

Flooring

The collective agreement for the flooring sector always applies to work done in the flooring sector.

Salaries and terms of employment may not be worse than those specified in the collective agreement.

Time-based salaries, pay grades

The employee's pay grade is based on their competence in their profession.

Pay grade	hourly base wage rate
0	EUR 10.51/h
1	EUR 12.10/h
2	EUR 14.28/h
3	EUR 15.74/h

0. This pay grade contains students
1. This pay grade contains new employees who are able to independently perform **one** of the following tasks:
 - Installation of plastic carpeting in a room, including base preparation
 - Installation of laminate flooring or veneer parquet flooring, including base preparation
 - Application of waterproofing using waterproofing plasters, VTT certified, base preparation for tiling, such as checking and correction of slopes.
2. This pay grade includes employees who are able to independently perform **two** work phases of duties mentioned in pay grade 1 or in addition to one duty, one of the following:
 - Base preparation, installation, profiling and welding tasks of plastic, rubber and linoleum carpeting
 - Base preparation, installation and welding tasks of plastic flooring and wall covering in wet areas.
 - Base preparation and stressing of textile carpeting
 - Installation and grinding of mosaic parquet
 - Basic tiling, including base preparation, waterproofing, VTT certified for waterproofing

3. This pay grade includes experienced employees who have mastered one of the following:

- Base preparation, installation, profiling and welding tasks of plastic, rubber and linoleum carpeting, also in staircases, pattern intersections and fittings
- Stressing of textile carpeting, also in staircases.
- Solid tongue and groove parquet, margin strip and pattern work as well as base preparation, installation and surface work of sports floors.
- Tiling, including base preparation, with different types of tiles in addition to normal tiles, such as glass mosaic and natural stone tiles. Tiling in demanding projects, such as spas.
- Has taken a vocational degree or special vocational degree in flooring.

The pay for measured work must always correspond to pay grade 2 as a minimum.

The employee is not required to have any degree or education in order to be placed in any of the pay grades

Separate pay component 7.7% and holiday pay 18.5%

A separate pay component of 7.7% and holiday pay of 18.5% are always paid on top of the salary.

The separate pay component 7.7% includes the reduction of working time and midweek holidays.

These compensations may not be included in the hourly wage or the pay for measured work

The separate pay component 7.7% is paid on each pay day

Of the holiday pay, 14% is paid before the beginning of summer holiday and 4.5% before the beginning of winter holiday.

The employer is entitled to annual leave according to the Annual Holidays Act

Tool allowance

Tool allowance is EUR 1.15/workday

The employer must provide any large and unusual tools and machines

Sick pay

The employer must be immediately notified of sickness.

The pay for the sick leave corresponds to the average hourly earnings of the 12 previous payments of salary

Travel expenses

For a commute of more than 5 km, the actual travel expenses, such as the bus ticket, are reimbursed.

If the employee uses their own car for work-related travel ordered by the employer, they are compensated for the use of own car at EUR 0.43/km

Example

Payslip according to hourly wage rate of pay grade 3

Cash pay		Amount	Price per unit	EUR
Hourly wage rate		1	15.74	15.74
Holiday allowance		18.50%	15.74	2.91
Separate pay component		7.70%	15.74	1.21
Total				19.86
Deductions		Per cent	Of amount	EUR
Earnings subject to income tax			19.86	
Income tax		22%	19.86	4.37
Employment pension contribution		5.70%	19.86	1.13
Unemployment insurance contribution		1.15%	19.86	0.23
Total				5.73
Reimbursement of expenses		Amount	Price per unit	EUR
Tool allowance				0
Travel expenses				0
Total				EUR
Cash pay				19.86
Deductions				5.73
Reimbursement of expenses				0
TO BE PAID				14.13