



Road Haulage Sector Workers

– drivers in Finland –

**2025–
2026**

Do you know all of your rights under the collective agreement negotiated by your trade union?

Regular working hours

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

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

All waiting time of a driver or assistant en route is paid time, but is not counted as working hours.

Any time when a driver in a loading or unloading line must repeatedly move the vehicle is counted as working hours.

A driver assigned temporarily to duties on a lower pay scale must continue to be paid according to the regular pay scale.

If the workday is at least 8 hours, the employee has a right to two breaks (coffee breaks) whilst working and at a suitable moment whilst carrying out the transport duty.

The working day may not be divided into more than two uninterrupted parts, divided by an unpaid break not longer than one hour in duration. The regulation does not rule out statutory breaks and the use of waiting time.

Pay scales

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

Full-trailer and module

truck drivers	hour	2 weeks
under 4 years	16,65	1332,00
4 to 8 years	16,82	1345,60
8 to 12 years	17,31	1384,80
over 12 years	17,66	1412,80

Semi-trailer and tractor drivers

(C1E/CE driving licence categories)

under 4 years	16,09	1287,20
4 to 8 years	16,26	1300,80
8 to 12 years	16,75	1340,00
over 12 years	17,07	1365,60

Truck, pump truck, wheel loader and tractor drivers (B/C1/C driving licence categories)

under 4 years	15,77	1261,60
4 to 8 years	15,94	1275,20
8 to 12 years	16,40	1312,00
over 12 years	16,73	1338,40

Passenger car, van, and tractor drivers

(T/LT driving licence categories)

under 4 years	15,47	1237,60
4 to 8 years	15,63	1250,40
8 to 12 years	16,08	1286,40
over 12 years	16,35	1308,00

Vehicle assistant

under 4 years	15,33	1226,40
4 to 8 years	15,50	1240,00
8 to 12 years	15,93	1274,40
over 12 years	16,22	1297,60

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 (€)

Full-trailer and module

truck drivers	hour	2 weeks
under 4 years	17,13	1370,40
4 to 8 years	17,31	1384,80
8 to 12 years	17,81	1424,80
over 12 years	18,17	1453,60

**Semi-trailer and tractor drivers
(C1E/CE driving licence categories)**

under 4 years	16,56	1324,80
4 to 8 years	16,73	1338,40
8 to 12 years	17,24	1379,20
over 12 years	17,57	1405,60

Truck, pump truck, wheel loader and tractor drivers (B/C1/C driving licence categories)

under 4 years	16,23	1298,40
4 to 8 years	16,40	1312,00
8 to 12 years	16,88	1350,40
over 12 years	17,22	1377,60

**Passenger car, van, and tractor drivers
(T/LT driving licence categories)**

under 4 years	15,92	1273,60
4 to 8 years	16,08	1286,40
8 to 12 years	16,55	1324,00
over 12 years	16,82	1345,60

Vehicle assistant

under 4 years	15,77	1261,60
4 to 8 years	15,95	1276,00
8 to 12 years	16,39	1311,20
over 12 years	16,69	1335,20

Pay scales for international traffic

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

Supplements

Supplement for evening and night work

An evening work supplement of 15 % of the pay scale rate is paid for working hours between 18:00 and 22:00.

A night work supplement of 20 % of the pay scale rate is paid for working hours between 22:00 and 06:00.

Supplement for work on rest days

Each calendar week must include no fewer than two full calendar rest days. In addition to all other compensation, a rest day supplement of 100 per cent of the worker's pay according to the pay scale must be paid for all hours worked on rest days.

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 transporting 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.

Pay for overtime and Sunday work

A pay increase of 50 per cent ("time and a half") is paid for the first 12 hours worked in excess of regular working hours and 100 per cent ("double time") for all subsequent excess hours worked.

A pay increase of 100 per cent ("double time") is paid for all work performed on Sundays, church holidays, Finnish independence day (6 December) and Mayday (1 May).

These increases are based on the worker's average hourly earnings.

Reduction in annual hours of work

The following annual reduction in hours of work has been agreed based on total regular working hours counted from the beginning of the calendar year or from the subsequent beginning of employment:

A. When epiphany (6 January) falls on a Saturday or Sunday:

Working hours in the calendar year	no less than	shortening
94 h	8 h	= 1 day
188 h	16 h	= 2 days
283 h	24 h	= 3 days
377 h	32 h	= 4 days
471 h	40 h	= 5 days
565 h	48 h	= 6 days
660 h	56 h	= 7 days
754 h	64 h	= 8 days
848 h	72 h	= 9 days
942 h	80 h	= 10 days
1036 h	88 h	= 11 days
1131 h	96 h	= 12 days
1225 h	104 h	= 13 days
1319 h	112 h	= 14 days
1413 h	120 h	= 15 days
1508 h	128 h	= 16 days
1602 h	136 h	= 17 days
1696 h	144 h	= 18 days

B. When epiphany (6 January) falls on a weekday:

Working hours in the calendar year	shortening
no less than 90 h	8 h = 1 day
180 h	16 h = 2 days
270 h	24 h = 3 days
360 h	32 h = 4 days
447 h	40 h = 5 days
537 h	48 h = 6 days
627 h	56 h = 7 days
717 h	64 h = 8 days
807 h	72 h = 9 days
893 h	80 h = 10 days
983 h	88 h = 11 days
1073 h	96 h = 12 days
1163 h	104 h = 13 days
1253 h	112 h = 14 days
1340 h	120 h = 15 days
1430 h	128 h = 16 days
1520 h	136 h = 17 days
1610 h	144 h = 18 days
1696 h	152 h = 19 days

Shortening of working hours also concerns part-time workers independent of how the part-time work has been realised.

Granting of rest days for reduced annual working hours

Additional rest days arising from shortening of annual working hours are granted as whole days at the time of the worker's annual holiday or other leave. If a worker has earned 10 such additional rest days, then these must be granted by combining these rest days so that the worker enjoys at least one continuous rest period of five days.

If a worker has earned no fewer than 15 such additional rest days, then these must be granted by combining these rest days so that the worker enjoys at least two continuous rest periods of five days.

Such a continuous period of 5 additional rest days must cover 7 calendar days.

Rest days for reduced annual working hours may be granted to the worker prior to having been earned, if the worker agrees.

Notification of rest days

The worker must be notified of five-day additional rest periods no later than 2 weeks before the rest period begins.

Individual additional rest days are notified in the advance programme of working hours or, where no such pro-

gramme of working hours is prepared, no later than 2 weeks before the rest period begins.

Pay for rest days

Additional rest days granted to reduce annual working hours are paid at the worker's current rate of average earnings

Periods of notice

On termination of employment by the employer:

when employment has lasted for less than one year	14 days
when employment has lasted for less than 4 years	1 month
when employment has lasted for 4–8 years	2 months
when employment has lasted for 8–12 years	4 months
when employment has lasted for more than 12 years	6 months

On termination of employment by the worker:

when employment has lasted for less than 5 years	14 days
when employment has lasted for more than 5 years	1 month

Sick pay

During periods of inability to work arising from illness or accident the employer must pay to the worker the pay for regular working hours for the following periods. A full work shift that has started on the last calendar day of a sick leave is counted as sick pay.

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

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

Are you receiving all the work and wage benefits provided by the agreement?

Also several other questions concerning your interests have been agreed in the collective labour agreements. Are you receiving all the benefits?

AKT's local trade union branch whose member you are or the union's local office will give you more information on the effective collective labour agreements.

**Finnish Transport
Workers' Union – AKT
is your trade union**



AKT

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