

# CONSTRUCTION PRODUCT INDUSTRY 2026

## WAGES

Wages will increase by 2.9% on 1 June 2026 or from the beginning of the nearest pay period thereafter.

Pay grade	1.9.2025	1.6.2026
1.	€12.39/h	€12.75/h
2.	€12.93/h	€13.30/h
3.	€13.49/h	€13.88/h
4.	€14.06/h	€14.47/h
5.	€14.67/h	€15.10/h
6.	€16.07/h	€16.54/h

### Young employees' hourly rates

	1.9.2025	1.6.2026
Persons under 17	€10.18/h	€10.48/h
Persons under 18	€10.62/h	€10.93/h

### Monetary allowances

	1.9.2025	1.6.2026
Evening shift allowance	€1.57/h	€1.62/h
Night shift allowance	€2.71/h	€2.79/h
Conditions allowance	€0.80/h	€0.82/h
Mine allowance	€2.46/h	€2.53/h

### Separate compensation for elected employee representatives

The separate compensation specified in section 29 of the collective agreement shall be paid to chief shop stewards and occupational safety representatives of a company or regional unit who are members of the Finnish Construction Trade Union. The compensation is based on the number of employees represented by the elected employee representative. The duration of the exemption from work and the sum of the compensation are determined according to the number of employees at the workplace on the last day of June. The following separate compensations will be paid:

Number of represented employees	1.9.2025	1.6.2026
10–50 employees	€80.30/month	€84.68/month
51–100 employees	€102.87/month	€105.85/month
Over 100 employees	€154.22/month	€158.69/month

## Length of service bonuses

Length of service	1.9.2025	1.6.2026
Over 5 years	€0.32/h	€0.33/h
Over 10 years	€0.38/h	€0.39/h
Over 15 years	€0.46/h	€0.47/h
Over 20 years	€0.51/h	€0.52/h
Over 25 years	€0.58/h	€0.60/h
Over 30 years	€0.65/h	€0.67/h
Over 35 years	€0.73/h	€0.75/h
Over 40 years	€0.80/h	€0.82/h

## Performance-based pay

On 1 June 2026 or from the beginning of the nearest pay period thereafter:

Performance-based wages will increase by 2.9%.

The piece rates for incomplete contract work will increase by 2.9% for the remaining hours.

## Reimbursement of expenses in 2026

**Domestic daily allowance** €54

**Partial daily allowance** for days of at least 6 but no more than 10 hours €25

**Overnight allowance** €16

**Meal allowance** €13.50

**Kilometre allowance in 2026**

Allowance for the use of the employee's own vehicle €0.55/km

The kilometre allowance is increased by €0.04/km for each passenger whose transport the employer is responsible for. The kilometre allowance will increase by €0.04/km if the total weight of the machines and devices transported in the vehicle exceeds 80kg or if they are large in size.