

## Asphalt sector

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

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

### Time-based salaries

In the time salary system, the salary consists of three parts

1. Table-based pay
2. Personal pay component, based on the score, 0–25 points. The scoring table can be found on page 11 of the collective labour agreement.
3. Vocational degree, extra pay EUR 0.31/h, or special vocational degree, extra pay EUR 0.72/h

### Pay grades:

Pay grade	hourly wage rate
1	EUR 9.99/h
2	EUR 13.76/h
3	EUR 14.63/h
4	EUR 15.47/h
5	EUR 16.33/h

The employee is placed in a specific pay grade based on their professional title.

1. Summer employees, cleaner, traffic controller, asphalt worker without experience
2. Shovel man, asphalt worker (assistant), laboratory assistant, warehouse worker,  
fibre fitter, traffic arranger/maintenance truck driver (including truck driver), glue worker/injection machine driver
3. Heating machine operator (heating machine driver), truck driver, machine station operator (scale operator), cutter operator, cast asphalt worker, rake worker, machine operator (such as stabilisation), roller driver, foundation worker, sports venue constructor (basic competence), laboratory assistant (qualified laboratory assistant, with education), shovel man (multi-skilled), glue worker/injection machine driver (multi-skilled), traffic arranger/maintenance truck

driver (overall responsibility for traffic arrangements)

4. Machine station operator, spreader driver, machine installer (maintenance man),  
watchkeeper, leveller driver, foundation worker, sports venue constructor (very skilled), heating machine operator (capable of independent work)

5. Foreman, other title in grade IV

Allowances:

Evening shift allowance EUR 1.45/h

Night shift allowance EUR 4.77/h (from 9.00 p.m.–5.00 a.m.)

Reduction of working time

Accrued at 1 day for each 18 days worked (maximum 12 days)

The reduction of working time allowance is 5% of the pay

Midweek holiday allowance

Days entitling to the allowance are New Year's Day, Twelfth Night, Good Friday, Easter Monday, Ascension Day, May Day, Midsummer Eve, Christmas Eve, Christmas Day and Boxing Day

The midweek holiday allowance is paid at the hourly wage according to the table pay, excluding the personal pay component and degree allowance

Annual leave

In case of employment of less than 6 months, holiday allowance is 14%

In case of employment of more than 6 months, holiday allowance is 18.5%

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

Travel expenses

Daily travel to work is compensated according to public transport fees

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

Sick pay

The employer must be immediately notified of sickness.

Full pay is paid for the sick leave

