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EMCC

European Monitoring Centre on Change

Finland: Notice period to employees

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Finland

Phase:

Management

Type:

Notice period to employees

Last modified: 24 April, 2019

Native name:

Työsopimuslaki (55/2001), Laki yhteistoiminnasta yrityksissä (334/2007), Laki yhteistoiminnasta valtion virastoissa ja laitoksissa (1233/2013), Laki työnantajan ja henkilöstön välisestä yhteistoiminnasta kunnissa (449/2007)

English name:

The Employment Contracts Act (55/2001), Act on Cooperation within Undertakings (334/2007), Act on Cooperation within Government Agencies and Institutions (1233/2013), Act on Cooperation [...] within Municipalities (449/2007)

Article

55/2001: Ch. 6, Sec. 1-3. 334/2007: Ch. 8, Sec. 45, 51. 335/2007: §3. 1233/2013: Ch. 5, Sec. 21, 27. 449/2007: Sec. 7, 13

Description

Employers are required to give notice prior to the termination of employment. Unless otherwise agreed, the notice period is calculated based on the employee's length of service, as follows:

- 14 days of notice if employed for less than one year;
- one month if employed for 1–4 years;
- two months if employed for 4–8 years;
- four months if employed for 8–12 years;
- six months if employed for more than 12 years.

In case of cooperation negotiations, employers must notify the employees five days before the negotiations begin if there are likely to be layoffs. When fewer than 10 employees are affected, negotiations will last a minimum of 14 days; with 10 or more employees affected, the minimum negotiating period is six weeks. In practice, redundancies can then take effect at earliest five days plus 14 days or five days plus six weeks from the employer's first notification.

Comments

Many collective bargaining agreements also contain minimum provisions regarding the length of the applicable notice period.

Cost covered by

Not applicable

Involved actors other than national government

National government only

Thresholds

No, applicable in all circumstances

Sources

- Ius Laboris (2011), Individual Dismissals Across Europe, Brussels
- Ius Laboris (2009), Collective Redundancies Guide, Brussels

- 📄 EMCC legal framework of restructuring
- 📄 Employment Contracts Act (55/2001)
- 📄 Työsopimuslaki (55/2001)
- 📄 Act on Cooperation within Undertakings (334/2007)
- 📄 Laki yhteistoiminnasta yrityksissä (334/2007)
- 📄 Laki yhteistoiminnasta valtion virastoissa ja laitoksissa (1233/2013)
- 📄 Laki työnantajan ja henkilöstön välisestä yhteistoiminnasta kunnissa (449/2007)

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