SUTJA ACADEMY · EPISODE 1 · CHECKLIST

Before you sign a contract

Finnish labour rules: law, TES and your contract. Tick every box before the contract is signed.

EMPLOYEE	STARTS ON	CHECKED BY

- [ ] The contract names the collective agreement (TES) that applies. For restaurants, it is the MaRa TES.
- [ ] You follow the TES even if you are not a member of MaRa.
- [ ] The pay is at least the TES minimum for the job.
- [ ] No term is worse than the TES. A worse term does not count: the TES term applies.
- [ ] The TES premiums are paid, such as the evening premium from 6 pm.
- [ ] Working hours, rest, holidays and notice are at least what the law requires.
- [ ] Anything better than the TES is written into the contract.

IN 30 SECONDS

1. **The law is the floor.**
2. **The TES applies to you, member or not.**
3. **A contract can be better, never worse.**

General guidance, not legal advice. Based on the Employment Contracts Act and MaRa TES 2025–2028.

sutja.fi/en/guides/finnish-labour-rules

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