

WATERPROOFING INDUSTRY 2026

WAGES

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

General increase 2.9%

Piece rates will increase by 2.9%

Pay grades

Pay grade 1

- Interns
- Interruptions due to adverse weather and other time spent waiting regardless of the employee's pay grade

1.9.2025	1.6.2026
€12.01/h	€12.36/h

Pay grade 2

- Waterproofing employees who have worked in the industry for less than 2 years
- Employees other than waterproofing employees who have worked in the industry for less than 5 years
- Drying, fire watch after hot work, warehouse work, measuring, and edge fillets for employees in pay grades 2-4
- Travelling during working hours

1.9.2025	1.6.2026
€14.93/h	€15.36/h

Pay grade 3

- Waterproofing employees who have worked in the industry for 2-10 years
- Employees other than waterproofing employees who have worked in the industry for a minimum of 5 years

1.9.2025	1.6.2026
€17.30/h	€17.80/h

Pay grade 4

- Waterproofing employees who have worked in the industry for more than 10 years and waterproofing employees who have acquired a relevant further vocational qualification and worked in the industry for at least 5 years.

1.9.2025	1.6.2026
€19.38/h	€19.94/h

Weekday public holiday compensation

Days entitling employees to compensation are New Year's Day, Epiphany, Good Friday, Easter Monday, Ascension Day, May Day, Midsummer Eve, Christmas Eve and Christmas Day. The compensation is paid provided that employment has continued for at least six weeks. The compensation is paid according to pay grade 2.

Sick pay

Sick pay is calculated based on the employee's average hourly earnings during regular working hours over the previous twelve (12) pay periods.

Compensation for reduction of working hours

Compensation for the reduction of working hours is 4.8% of the wages paid or payable to the employee for their time worked, including any bonuses for overtime or emergency work. Compensation for the reduction of working hours is paid to employees quarterly, together with the first payroll of the accounting period following the end of each quarter. The compensation for the reduction of working hours is included when calculating holiday pay and holiday compensation as stated in section 17 of the collective agreement.

Daily travel expenses

Distance between the 0 point and the construction site	Round trip
over 4km	€2.33
over 10km	€5.77
over 20km	€11.47
over 30km	€17.17
over 40km	€22.89
over 50km	€28.59
over 60km	€34.30
over 70km	€40.00
over 80km	€45.71
over 90km	€51.42
over 100km	agreed on separately

Distribution of compensation if the construction site and the distance travelled change: if the employee's workday begins and ends at different construction sites, both distances travelled are halved and these halves are added together.

Compensation for moving between construction sites during the day: moving from one construction site to another at the employer's request using the employee's own mode of transport is compensated according to a decision issued annually by the Tax Administration.

A separate agreement can be made locally regarding compensation for daily travel expenses.

Reimbursement of expenses in 2026

Daily allowance €54

Overnight allowance €16/day

Compensation for travel expenses 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

Meal allowance

According to the Tax Administration's decision, the meal allowance in 2026 is €13.50. In accordance with the decision by the Finnish Tax Administration, a tax-exempt meal allowance is paid on a daily basis to employees working somewhere other than at their regular workplace. The meal allowance is paid if no daily allowance is paid for the work trip and the employer has been unable to arrange a workplace meal for the employee.

