

Painting (Maalaus)

The collective agreement for the painting sector always applies to the work done in the painting 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 painting sector EUR 9.93/h

- 1 b. The employee is able to perform supporting work, but needs guidance EUR 11.28/h

2. The employee is able to carry out supporting duties EUR 12.31/h

3. The employee is able to perform basic professional duties EUR 13.73/h

4. The employee is able to independently perform varied and demanding duties in the painting sector EUR 15.01/h

5. The employee performs duties which require special professional and planning skills and involve major responsibility EUR 16.17/h

The hourly wage rate consists of the base hourly wage rate according to the pay grade and the personal allowance, if any, agreed with the employer.

The pay for measured work must always correspond to pay grade 5 as a minimum.

Degrees taken affect the pay grade as follows:

- A person who has obtained a vocational degree in the sector in question belongs to pay grade 4 as a minimum and is paid a vocational degree allowance of EUR 0.43/h.

- A person who has obtained a special vocational degree in the sector in question belongs to pay grade 5 as a minimum and is paid a vocational degree allowance of EUR 0.75/h.

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.

- 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 workplace 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.

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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 allowance

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.

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 of a payslip:

A painter who has obtained a vocational degree belongs to pay grade 4 and must be paid the vocational degree allowance of EUR 0.43/h, i.e. their hourly wage rate is EUR 15.44.

| Cash pay | | Amount | Price per unit | EUR |
|-------------------------------------|--|-----------------|-----------------------|--------------|
| Hourly wage rate | | 1 | 15.44 | 15.44 |
| Holiday allowance | | 18.50% | 15.44 | 2.86 |
| Separate pay component | | 7.70% | 15.44 | 1.19 |
| Total | | | | 19.49 |
| Deductions | | | | |
| | | Per cent | Of amount | EUR |
| Earnings subject to income tax | | | 19.49 | |
| Income tax | | 22% | 19.49 | 4.29 |
| Employment pension contribution | | 5.70% | 19.49 | 1.11 |
| Unemployment insurance contribution | | 1.15% | 19.49 | 0.22 |
| Total | | | | 5.62 |
| Reimbursement of expenses | | | | |
| | | Amount | Price per unit | EUR |
| Tool allowance | | | | 0 |
| Travel expenses | | | | 0 |
| Total | | | | EUR |
| Cash pay | | | | 19.49 |
| Deductions | | | | 5.62 |
| Reimbursement of expenses | | | | 0 |

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|-------------------|--|--|--|--------------|
| TO BE PAID | | | | 13.86 |
|-------------------|--|--|--|--------------|

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