SUTJA ACADEMY · EPISODE 2 · CHECKLIST

Does MaRa TES apply to you?

What is MaRa TES and does it apply to me? Tick every box for your business and your staff.

EMPLOYEE _____ STARTS ON _____ CHECKED BY _____

- [ ] Your business is in hospitality: a restaurant, café, pub, nightclub, hotel, spa, campsite or catering.
- [ ] You follow MaRa TES even if you are not a MaRa member. It is generally binding (yleissitova).
- [ ] Every contract names MaRa TES as the agreement that applies.
- [ ] Part-timers get at least the TES pay and premiums.
- [ ] Students and summer workers get at least the TES pay and premiums.
- [ ] Supervisors are on the MaRa supervisors' agreement, not the employees' one.
- [ ] Nobody works on a Y-tunnus while you set their hours and direct their work.

IN 30 SECONDS

1. **MaRa TES is the agreement for hospitality.**
2. **It is generally binding, member or not.**
3. **It covers all your staff, part-timers and students too.**

General guidance, not legal advice. Based on MaRa TES 2025–2028 and the Employment Contracts Act.
sutja.fi/en/guides/what-is-mara-tes

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