,89	1431,20
4 to 8 years	18,57	1485,60
8 to 12 years	19,28	1542,40
over 12 years	19,73	1578,40

Pay scales starting from 1 June 2026 or from the nearest pay period on that (€)

Helsinki Metropolitan Area

Bus driver	hour	2 weeks
under 4 years	18,41	1472,80
4 to 8 years	19,11	1528,80
8 to 12 years	19,84	1587,20
over 12 years	20,30	1624,00

Pay principles

Years of service are based on the total number of years worked as a professional bus or lorry driver as supported by testimonials.

For the purpose of counting service years, the further qualification for bus drivers and the further qualification for transport in the field of passenger transport shall count as 8 months and a curriculum-based three-year secondary education diploma in logistics as 2 years.

Supplements

Evening and night shift overtime

Overtime is paid for hours worked between 6 p.m. and 10 p.m. (evening shift) at 15% and for hours worked between 10 p.m. and 6 a.m. (night shift) at 30% of the basic rate.

Saturday shift overtime

Overtime is paid for hours worked on a Saturday (not a public holiday) between 6 a.m. and 6 p.m. at 20% and between 6 p.m. and 12 a.m. at 50% of the basic rate.

Overtime for shifts on days off

Overtime is paid for hours worked on days off at double time.

Christmas shift overtime

Overtime is paid for hours worked on Christmas Day at triple time.

Note: the Christmas overtime payment does not include pay for Sunday shifts.

Other overtime and Sunday work

Overtime is paid for hours worked that exceed regular working hours (80 h per two-week period) at 50% of the basic rate for the first 12 hours, and at double time thereafter.

Overtime is paid for hours worked on Sundays, religious holidays, Finnish Independence Day and May Day at double time.

These overtime rates are based on the employee's average hourly earnings.

Reduction in annual working hours

On the basis of the regular working hours accumulating from the beginning of the year, or from the start of employment, working hours are reduced each calendar year as follows:

A. When Epiphany falls on a Saturday or a Sunday

Calendar year	working hours			reduction
at least	94	h	8 h i.e.	1 day
	188	h	16 h i.e.	2 days
	283	h	24 h i.e.	3 days
	377	h	32 h i.e.	4 days
	471	h	40 h i.e.	5 days
	565	h	48 h i.e.	6 days
	660	h	56 h i.e.	7 days
	754	h	64 h i.e.	8 days
	848	h	72 h i.e.	9 days
	942	h	80 h i.e.	10 days
	1,036	h	88 h i.e.	11 days
	1,131	h	96 h i.e.	12 days
	1,225	h	104 h i.e.	13 days
	1,319	h	112 h i.e.	14 days
	1,413	h	120 h i.e.	15 days
	1,508	h	128 h i.e.	16 days
	1,602	h	136 h i.e.	17 days
	1,696	h	144 h i.e.	18 days

B. When Epiphany falls on a weekday

at least	90 h	8 h i.e.	1	day
	180 h	16 h i.e.	2	days
	270 h	24 h i.e.	3	days
	360 h	32 h i.e.	4	days
	447 h	40 h i.e.	5	days
	537 h	48 h i.e.	6	days
	627 h	56 h i.e.	7	days
	717 h	64 h i.e.	8	days
	807 h	72 h i.e.	9	days
	893 h	80 h i.e.	10	days
	983 h	88 h i.e.	11	days
	1,073 h	96 h i.e.	12	days
	1,163 h	104 h i.e.	13	days
	1,253 h	112 h i.e.	14	days
	1,340 h	120 h i.e.	15	days
	1,430 h	128 h i.e.	16	days
	1,520 h	136 h i.e.	17	days
	1,610 h	144 h i.e.	18	days
	1,696 h	152 h i.e.	19	days

The reduction in working hours also applies to part-time employees, regardless of how the part-time arrangements have been established.

Leave resulting from the reduction in working hours

Days off resulting from the reduction in working hours are granted as whole days to be taken when the employee takes his/her annual holiday or other days off. If the employee has earned ten days in reduced working hours, the days off should be combined, with the employee taking a continuous period of leave of five days.

If the employee has earned at least fifteen days in reduced working hours, the days off should be combined, with the employee taking two continuous periods of leave of five days.

The period of five days in reduced working hours referred to comprises seven calendar days.

Notification of leave dates

The employee must be notified of the five day period of leave due to the reduction in working hours no later than two weeks in advance. Single days off are notified in the pre-programmed working hours system.

Pay during periods of reduced working hours

Salary based on current average hourly earnings is paid during such periods of leave.

Notice

The tendering agreement for the Helsinki Metropolitan Area (so-called Lonka agreement) applies to bus drivers given notice in connection with competitive tendering processes.

Employment terminated by the employer

duration of employment	not more than one year	14 days
duration of employment	not more than 4 years	1 month
duration of employment	not more than 8 years	2 months
duration of employment	not more than 12 years	4 months
duration of employment	over 12 years	6 months

Employment terminated by the employee

duration of employment	not more than 5 years	14 days
duration of employment	over 5 years	1 month

Sick pay

In the event of inability to work resulting from sickness or accident, the employer will pay the employee his/her full salary based on regular working hours for the following periods:

duration of employment	less than 3 years	28 days
duration of employment	3 to 5 years	35 days
duration of employment	5 to 10 years	42 days
duration of employment	more than 10 years	56 days

Are you receiving all the work and salary benefits required under the agreement?

The collective agreement covers several other matters relating to your interests. Are you receiving all these benefits?

Further information on valid collective agreements is available from your local branch of the Finnish Transport Workers' Union - AKT and from the Union's regional office.

Does your workplace have an elected employees' representative safeguarding employees' interests?

The rights and obligations of employees' representatives are governed by the collective agreement. Employees' representatives enjoy greater statutory and contractual security of employment than other employees. The employees' representative is the most important contact person between the workplace, the local trade union branch and the union.

Education and leisure activities

The Transport Workers' Union offers its members diverse educational activities in various areas of society, and engages in the further development of these activities in co-operation with the local branches.

The events and venues offered by, and generally also paid for by, the union and the branches provide excellent opportunities for leisure activities and hobbies.

Only transport workers who are organised are able to safeguard their interests – together with the union.

**Your union is the Finnish
Transport Workers' Union -
AKT**



AKT

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