

CONSTRUCTION PRODUCTS INDUSTRY 2014 (rakennustuoteteollisuusala)

PAY RISES AS OF 1 MAY 2014

Wages will increase as of the start of the wage payment period beginning on or soonest after 1 May 2014.

General pay rise of €0.12/h

Hourly rates by job requirement category

1. €0.48/h
2. €0.92/h
3. €10.38/h
4. €10.87/h
5. €11.37/h
6. €11.90/h
7. €12.44/h

Hourly rates of young employees

under 17 years	€8.00/h
under 18 years	€8.38/h

Evening shift bonus	€1.32/h
Night shift bonus	€2.28/h
Working conditions bonus	€0.68/h
Mining work bonus	€2.08/h

Seniority bonuses

Service period	bonus
Over 5 years	€0.27/h
Over 10 years	€0.32/h
Over 15 years	€0.38/h
Over 20 years	€0.43/h
Over 25 years	€0.49/h
Over 30 years	€0.55/h
Over 35 years	€0.62/h

Wage payment

If payday would be deferred to the first ordinary weekday after the Easter, Midsummer or Christmas holidays, then the normal payroll accounting cut-off day will be brought forward so that the employee's wages can be drawn on an ordinary weekday preceding the holidays.

Health and safety at work

The employer will obtain optically polished anti-glare goggles for employees who require this equipment at work unless the danger of glare can be avoided by other means (e.g. by installing glare protection screens on machinery).

Sick pay

The federations recommend that enterprises agree on local procedures whereby the employer or the employer's representative approve notification by the employee as an account of absence due to incapacity to work lasting for no longer than three days (e.g. due to the common cold). The federations also recommend that this agreement should include local procedures covering absences from work for the purpose of temporary childcare.

Reduction of working hours

A separate percentage wage element of 5.85 % of paid or due wages for time at work, including compensation for overtime and emergency work, will be payable as of 1 September 2014 to employees working regularly for fewer than

40 but not less than 24 hours per week, who are not included in a working time reduction scheme due to their shorter working time. This percentage compensation will be paid as a separate wage element. It will be excluded from the reckoning of average hourly earnings under section 15 of the collective agreement and the reckoning of average hourly annual holiday earnings under section 2 of the holiday pay agreement.

The separate wage element will not be paid to employees in uninterrupted and discontinuous three-shift work where working time reduction is arranged in other ways, or to temporary employees engaged for no longer than three months who are not eligible for working time reduction. The separate wage element will become payable as of the start of employment if the temporary employment is prolonged.

Payment of the separate wage element will end if an employee working regularly for fewer than 40 but not less than 24 hours is assigned to regular working time of 40 hours while this regulation remains in force, and thereupon falls within the scope of a working time reduction scheme and receives compensation for working time reduction.

Working time in uninterrupted three-shift work

Any reduction in earnings caused by working time reduction will be compensated by a flat rate bonus of 16.8 % of the employee's average hourly earnings under the collective agreement for every hour of regular working time worked under the form of working time concerned. This also applies to regular working time spent in travelling or training compensated by the employer, and to any time for which the employer pays sick leave wages.

This bonus is excluded when reckoning the employee's average hourly earnings under the collective agreement. It will be payable on the normal payday unless otherwise locally agreed.

**Finnish Construction
Trade Union**
www.rakennusliitto.fi/en/

For further details please contact our employment terms hotline,
tel. +358 20 690 232
Lines are open from 08.30 to 16.00 on Monday to Thursday and
from 08.30 to 15.30 on Fridays