

Rakennusliitto

Building systems (Talotekniikka)

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

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

Time-based salaries, pay grades

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

Pay grade	hourly wage rate
S	EUR 10.26/h
1	EUR 12.54/h
2	EUR 14.98/h
3	EUR 15.78/h
4	EUR 16.70/h

- S The employee has no skills for the building systems sector
1. The employee performs duties under the guidance of another employee
2. The employee is able to read work-related drawings and perform installations accordingly
3. The employee already has experience working in the building systems sector
4. The employee performs varied and demanding work in the building systems sector

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.

The pay for measured work must always correspond to pay grade 3 as a minimum.

Degrees taken in the building systems sector affect the pay grade as follows:

- A person who has obtained a basic degree belongs to pay grade 1 as a minimum.
- A person who has obtained a vocational degree belongs to pay grade 3 as a minimum.
- A person who has obtained a vocational degree belongs to pay grade 4 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

A person posted in Finland who does not live in Finland is placed in pay grade 2 minimum for the first 3 months.

Allowances:

Evening shift allowance	EUR 1.00/h
Night shift allowance	EUR 2.03/h
Evening work allowance	EUR 1.00/h
Night work allowance	EUR 2.03/h
Vocational degree allowance	EUR 0.49/h
Special vocational degree allowance	EUR 0.90/h

Reduction of working time

The amount of reduction of working time is 96 hours per year if the regular working time is 40 hours per week.

The reduction of working time allowance is 5.5% of the pay and is also paid for employees working less hours per week

The reduction of working time allowance may not be included in the hourly wage or pay for measured work

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

Midweek holiday allowance is paid according to the average hourly earnings

Travel expenses

Daily travel expenses are compensated according to public transport costs.

A meal allowance is paid at EUR 10/day

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

Sick pay

The employer must be immediately notified of sickness.

Sick pay is paid according to the average hourly earnings of the employee.

Annual leave

The holiday allowance is calculated according to the employee's average hourly earnings.

The amount of holiday allowance is calculated by multiplying the average hourly earnings with the factor determined based on the number of holidays.

Table: Factors based on the number of holidays

Number of holidays	factor
17	123.6
18	131.2
19	138.8
20	146.4
21	154.4
22	162.4
23	170
24	177.6
25	185.2
26	192.8
27	200
28	207.2
29	214.8
30	222.4

Number of holidays	factor
2	16
3	23.5
4	31
5	37.8
6	44.5
7	51.1
8	57.6
9	64.8
10	72
11	79.2
12	86.4
13	94
14	101.6
15	108.8
16	116

A holiday bonus is paid at 50% of the holiday pay of the employee.

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

Example of a payslip:

Cash pay		Amount	Price per unit	EUR
Hourly wage rate		1	17.00	17.00
Reduction of working time		5.50%	17.00	0.94
Total				17.94
Deductions				
		Per cent	Of amount	EUR
Earnings subject to income tax			17.94	
Income tax		22%	17.94	3.95
Employment pension contribution		5.70%	17.94	1.02
Unemployment insurance contribution		1.15%	17.94	0.21
Total				5.17
Reimbursement of expenses				
		Amount	Price per unit	EUR
Tool allowance				0
Travel expenses				0
Total				EUR
Cash pay				17.94
Deductions				5.17
Reimbursement of expenses				0
TO BE PAID				12.76

pay compo