

# BUILDING CONSTRUCTION 2019

## (talonrakennusala)

**WAGES WILL INCREASE on 1 June 2019** or from the beginning of the nearest pay period. **The general increase will be EUR 0.30.** The general increase will be paid to all employees. For incomplete piecework, the piece rates will be increased by 1.7% for the remaining work. The contract price in the collective agreement will be raised by 2.0%.

### Time rates, pay grades

I New employee	EUR 10.73/h
II Employee with some experience	EUR 12.08/h
III New professional	EUR 13.24/h
IV Professional	EUR 14.58/h
V Experienced professional	EUR 15.86/h
VI Highly experienced professional	EUR 16.97/h

In addition to the hourly wage, the employee must always be paid a personal pay component.

### Separate pay component

The employee will be paid a separate pay component of 7.7% as a weekday public holiday compensation in connection with every wage payment.

The separate pay component of 7.7% is also paid to those working reduced hours. The separate pay component must be itemised in the payslip. The separate pay component may not be included in the employee's time rates, piece rates or bonus pay. The separate pay component does not count towards the holiday bonus.

The Act on Celebrating Independence Day as a Public Holiday applies to paying wages for Independence Day. On Independence Day, employees are entitled to full pay or sick pay.

**The holiday bonus** will be 18.5% of the wages paid during the employment period. A 14% holiday bonus will be paid before the beginning of summer holiday and a 4.5% holiday bonus before the beginning of winter holiday. The pay received during a period of sickness or injury also counts towards the holiday bonus.

**Sick pay** is paid in full for time rate work. However, the maximum amount for piecework is EUR 22/h.

### Protective clothing and safety equipment

In accordance with the regulations laid down in the collective agreement, the employer shall acquire optically polished anti-glare goggles and conspicuously coloured tool vests with integrated safety harnesses for employees who require this equipment at work.

### Employee's self-notification for absences due to illness:

A self-notification procedure must be agreed in companies for common cold type absences lasting no more than 3 days. The parties cannot agree that a medical certificate should always be submitted as proof of absence. The agreement should be made in writing.

If a self-notification procedure has not been agreed, the employer or its representative will accept the employee's notification in common cold type disability in absences lasting no more than three days. In that case, the following rules are followed:

- The employee must notify their supervisor of the absence immediately or before the beginning of the shift at the latest.
- If the notification has not been submitted before the beginning of the shift, sick pay will not be paid for the absence.
- For a justified cause, as in those cases where the employee has several repeated absences, the employer can request a medical certificate as proof of disability.
- The self-notification procedure is not applied during an annual leave.

The parties recommend that, when agreeing on the self-notification procedure, the local agreement should include procedures for absences caused by the temporary care of a child under 10 years old.

### Shift allowances:

evening shift allowance EUR 1.17/h,  
night shift allowance EUR 2.19/h.

Per diem allowance EUR 42, accommodation allowance EUR 57/day and overnight allowance EUR 13/day.

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### Compensation for commuting expenses

- over 5 km EUR 1.94
- over 10 km EUR 3.13
- over 20 km EUR 5.63
- over 30 km EUR 8.20
- over 40 km EUR 10.10
- over 50 km EUR 12.24
- over 60 km EUR 16.08
- over 70 km EUR 18.20
- over 80 km EUR 20.68
- over 90 km EUR 23.55
- over 100 km EUR 26.40

The distance between home and the worksite is measured according to the shortest route used by general traffic.

Tax-exempt kilometre allowances as decided by the Finnish Tax Administration

### Compensation for travel expenses

- private car EUR 0.43/km
- trailer EUR 0.07/km
- caravan EUR 0.11/km
- machines and devices EUR 0.03/km
- transport of persons EUR 0.03/km/person

### Tool allowances:

The following allowances will be paid as compensation for the use of one's own basic tools:

EUR 1.68/day for carpenters, EUR 1.01/day for other employees. Tile layers, bricklayers, plasterers, bar placers, filler workers, finishers and others receive compensation based on agreement.

The employer acquires the tools needed for the work. If it is agreed with the employee that they will use their own special tools, compensation for this shall be agreed upon separately (see the collective agreement).

### Job-specific allowance for tower crane operators:

The allowance will always be at least the height of the crane (= the distance between the rail and the underside of the jib) + the length of the jib (= from the middle of the tower to the tip of the jib) multiplied by EUR 0.065. However, no employee's wage will increase more than the amount of the general increase.

### Personal identification:

All employees working at a worksite must clearly display a photo ID. The ID must also include their tax number.