



LTOL

**The Kindergarten
Teachers Union of Finland**



LASTENTARHANOPETTAJALIITTO
BARNTRÄDGÅRDSLÄRARFÖRBUNDET

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A BRIEF HISTORY

The Kindergarten Teachers Union of Finland (LTOL ry) was founded in 1919 to unite the members of its member associations in looking after their financial, social, vocational, educational and legal interests. The union has no affiliation to any political party.

MISSION

The Kindergarten Teachers Union of Finland is a professional organisation of early childhood education. We promote the recognition of kindergarten teachers and early childhood education, and also support children's rights.

VISION

Early childhood education and kindergarten teachers have strong status in society. The Kindergarten Teachers Union of Finland and kindergarten teachers are pedagogical experts in early childhood education.

VALUES

Strong professional identity

The Kindergarten Teachers Union is a strong specialist in early childhood education, and kindergarten teachers are the best pedagogical experts. Through its activities, the Kindergarten Teachers Union supports and strengthens the professional identity of its members, while at the same time ensuring that the conditions of employment are in order.

Equality

The Kindergarten Teachers Union treats its members equally in all of its activities. Every kindergarten teacher commits to honor and promote equality at work and in public.

Courage

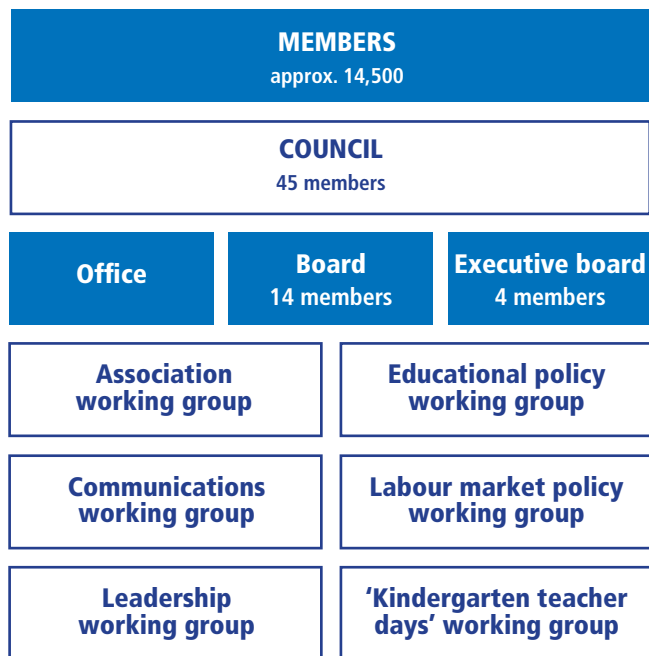
The Kindergarten Teachers Union and its members act as strong and prominent leaders in society. All our members have the courage to assume the role of early childhood education specialist.

Innovativeness

The Kindergarten Teachers Union engages with its members to find solutions to the challenges of early childhood education and to encourage creativity. The union takes future needs into account by modifying the contents and methods used in early childhood education.

ADMINISTRATION AND DECISION-MAKING

The highest decision-making authority in the Kindergarten Teachers Union is the Council. The Board enforces the Council's decisions, and the working groups prepare the Board's agenda. The term of office is four years.



MEMBERS AND MEMBER ASSOCIATIONS

The union has some 14,500 members who work as kindergarten teachers, special education kindergarten teachers and pre-school teachers, as well as in supervisory and expert tasks in municipalities and the private sector.

Membership in the union mainly takes place through local associations. Some 60% of the union's members are members of Finland's 30 kindergarten teachers associations. Approximately 40% are members of 220 Trade Union of Education in Finland (OAJ) local associations, whose members work in both early childhood education and basic education tasks. Kindergarten teacher unions and local associations are members of regional associations.

KEY MEMBERSHIP BENEFITS

- ✓ Shop steward services and legal advice in employment relationship and wage/salary matters
- ✓ Membership-based insurance benefits:
 - off-working-hours accident insurance
 - travel and luggage insurance
 - liability and legal expenses insurance
- ✓ Magazines: Lastentarha and Opettaja
- ✓ Training and recreational events
- ✓ Holiday and recreational benefits
- ✓ Discount on a yearly ticket to Finland's state-run art museums.
- ✓ Pocket calendar



“Nationwide Kindergarten Teachers Days” is a training and fair event that takes place every two years. During this event, kindergarten teachers and early childhood education experts gain access to the latest research data on early childhood education and gain strength for their work by spending time with colleagues and friends.

PROTECTION OF MEMBERS' INTERESTS

As an OAJ member association, LTOL is also a member of both Akava and the Negotiation Organisation for Public Sector Professionals (JUKO). JUKO is responsible for drawing up the collective agreements of LTOL members who work in the public sector, and for ensuring compliance with the agreements through JUKO's local shop steward system.

AKAVA

A trade union confederation for those with a university, professional or other high level education
37 member unions, 613,000 members

JUKO

Negotiation Organisation for Public Sector Professionals
Negotiates collective agreements
8 member associations, 200,000 members,
3,800 shop stewards

Trade Unions of Education in Finland OAJ

A labour market organisation that protects the interests of those employed in the field of education
121,000 members

The Kindergarten Teachers Union of Finland LTOL

Professional organisation of early childhood education,
OAJ's nationwide association
14,500 members

MEMBERSHIP CRITERIA

- Individuals who hold teaching, expert or supervisory positions in early childhood and preschool education are eligible to become members
 - as a general rule, membership requires being qualified to work in the above-mentioned positions, which means members must hold a bachelor's or master's degree in (early childhood) education or a degree from a university of applied sciences (sosionomi AMK) that qualifies the person to be a kindergarten teacher
- Students who are studying for a qualification and are working temporarily in tasks calling for the qualification in question can also join
- Individuals who cannot be accepted as an official member of the union's member associations can apply for a pedagogical membership
- Members who retire can join LTOL as a retired member



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