

Earth and water construction (Maa- ja vesirakennus)

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

1. The employee has no skills for the sector EUR 10.77/h
2. The employee is able to carry out supporting duties EUR 11.69/h
3. The employee has some skills required for duties in the sector EUR 12.58/h
4. The employee is able to independently perform duties in the sector EUR 13.59/h
5. The employee is able to independently perform demanding duties in the sector EUR 14.67/h
6. The employee carries out very demanding duties in the sector, which require planning skills EUR 15.91/h

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

- A person who has taken a basic degree belongs to pay grade 3 as a minimum.
- A person who has taken a vocational degree belongs to pay grade 5 as a minimum.
- A person who has taken 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

In addition to the hourly wage, the employee must always be paid a duty-specific allowance. The amount of this allowance is agreed with the employer.

In measured work and production bonus work, the salary must always be minimum 20% higher than the salary based on the employee's pay grade

Reduction of working time

Full pay is paid for the reduction of working time days according to what the employee would have earned if they had been working.

It can also be agreed that the employee is paid an allowance for the reduction of working time, corresponding to 4.7% of their salary

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 and Christmas Day.

The allowance is paid:

- In the 1st pay grade according to the 1st pay grade
- In the 2nd pay grade according to the 2nd pay grade
- In the 3rd pay grade according to the 3rd pay grade
- In the 4th, 5th and 6th pay grade according to the 4th pay grade

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 on the first pay day following the return to work after a holiday

Travel expenses

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

- over 5 km EUR 3.11
- over 10 km EUR 4.22
- over 20 km EUR 8.43
- over 30 km EUR 11.23
- over 40 km EUR 12.63
- over 50 km EUR 16.85
- over 70 km EUR 20.53
- over 90 km EUR 23.85
- over 120 km EUR 28.07

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

Sick pay

The employer must be immediately notified of sickness.

Full pay is paid for the sick leave according to what the employee would have earned if they had been working.

If the employment has lasted for less than one year, sick pay is not paid for the first sick day.