

ASPHALTING TRADE 2016 (Asfalttiala)

PAY RISES AS OF 1 MARCH 2016

Wages will increase as of the start of the wage payment period beginning on or soonest after 1 March 2016.

General wage increase €0.10/h, at least 0.43%

Piecework pay increase €0.10/h, at least 0.43%

Time rates

Wages according to the time rate scheme are reckoned on the basis of the following three factors:

1. The pay scale rate
2. A personal wage element (based on point scores with each point representing one per cent)
3. A further vocational qualification allowance of €0.31/h and a special vocational qualification allowance of €0.72/h.

Pay scale

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|---|----------|
| 1 | €9.99/h |
| 2 | €13.76/h |
| 3 | €14.63/h |
| 4 | €15.47/h |
| 5 | €16.33/h |

Shift work bonuses

Evening shift bonus of €1.45/h

Night shift bonus of € 4.77/h for work done between 21.00 and 05.00. Bonus of €1.45/h for deferred working time (between 16.00 and 21.00).

Production bonus work

An employee's pay is determined by the following factors in production bonus work:

1. The production bonus work pay scale rate.
2. A production bonus based on output.
3. A piecework pay supplement to the production bonus.

A new fixed pay scale rate will be paid instead of the foregoing points 1 and 2 at sites of less than 50 tonnes. A further vocational qualification allowance of €0.31/h and a special vocational qualification allowance of €0.72/h will be paid in addition to the pay scale rates (pay scale rate, fixed pay scale rate and total hourly rate).

The production bonus pay scales are the same as those of the time rate scheme.

Production scale

pay scale	€/h	worksites of less than 50 tonnes €/h	total pay for production bonus work €/h
1	7.54	12.70	12.26
2	10.38	15.59	15.08
3	11.02	16.26	15.73
4	11.66	16.92	16.35
5	12.31	17.57	17.00

Production must be not less than €4.91/h by weekly tracking period in 2016.

Travelling time compensation of €11.12/h.

Except on pay scale 1, which is according to the pay scale.

Shop steward

A regular employee or, in the case of seasonal operations, a temporary employee in work, who is a member of the Construction Trade Union and familiar with conditions in the represented trade and enterprise, may be elected chief shop steward for an enterprise or an agreed area.

Working time reduction leave

Unless otherwise locally agreed, the employer may not require an employee to take working time reduction leave earned in seasonal work before 30 September only after the work season has ended.

Paid public holidays

Compensation is payable for working on New Year's Day, Epiphany, Good Friday, Easter Monday, Ascension Day, 1 May, Midsummer's Eve, Christmas Eve, Christmas Day and Boxing Day, provided that employment has continued for at least 6 weeks. Continuous employment of 6 weeks is deemed to arise on the conditions specified in the formula set out in paragraph 1 of section 22 of the asphaltting industry collective agreement. The compensation will comply with the time rate pay scale excluding the personal wage element and vocational qualification allowance.

Per diem allowance

€40

Overnight allowance

€12/day

Compensation for travelling costs by passenger motor vehicle €0.43/km

Daily work-related travel according to public transport rates.

**Finnish Construction
Trade Union**
www.rakennusliitto.fi

For further details please contact our employment terms hotline, tel. +358 20 690 232
Lines are open from 08.30 to 16.00 on Monday to Thursday and from 08.30 to 15.30 on Fridays