

The background of the entire page is a blue-tinted photograph of a group of people in a gymnasium. In the foreground, a man in a grey t-shirt is seen from the back, high-fiving a woman in a dark blue zip-up hoodie. The woman is smiling and looking up. Other people are visible in the background, some also high-fiving. A basketball hoop is visible in the upper center. The overall atmosphere is one of celebration and community.

BENEFIT FROM MEMBERSHIP!



OAJ



Get to know, participate & follow:

- oaj.fi/en
- opettaja.fi
- Facebook / Twitter / Instagram @oajry

Benefits always with you

By downloading the OAJ application on your phone, you can get a mobile membership card and have quick access to information and services.

Instructions: <https://www.oaj.fi/en/application>

Application: <https://app.oaj.fi>

Contact us

In member information- and union fee payment-related matters, we also assist our members through our free-of-charge telephone service at +358 (0)800 418 401.

In advocacy-related matters, we ask that you primarily turn to your shop steward. If you can't find help, you can contact us by using the electronic contact form <https://yhtheydenotto.oaj.fi/index?lang=en> or by calling our free-of-charge telephone service.

Employment terms: +358 (0)800 418 402

Legal protection: +358 (0)800 418 403

In matters related to earnings-related daily allowance and job alternation compensation, for instance, contact the Unemployment Fund for Education and Science directly at <https://opetusjatie.de.fi/en/>.

Join the union!

→ oaj.fi/en/membership/join-the-union

You can get help with filling the membership application from the OAJ contact teacher of your workplace or by calling our membership services, tel. +358 (0)800 418 401.

Check your information

Check that your information in our member register is up to date and view your union fee payment status: oaj.fi/omattiedot



Many people think that an individual teacher cannot make much of a difference. But by uniting, we at OAJ have the chance to make an impact. Teachers do not always see eye to eye on matters, and an advocacy union is necessary in order to reach agreements. What the teachers' goals and interests are in each specific situation is defined by the union members together. Our mission is to find common ground and compromise. That is how we can change the things that need changing."

Thang Nguyee
special class teacher, OAJ member



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1

Being a member is worth it



Together we are more.
Read more about why you
should join OAJ:
→ oaj.fi/en/membership

What have OAJ and other
trade unions achieved?
→ [oaj.fi/en/
results-of-our-operations](https://oaj.fi/en/results-of-our-operations)

TRADE UNION MEMBERSHIP protects you in working life. As a member, you are not left alone when you need help or advice. You have the support of our community of 114,000 members.

OAJ members are professionals in the fields of education, training and research, ranging from early childhood education to adult education and training. The Trade Union of Education in Finland OAJ protects the interests of its members. Out of the Finnish trade unions, OAJ is the only one to negotiate teachers' employment terms. Our high unionisation rate guarantees that the union is heard when it comes to education-related decision making. The values of fairness, openness and responsibility direct our operations.

Advocacy is your most important membership benefit. Our network of shop stewards, union operators, occupational safety and health representatives and other specialists supports the members also in difficult situations. There are numerous other membership benefits as well.

The Finnish Trade Union of Education OAJ is the professional organisation for those working in the fields of education, training and research. Together we are more.

2

We protect your interests



Information about the terms and conditions of employment and solutions for problematic situations:

→ oaj.fi/en/pay-conditions-help

→ oaj.fi/en/membership/oaj-negotiates/

OAJ NEGOTIATES matters related to salary, working hours, and other employment terms of education professionals. OAJ's most important duties include securing and developing employment terms as well as overseeing that the agreed employment terms are adhered to all around Finland.

Collective bargaining advocacy includes supervision of the functionality of the members' pay and working-time systems. We advise and train shop stewards and answer our members' questions. We inform members about the payment of salaries, working hours, study leave or family leave as well as job search and resignation, for instance.

OAJ defends the position of its members in the event of temporary layoffs or cutting down of resources. Without the help of a united, strong and extensive trade union, the employer can easily demand excessive compromises.

OAJ members are supported by their local shop stewards and, if necessary, the experts of labour market advocacy working at the OAJ office. You can find important information related to your work in our 'Pay, conditions & help' section, such as the salary calculator and an employment contract template.

3

Security in the constantly changing working life

THERE ARE unexpected working-life situations where advice and help are needed. OAJ has industry experts at local, regional and national levels working to protect its members. Reach out to your contact teacher or local association to find out who your shop steward and occupational safety and health representative are. OAJ experts also advise union members regarding their questions.

The employer is responsible for ensuring the health and safety, equality and occupational wellbeing of the personnel's working environment.

The employee, on the other hand, is responsible for notifying their supervisor if they detect any shortcomings in the working conditions or face violent or threatening situations at work. In such an event, it is important to notify your own occupational safety and health representative to receive guidance

You can find more information about occupational safety and health as well as instructions for submitting an OSH notification in the 'Pay, conditions & help' section on the OAJ website.

Teachers' Unemployment Fund membership is included in the union fee of OAJ. Staff at the Unemployment Fund for Education and Science are experts on the special features of the field of education and training.



Information related to wellbeing at work and unemployment security:

→ oaj.fi/tyoelamaopas/tyosuojelu

→ oaj.fi/tyoelamaopas/tyohyvintointi

→ <https://opetusjatie.de.fi/en/>

Help for problematic situations

If you experience any work-related problems or have any questions, we kindly ask that you first contact your own supervisor. In matters related to the union and memberships, you can contact the contact teacher of your workplace.

IF THE MATTER IS NOT RESOLVED,
please ask for help:

Shop steward

- ▶ working time and salary
- ▶ employment terms
- ▶ leaves of absence
- ▶ personnel administration and management
- ▶ essential changes to work
- ▶ fixed-term employment
- ▶ warnings and notices
- ▶ termination of employment and temporary layoff

Occupational safety and health representative

- ▶ rules on occupational safety and health
- ▶ occupational health care
- ▶ work-related stress
- ▶ matters related to wellbeing at work
- ▶ changes to work or working conditions that impact health and safety

Local OAJ association (or other member association)

- ▶ resources of education and early childhood education
- ▶ local matters related to education
- ▶ initiatives to develop OAJ's operations
- ▶ association activities
- ▶ membership-related matters
- ▶ closure of schools



Professional legal protection

SHOP STEWARD'S SERVICES, legal aid of OAJ's lawyers and the professional legal protection insurance taken out by OAJ for its members provide its members with significant legal protection.

When a member of the OAJ is in a situation in their employment relationship where they need legal assistance, they can contact OAJ's lawyers using the contact form, by phone or through a shop steward. OAJ's lawyers will investigate the matter and assess whether there are grounds for a legal challenge in the matter and, if so, whether the OAJ's lawyers will handle the challenge or whether the matter will be transferred to an external lawyer with legal expenses insurance.

The professional legal expenses insurance taken out by OAJ for its members is valid if the person has paid the union fee in accordance with the rules of OAJ and has been a member of OAJ for six months prior. The six-month qualifying period does not apply to new members who transfer to OAJ directly from another trade union and who have had equivalent legal expenses insurance in their previous union.

The use of legal expenses insurance requires the support of the union, so members must always first contact OAJ's lawyers.



OAJ's insurances and advice protect you in legal matters.

→ oaj.fi/en/membership/benefits/
→ turva.fi/oaj

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We influence decision-making in the field of education, training and research

OAJ'S MISSION is to make Finland the best place in the world to teach, learn, and do research. We impact education policies in many different ways in order to make this a reality.

Our education policy advocacy slightly differs from our labour market policy advocacy in that OAJ is not a negotiating party in education policy advocacy but influences decision-making right at the preparation stage. We highlight the concerns and observations of teachers and promote their position when education reforms are being carried out. The voices of our members are important in this work. Through OAJ, the members have their voices heard in the decision-making related to their work.

When Finnish education is developed, many operators often have the same goals, but only OAJ promotes the interests of education professionals. Our reform-related objectives are for teachers to always have enough resources and to get to keep their jobs. For instance, OAJ has had an influence on the decrees of the Act on Early Childhood Education and Care related to the necessary number of teachers and the competencies required for teachers in the professional reform.

OAJ exerts a significant influence on education policy and is recognised internationally as well. The union's broad member base provides OAJ with notable authority at the decision-making tables.

Due to its responsible advocacy work, OAJ is regarded as a trustworthy operator. This helps our members' voices to be better heard when deciding on matters related to Finnish education, training and research.



Read more about OAJ's opinions and ways of impacting:

→ oaj.fi/en/policies

→ oaj.fi/en/news/opinions



Training and occupational information



OAJ organises training for advocacy shop stewards and teachers at the start of their career:

→ oaj.fi/en/membership/oaj-trains-and-educates
→ oaj.fi/en/membership/oaj-trains-and-educates/nope-training


OAJ'S TRAINING promotes the advocacy skills of those working in the field and strengthens association activities and the members' own professional identity. The experts of the OAJ office provide training to shop stewards, association chairpersons, occupational safety and health operators, regional operators and those taking part in the operations of OAJ and its associations. Remote training events and webinars are organised more and more often and the selection of training offered directly to members is growing based on the wishes of OAJ members.

Entering working life and starting to work as a teacher is a big change.

OAJ offers the popular NOPE training to those beginning their professional life as a teacher. The training is intended for teachers who have worked in the field for less than five years and are under 35 years of age. The abbreviation 'NOPE' comes from the Finnish words *nuori opettaja* (young teacher). We have provided Uusi ura career training for new vocational education teachers since 2022.

OAJ's member associations organise training for their own employees and members. These local and regional member training events are intended for all members of the associations in question. Training is an important membership benefit.

OAJ's website contains lots of information related to the daily lives of professionals working in the fields of education, training and research. See the 'Pay, conditions & help' section of our website for more information about matters related to agreements, working time, salary, holidays and substitute teaching.



Leisure time insurances and benefits

AS A MEMBER of the union, you are entitled to Turva's travel insurance, luggage and travel liability insurance and are also insured against accidents. Travel insurance also covers accompanying children under the age of 20 (own children and grandchildren, spouse's children and children living permanently in the same household as the insured person) as well as travelling next of kin living permanently in the same household as the insured person. When attending OAJ's events, you are covered by the union insurance against any personal or material damage.

Our members can get a number of holiday and recreational services at an affordable price. The benefits include Holiday Club, various hotel chains and shipping companies and numerous other service providers. Danske Bank offers financial benefits when taking out a mortgage or requiring investing services. OAJ members get discounts from several publishing companies for magazine subscriptions and book purchases.

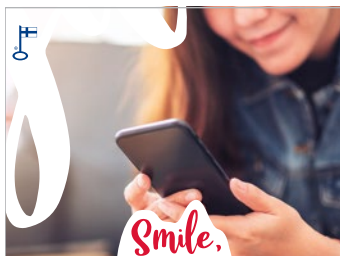
Your local and regional associations also offer leisure time recreational and event discounts.

As an OAJ member, you belong to Akava and enjoy the versatile membership benefits of the trade union. These benefits are included in the Member+ service.

Log in to Member+ in order to claim your benefits.

We also offer a number of other benefits. You can see the wide range of OAJ's membership benefits on page 16 of the brochure.

[→ oaj.fi/en/membership/benefits/](https://oaj.fi/en/membership/benefits/) → turva.fi/oaj → memberplus.fi



**TaskuTurva –
insurance coverage
always with you**

With TaskuTurva, the insurance coverage provided by your trade union and the travel insurance card that secures your travels are always with you.

With the hospital search, you can find the contact information of a reliable doctor while abroad. Safe travels!

Download the TaskuTurva app from Google Play Store or App Store. Read more in Finnish at turva.fi/taskuturva.

Mutual Insurance Company Turva
www.turva.fi • Tel. 01019 5110





Participate and make a difference



As an OAJ member, you have many ways of impacting and improving the position of all teachers:

- oaj.fi/sauna
- oaj.fi/en/oaj/about
- [oaj/council/](https://oaj.fi/council/)
- oaj.fi/jasenaioite
- oaj.fi/en/oaj/we-do-good/

OAJ WANTS to strengthen and increase participation and interaction. We use surveys to find out the opinions and wishes of our members and to direct our activities in line with the obtained information. The virtual OAJ Sauna on the Howspace platform offers members the opportunity to participate and meet other members, decision-makers and people from OAJ's office as well as to get up-to-date information on topics of interest of different member groups. You can also make member initiatives through Sauna. We recommend that you also actively keep an eye on our communication channels!

The most important decisions at OAJ are made by our members from all around Finland. All teacher groups have their representative in OAJ's Council and Executive Board, for instance. You can best get involved in making an impact by participating in the activities of your association. Active teachers are also needed at the national level. Our goal is to have more teachers to participate in the OAJ Council elections as candidates or voters. An OAJ representative has influence and is at the core of the Council. A member can submit their case to the Council either through an initiative made by a member association or through a member initiative.

OAJ has a global responsibility and works to improve the position of teachers and to strengthen the rights of association operations internationally. We engage in solidarity and development work with Education International in Africa and the Trade Union Solidarity Centre of Finland SASK, for instance. The members of OAJ are welcome to join our network of solidarity work.

Teacher students membership



Channels for teacher students

→ sool.fi/in-english

→ [Facebook/Twitter/](#)

[Instagram: @sool_ry](#)

→ sool.fi/jasenelle/

[tyoelamaan](#)

→ [oaj.fi/en/pay-](https://oaj.fi/en/pay-conditions-help/career-guide)

[conditions-help/career-](#)

[guide](#)

TEACHER STUDENTS CAN join the Teacher Student Union of Finland SOOL during their studies. SOOL takes care of the advocacy of teacher students on a national level and trains and unites future teachers. You can become a member through a member association. If a student cannot join any of the member associations, they can become an individual member.

Apart from unemployment security, the members of SOOL get nearly all of the same national membership benefits as actual OAJ members in addition to the membership benefits of their student association.

You can find more instructions and information related to the student unemployment fund membership, substitute teaching, job search and entering working life on the websites of SOOL and OAJ. A student who has worked as a substitute teacher for at least one term during their studies can become a member of OAJ directly. Once the OAJ membership begins, the membership of SOOL is automatically terminated; however, all the OAJ membership benefits and the potential unemployment fund membership remain valid.

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Membership information and union fees



Check that your information is up to date and view your union fee payment status:

→ oaj.fi/en/membership/keep-your-membership-details-up-to-date/
→ oaj.fi/en/membership/join-the-union/union-fees/

MAKE SURE that your information is up to date in the OAJ member register. Information about changes to home address, e-mail address or a change of employer, for instance, are not automatically updated in our membership service, and you need to update them yourself.

Up-to-date information guarantees that you receive our electronic membership letters containing current information about the association and membership benefits. You can log in to the My profile section on our website to ensure that your information is up to date in our register. You can also check that your union fees have been paid.

Your union fee varies according to the membership payment of your own member association and is approximately 1.05 per cent of your gross earnings subject to tax. For instance, you will pay a fixed, lower union fee during parental or study leave.

You should make sure to pay your union fees in time because, for instance, the validity of membership benefits and receiving earnings-related daily allowance requires that you have paid your union fees. If your employer deducts your union fees directly from your salary, make sure to check your payslip to see that the fees have been deducted. If you notice any issues with the union fee payments, make sure to update your payments immediately or contact our membership services.

Who are we?

OAJ has 114,349 members (1 Jan 2023). Nine out of ten teachers have chosen OAJ membership. Each member belongs to their own member association.

OAJ member associations

OAJ-YSI and FSL

- OAJ General Education Teachers
- Teachers and head teachers of basic education, upper secondary schools and general adult education (adult education centres, night schools and folk high schools)
- 55,429 members

VOL

- Early Childhood Education Teacher's Union
- Early childhood education teacher and day-care centre directors
- 13,622 members

OAO

- Vocational teachers of OAJ
- Teachers, education supervisors, principals and supervisors of vocational institutions, adult education centres, universities of applied sciences, liberal adult education and basic education in arts
- 16,241 members

YLL

- Union for University Teachers and Researchers in Finland
- Teachers, researchers and education administrators working at universities
- 1,490 members

Opsia

- Finnish Association of Educational Directors and Experts
- 129 members

Student members SOOL and FSLF

- teacher students
- 6,987 members

Retired Teachers in Finland

- 19,663 members

**National associations' websites and contact information:
oaj.fi/en/oaj/national-associations**

Webinars
EUR 40

Training
benefits
EUR 650

Educa
trade fair
EUR 20

Member
events
EUR 50

Pay revision
EUR 1350

Travel
insurance
compensation
EUR 1540

Earnings-
related
unemployment
allowance
EUR 3016

Saving on
insurances
EUR 300

Hotel
discounts
EUR 80

Member+
EUR 40

Opettaja
magazine
EUR 95

Associations'
meetings
EUR 40

Benefits of
Danske Bank
EUR 200

Legal
protection
benefit
EUR 700

Holiday Club 's
holiday weeks
EUR 400

**By paying a few hundred
euros, you get membership
benefits worth
thousands of euros**

See what is included in the average union fee of
EUR 395 at oaj.fi/oajkannattaa