



## Building product industry (Rakennustuoteteollisuus)

The collective agreement for the building product industry always applies to the work done in the building product industry.

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

### Time-based salaries, pay grades

The hourly wage rate of the employee is based on the degree of difficulty of the work

Degree of difficulty category	hourly wage rate
1	EUR 9.62/h
2	EUR 10.06/h
3	EUR 10.52/h
4	EUR 11.01/h
5	EUR 11.52/h
6	EUR 12.05/h
7	EUR 12.59/h

1. Work that can be learned quickly
2. Work that requires learning for 1–4 weeks, does not require any specific education
3. Work that requires learning for 1–2 months or minimum 1 month of training
4. Work that requires learning for minimum 3 months or minimum 2 months of training
5. Work that requires learning for minimum 8 months or minimum 4 months of training
6. Work that requires learning for minimum 2 years or minimum 1 year of vocational training
7. The employee is independently responsible for operations which are of central relevance for the undisturbed operation of a large unit.

In addition to the hourly wage, the employee must always be paid personal pay component. This pay component may not be 0%.

### Allowances

Evening shift allowance	EUR 1.33/h
Night shift allowance	EUR 2.29/h
Conditions allowance	EUR 0.68/h
Mine allowance	EUR 2.09/h

#### Period of service allowances

Duration of service	Allowance amount
More than 5 years	EUR 0.27/h
More than 10 years	EUR 0.32/h
More than 15 years	EUR 0.38/h
More than 20 years	EUR 0.43/h
More than 25 years	EUR 0.49/h
More than 30 years	EUR 0.55/h
More than 35 years	EUR 0.62/h

#### Reduction of working time

Reduction of working time is compensated according to the average hourly earnings

#### Midweek holiday allowance

Midweek holiday allowance is paid when the employment has lasted for a minimum three months continuously.

It is also paid for midweek holidays falling at the weekend

The pay corresponding to the regular daily working hours is paid according to the average hourly earnings.

#### Sick pay

The employer must be immediately notified of sickness.

The sick pay corresponds to the employee's average hourly earnings.

#### Annual leave

Annual leave is determined according to the Annual Holidays Act

A holiday bonus is paid at 50% of the holiday pay of the employee. The holiday bonus is paid after returning to work after a holiday.