

iGlobal Law : 2022 Annual Update : Finland

Legal Change	Effective Date	Action required
<p>New Co-operation Act</p> <p>The Act introduces a new way of co-operating with staff. As a rule, the employer and employee's representative should have a regular dialogue (minimum quarterly). The legislation sets out a general framework and themes for the dialogue. The employer has an obligation to set up a work community development plan. The procedures of change negotiations would remain largely the same as in the current Act. However, the employee representative would have more rights than before to make proposals and propose alternative solutions.</p>	<p>1 January 2022 (estimated)</p>	<p>The practical ways of implementing the dialogue should be agreed at workplaces.</p>
<p>Employers to compensate employees for all post-termination non-competition agreements</p> <p>Pursuant to the new Act, employers now have to compensate employees for non-competition agreements lasting for less than six months. Compensation is 40% of the employee's salary if the non-compete period does not exceed six months; and 60% of the employee's salary if the non-compete period exceeds six months. Generally, the new regulations will also govern non-competition agreements that were made before the entry into force of the Act. However, the employer may terminate an old non-competition agreement during the transition period of one year.</p>	<p>1 January 2022</p>	<p>HR should look through all the non-competition agreements and terminate unnecessary non-competition agreements.</p>
<p>Legislative amendments to implement the Whistleblowing Directive</p> <p>The Act, implementing the EU Whistleblowing Directive, should have entered into force by 17 December 2021 however this is now anticipated in 2022. The main objective is to facilitate the reporting of breaches of European Union law or national law protecting public interest, and safeguarding people who report such breaches. One of the most significant obligations introduced would be the obligation to set up a whistleblowing channel. In the private sector, this obligation is limited to employers employing at least 50 employees. The Act would contain requirements concerning the whistleblowing channels and procedures to be established.</p>	<p>The Act is expected to enter into force in the first half of the year 2022.</p>	<p>Keep abreast of the legal situation and if the employee threshold is met, prepare for setting up a whistleblowing channel.</p>
<p>Family leave reform</p> <p>The family leave reform includes more flexible and longer family leave and equal quotas of daily allowance days for both parents, some of which can be transferred to the other parent.</p>	<p>1 August 2022</p>	<p>HR representatives should be aware of the amendments.</p>

<p>Working group report on legislative amendments concerning working conditions and variable hours contracts sent out for comments</p> <p>The aim of the proposed amendments is to make working conditions more predictable and to improve the position of those employed under a variable hours contract.</p>	<p>1 August 2022 (estimated)</p>	<p>Keep abreast of the legal amendments.</p>
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