



Building construction (Talonrakennus)

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

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

The collective agreement applies to, among others, carpenters, construction workers, bricklayers, plasterers, tile layers, crane operators and installers, finishers, prefabricated unit installers, scaffolding installers etc.

Time-based salaries, pay grades

The employee's pay grade is based on their competence in their profession.

Example:

When an employee changes employment, they may not be paid a salary according to pay grade 1, if they already have experience of work in the construction sector.

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|---|-------------|
| 1. A new employee | EUR 9.93/h |
| - The employee has no skills for the construction sector | |
| 2. The employee has some experience | EUR 11.28/h |
| - The employee is able to do supporting work without continuous guidance | |
| 3. A new professional | EUR 12.44/h |
| The employee already has some experience in construction work | |
| 4. Professional | EUR 13.78/h |
| - The employee is able to perform construction work independently | |
| 5. Experienced professional | EUR 15.06/h |
| - The employee is able to independently perform varied and demanding construction work | |
| 6. Highly experienced professional | EUR 16.17/h |
| - The employee performs duties which require special professional, planning and application skills and involve major responsibility | |

The pay for measured work must always correspond to pay grade 4 as a minimum.

In addition to the hourly wage according to the pay grade, the employee must always be paid a personal pay component. The amount of this pay component is agreed with the employer.

Degrees in the construction sector affect the pay grade as follows:

- A person who has graduated from a vocational school and obtained a basic degree belongs to pay grade 2 as a minimum.
- A person who has obtained a vocational degree belongs to pay grade 4 as a minimum.
- A person who has obtained a special vocational degree belongs to pay grade 6 as a minimum.

The employee is not required to have any degree or education in order to be placed in any of the pay grades

Separate pay component 7.7% and holiday pay 18.5%

A separate pay component of 7.7% and holiday pay of 18.5% are always paid on top of the salary.

The separate pay component 7.7% includes the reduction of working time and midweek holidays.

These compensations may not be included in the hourly wage or the pay for measured work

The separate pay component 7.7% is paid on each pay day

Of the holiday pay, 14% is paid before the beginning of summer holiday and 4.5% before the beginning of winter holiday.

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

Travel expenses

The employee must be paid a compensation for travel expenses according to the table below if the distance from their home to the place of work is more than 5 km.

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|--------------|----------|
| • over 5 km | EUR 1.89 |
| • over 10 km | EUR 3.05 |
| • over 20 km | EUR 5.49 |
| • over 30 km | EUR 8.00 |
| • over 40 km | EUR 9.85 |

- over 50 km EUR 11.94
- over 60 km EUR 15.69
- over 70 km EUR 17.76
- over 80 km EUR 20.18
- over 90 km EUR 22.98
- over 100 km EUR 25.76

The distance between home and the place of work is measured according to the shortest route used for public transport.

If employees share a car to commute, travel allowance must be paid to each employee.

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

Tool allowances

The employer acquires the tools and machines needed for the work. If it is agreed with the employee that they use their own tools and machines, compensation for this shall be agreed upon separately.

The following allowances are paid as compensation for the use of own tools:

- For a carpenter EUR 1.68/day.
- For other employees EUR 1.01/day.

Sick pay

The employer must be immediately notified of sickness. Sick pay is maximum EUR 16.17/h for the first 9 work days and after that maximum EUR 20.26/h

Example: Payslip according to hourly wage rate of pay grade 4, the personal pay component has been agreed as EUR 0.22/h with the employer.

Cash pay		Amount	Price per unit	EUR
Hourly wage rate		1	14	14.00
Holiday allowance		18.50%	14	2.59
Separate pay component		7.70%	14	1.08
Total				17.67
Deductions		Per cent	Of amount	EUR
Earnings subject to income tax			17.67	

Income tax		22%	17.67	3.89
Employment pension contribution		5.70%	17.67	1.01
Unemployment insurance contribution		1.15%	17.67	0.20
Total				5.10
Reimbursement of expenses		Amount	Price per unit	EUR
Tool allowance				0
Travel expenses				0
Total				EUR
Cash pay				17.67
Deductions				5.10
Reimbursement of expenses				0
TO BE PAID				12.57