

Waterproofing (Vedeneristys)

The collective agreement for the construction sector always applies to the work done in the waterproofing sector. Salaries and terms of employment may not be worse than those specified in the collective agreement.

This collective agreement applies to, among others, layers of bitumen roofing. Persons performing waterproofing of wet areas are covered by the collective agreement for the building construction sector or the flooring sector.

Time-based salaries, pay grades

1. This pay grade contains students and trainees EUR 9.92/h
2. This pay grade contains: EUR 12.49/h
 - Waterproofing employees who have worked in the sector for less than 2 years.
 - Employees other than waterproofing employees who have worked in the sector for less than 5 years.
3. This pay grade contains: EUR 14.56/h
 - Waterproofing employees who have worked in the sector for 2–10 years.
 - Employees other than waterproofing employees who have worked in the sector for minimum 5 years.
4. This pay grade contains: EUR 16.39/h
 - Waterproofing employees who have worked in the sector for more than 10 years.
 - Employees who have taken a vocational degree and worked in the sector for minimum 5 years.

In case of weather conditions preventing work and for waiting time, the hourly wage is paid according to pay grade 1.

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

Reduction of working time

- The amount of reduction of working time is 12 days.

- The free time for the reduction of working days is granted from 1 September to 30 April in such a way that minimum four (4) days are granted between 1 September and 31 December, and minimum four (4) are granted between 1 January and 30 April.
- The compensation for the reduction of working time, 4.8%, is paid quarterly, overtime and emergency work included

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 according to the 2nd pay grade

Meal allowance

A meal allowance is paid to an employee who is not working at their regular workplace. This requires that the employee is not paid the daily allowance and that no lunch catering has been arranged at the workplace.

Annual leave

Annual leave is determined according to the Annual Holidays Act
The amount of holiday pay and allowance, holiday bonus included, is 18.5%

The compensation for the reduction of working time 4.8% and the holiday pay 18.5% may not be included in the hourly wage or pay for measured work.

Travel expenses

Daily travel to work is compensated according to public transport fees.

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.

The pay for the sick leave corresponds to the average hourly earnings of the 12 previous payments of salary