



ROAD HAULAGE SECTOR WORKERS

– drivers in international transportation –

**2025–
2026**

Terms of the agreement on pay etc.
are briefly presented in this brochure.

Regular working hours

The regular working hours for a two-week period consist of 80 hours.

Any shift that is shorter than 4 hours 45 minutes is counted as a full 4 hours 45 minutes shift and paid for as such.

If the driver or assistant must wait during the journey, wages are paid for the waiting time, but it is not counted as working hours (does not apply to the daily rest period).

If the driver must repeatedly move the vehicle while in the loading or unloading queue, this is counted as working hours.

If the driver is temporarily assigned to duties with a lower pay scale, he or she is paid according to the regular pay scale.

If the length of the working day is at least 8 hours, the employee has a right to two refreshment breaks (coffee breaks) while at work and at a time suitable for carrying out the transport duties.

The working day must not be divided in more than two continuous periods divided by an unpaid break that lasts for one hour at maximum. The regulation does not rule out legally mandated breaks or the use of waiting time.

Pay for transport abroad and experience bonus

The pay for a 2-week period and hourly pay in foreign traffic for a professional truck driver who is fully able to work are presented in the following table. A special bonus of at least 8 per cent calculated from the full pay of the period is paid to a truck driver in foreign traffic who has worked in the same company for at least two years and has during this time displayed an ability to work in foreign conditions (language skills, knowledge of traffic rules and customs formalities, etc.).

Pay scales

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

Pay scales for international traffic

	17,46	1396,80
8% increase	18,69	1495,20

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

	17,97	1437,60
8% increase	19,23	1538,40

Separate bonuses

Evening and night shift bonus

15% of the pay scale rate is paid as evening shift bonus for work done during 18:00–22:00.

20% of the pay scale rate is paid as night shift bonus for work done during 22:00–06:00.

Bonus for shifts on free days

There must be two free calendar days within each calendar week at minimum. A bonus of 100% of the employee's pay scale rate for shifts on free days is paid for all working hours executed on a free day in addition to all other bonuses.

Supplement for toxic substances and explosives

A supplement of 5 per cent of the worker's standard pay according to the pay scale shall be paid for handling and transport of explosives (class 1), toxins (class 6.1), infectious substances (class 6.2) and radioactive materials (class 7), to the extent that the limits for the transport of dangerous goods (ADR) are exceeded.

Special supplement

A special supplement of 5 per cent of the worker's pay according to the pay scale is paid to drivers of crane trucks, drivers of a 34.50 meter HCT semi-trailer combination, flat bed trailers, refuse trucks, timber trucks trans-

porting timber from the forest when the driver operates a loader and milk tanker drivers performing milk collection, drivers engaged in transportation in underground facilities and drivers working with special shipments the transportation of which requires official permission and a separate so-called escort vehicle or whose vehicles must display hazard boards and warning lights in accordance with legislation.

Compensation for overtime and Sunday work

A pay increase of 50% is paid for the first 12 hours exceeding normal working hours and an increase of 100% for all working hours after that.

Work carried out on Sundays, church holidays, Finnish Independence Day and May Day entitles the employee to a pay increase of 100%.

The above-mentioned pay increases are paid according to the employee's average hourly earnings.

Reduction in the annual working hours

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

A. Epiphany falls on a Saturday or a Sunday

at minimum, 94 h	8 h or 1 day
188 h	16 h or 2 days
283 h	24 h or 3 days
377 h	32 h or 4 days
471 h	40 h or 5 days
565 h	48 h or 6 days
660 h	56 h or 7 days
754 h	64 h or 8 days
848 h	72 h or 9 days
942 h	80 h or 10 days
1036 h	88 h or 11 days
1131 h	96 h or 12 days
1225 h	104 h or 13 days
1319 h	112 h or 14 days
1413 h	120 h or 15 days
1508 h	128 h or 16 days
1602 h	136 h or 17 days
1696 h	144 h or 18 days

B. Epiphany falls on a business day other than Saturday

at minimum, 90 h	8 h or 1 day
180 h	16 h or 2 days
270 h	24 h or 3 days
360 h	32 h or 4 days
447 h	40 h or 5 days
537 h	48 h or 6 days
627 h	56 h or 7 days
717 h	64 h or 8 days
807 h	72 h or 9 days
893 h	80 h or 10 days
983 h	88 h or 11 days
1073 h	96 h or 12 days
1163 h	104 h or 13 days
1253 h	112 h or 14 days
1340 h	120 h or 15 days
1430 h	128 h or 16 days
1520 h	136 h or 17 days
1610 h	144 h or 18 days
1696 h	152 h or 19 days

The adjustment of working hours also applies to part-time employees, regardless of how the part-time arrangements have been implemented.

Leave resulting from the adjustment of working hours

Free days resulting from the adjustment of working hours are granted as whole days in connection with the employ-

ee's annual holiday or other free days. If the employee has earned ten adjusted days, the free days are combined so that the employee is granted a continuous leave of five days.

If the employee has earned at least fifteen adjusted days, the free days are combined so that the employee is given two continuous leaves of five days.

The above-mentioned period of five adjusted days comprises seven calendar days.

Adjusted days can only be given to an employee before they are earned if the employee agrees.

Notification of leave dates

Notification regarding the five-day adjustment leaves must be given to the employee no later than two weeks before the leave.

A notification for the single leave dates is given either via a pre-programmed working hour system, or if no such system is available, at least 2 weeks before the leave is given.

Salary

The adjustment of working hours is payable according to current average hourly earnings.

Period of notice

Employment relationship terminated by employer

employment has lasted at maximum for one year	14 days
employment has lasted at maximum for 4 years	1 month
employment has lasted at maximum for 8 years	2 months
employment has lasted at maximum for 12 years	4 months
employment has lasted for over 12 years	6 months

Employment relationship terminated by employee

employment has lasted at maximum for 5 years	14 days
employment has lasted for over 5 years	1 month

Sick leave pay

In the event of inability to work resulting from sickness or accident, the employer pays the employee according to regular working hours for the following periods:

employment has lasted for less than 3 years	28 days
employment has lasted for 3–5 years	35 days
employment has lasted for 5–10 years	42 days
employment has lasted for over 10 years	56 days

Pay during maternity or paternity leave

Regulations on the pay during maternity and paternity leaves can be found in the collective agreement.

Are you getting all of the benefits guaranteed by the collective agreement?

The full collective agreement negotiated by your trade union also provides you with many other benefits at work. Are you getting all of these benefits in practice?

Further details of the current collective agreement are available from the branch of AKT to which you belong or from the union's regional office.

Has a shop steward been elected at your workplace to defend the interests of the workers?

The collective agreement includes a section on the status, rights and duties of shop stewards, who form the most important link between the workplace, the union branch and the trade union. The job security of a shop steward is specially protected by law and by collective agreement.

Training and leisure time activities

The Finnish Transport Workers' Union – AKT arranges a broad range of training activities for its members working in various sectors, and is working with its various branches to improve this aspect of its operations.

The events and facilities provided and generally also paid for by the union and its branches also provide superb opportunities for recreational activities.

It is only through organising that workers in the transport sector can defend their interests – working together with the union.



AKT

**FINNISH TRANSPORT
WORKERS' UNION – AKT**

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