

EMPLOYMENT CONTRACT
Growing of fruits and berries
Harvesting and picking of natural products

PARTIES IN THE EMPLOYMENT RELATIONSHIP	Employer Address: 	
	Employee Address: 	Personal identity code Foreign employee's passport number:
	Bank account 	
	Length of the pay period 	
	The employee mentioned above undertakes to do the work assigned to him/her by the employer mentioned above under the guidance and supervision of the said employer, subject to remuneration, and under the conditions stated below.	
VALIDITY OF THE EMPLOYMENT CONTRACT	Date of commencement of employment relationship: ____ / ____ 20____	At the beginning of the employment relationship, there is a trial period of ____.
	The employment contract is for a fixed term. Reason for fixed term: <input type="checkbox"/> Seasonal work <input type="checkbox"/> Other reason: _____ Duration of employment contract: until ____ / ____ 20____ OR estimated duration: _____	
WORKING HOURS	<input type="checkbox"/> Regular working hours: _____ hours per week OR <input type="checkbox"/> The employee shall be available for work during the time specified by the employer ____ – ____ hours per week (In harvesting, working hours depend on the crop situation as well as weather and market conditions)	
SUNDAY, ADDITIONAL WORK AND OVERTIME	The employee agrees to do Sunday, additional work and overtime under the conditions stipulated by law, in which case the employee shall receive compensation as stipulated by law and Collective Agreement. In each case, working overtime requires separate consent from both parties.	
PLACE OR AREA OF WORK	 	

PRINCIPAL DUTIES	Duties: <input type="checkbox"/> Picking and other harvesting work <input type="checkbox"/> Planting and care work <input type="checkbox"/> Other work performed during the growing and picking season The employee also agrees to do other work assigned to him/her by the employer.	
SALARY	Salary at start of employment relationship Job requirement group: _____ Time-based pay: _____ €/h or _____ €/month Proficiency bonus is determined in accordance with the Collective Agreement. Piecework pay in accordance with attachment. In piecework, the employee undertakes to work at the normal piecework pace.	
APPLICABLE COLLECTIVE AGREEMENT	With regard to salary and other terms of employment, the employment relationship complies with the collective agreement for rural industries, valid laws and regulations, as well as internal instructions and company rules.	
ANNUAL HOLIDAY	The provisions of the Annual Holidays Act and the terms and conditions of the above-mentioned collective agreement are observed. For fixed term contracts, the holiday remuneration is 12.5 %.	
PERIOD OF NOTICE	The terms and conditions of the above-mentioned collective agreement are observed.	
RIGHT OF SET-OFF	If a fixed-term employee quits working without prior agreement with the employer before the agreed upon ending date of the work period, the employer may deduct one day's salary.	
FRINGE BENEFITS	Fringe benefits: _____ _____ _____	
EXPENSES	Expenses incurred by the employee: _____ _____ _____ The amounts of money that the employee and employer have agreed to deduct from the salary in money: _____ _____ _____	
OTHER TERMS	_____ _____ _____	
INFORMATION TO THE INSURANCE COMPANY	Pension security: _____ Workers' compensation insurance: _____	
DATE AND SIGNATURE	Two copies of this contract with identical content have been prepared, one of which is issued to the employee and the other to the employer. _____ Location and date	
Signature of the employer/representative of the employer		Signature of the employee