

PAINTING INDUSTRY 2026

WAGES

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

Time rates

	1.9.2025	1.6.2026
Pay grade I	€12.24/h	€12.60/h
Pay grade IB	€13.79/h	€14.19/h
Pay grade II	€14.97/h	€15.40/h
Pay grade III	€16.58/h	€17.06/h
Pay grade IV	€18.05/h	€18.57/h
Pay grade V	€19.36/h	€19.92/h
Further vocational qualification allowance	€0.52/h	€0.54/h
Specialist vocational qualification allowance	€0.88/h	€0.91/h
Guaranteed pay for contracts (for pay grades I-II)	€14.97/h	€15.40/h
Guaranteed pay for contracts (for pay grades III-V)	€19.36/h	€19.92/h
Foreman duties at least	€19.36/h	€19.92/h

Piece rates

For incomplete contract work, the piece rates will be increased by 2.9% for the remaining work 1 June 2026.

Separate pay component

The employee will be paid a separate pay component of 7.7% as weekday public holiday compensation for New Year's Day, Epiphany, Good Friday, Easter Monday, May Day, Ascension Day, Midsummer Eve, Christmas Eve and Christmas Day in connection with every wage payment. This component also includes the accrued days off allowance.

The Act on Celebrating Independence Day as a Public Holiday applies to paying wages for Independence Day. The employees are entitled to full pay for Independence Day if the day would otherwise have been a working day.

This separate pay component of 7.7% is also paid to those working reduced hours. The separate pay component must be itemised on the payslip. The separate pay component must not be included in the employee's time rates, piece rates or bonus pay. The separate pay component does not count towards the holiday bonus.

Absences due to illness

The maximum sick pay is a maximum of €19.36/h (1.9.2025) / €19.92/h (1.6.2026) for the health insurance waiting period and €24.05/h (1.9.2025) / €24.75/h (1.6.2026) for any remaining period of incapacity for work for which wages are paid.

A self-reporting procedure must be agreed in companies for common cold-type absences lasting no more than 3 days. The parties cannot agree that a medical certificate is always required.

Weather conditions preventing work

If work cannot be continued due to rain or other weather conditions preventing work, the employer shall arrange other work or pay the full wage for waiting until the end of the shift. If the adverse weather conditions continue and prevent working for a full work day, the employees will be entitled to full pay (personal hourly wage) for a maximum of 10 days during a calendar year. However, there is a waiting period of one (1) day for employees.

Shift allowances

	1.9.2025	1.6.2026
Evening shift allowance	1.66 €/h	1.71 €/h
Night shift allowance	3.15 €/h	3.24 €/h

The **holiday bonus** is 18.5% of the wages paid during the employment period. Of the holiday bonus, 14% is paid before the beginning of summer holiday and 4.5% is paid before the beginning of winter holiday.

Compensation for travelling for work in 2026

Daily allowance €54
Accommodation allowance €57/day
Overnight allowance €16/day

Compensation is paid for travelling in accordance with realised costs and the wage for time spent travelling.

Compensation for daily travel expenses

The compensation for daily travel expenses in accordance with the collective agreement in 2026 is as follows:

over 5km	€2.41	over 60km	€19.88
over 10km	€3.86	over 70km	€22.50
over 20km	€6.96	over 80km	€25.56
over 30km	€10.14	over 90km	€29.11
over 40km	€12.48	over 100km	€32.64
over 50km	€15.13		

Tax-exempt kilometre allowances set by the Tax Administration in 2026

private car €0.55/km
transport of passengers €0.04/km/person
trailer €0.9/km
caravan €0.15/km
machines and devices €0.04/km

