

CONSTRUCTION PRODUCTS INDUSTRY 2016 (Rakennustuoteteollisuusala)

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 pay rise of €0.10/h, at least 0.43%

Hourly rates by job requirement category

1. €9.62/h
2. €10.06/h
3. €10.52/h
4. €11.01/h
5. €11.52/h
6. €12.05/h
7. €12.59/h

Hourly rates of young employees

under 17 years	€8.13/h
under 18 years	€8.51/h

Evening shift bonus	€1.33/h
Night shift bonus	€2.29/h
Working conditions bonus	€0.68/h
Mining work bonus	€2.09/h

Separate compensation for elected employee representatives

The separate compensation specified in section 29 of the collective agreement shall be paid to a chief shop steward and a labour protection delegate of an enterprise or regional unit who is a member of the Finnish Construction Trade Union according to the number of employees represented by the said elected employee representative. The compensation shall be increased by 0.43% as of the pay period beginning on 1 March 2016 or soonest thereafter to the following rates:

Number of employees represented	EUR/month
10-50 employees	€69.74
51-100 employees	€87.16
More than 100 employees	€130.68

Seniority bonuses (no increase in 2016)

Service period	bonus
Over 5 years	€0.27/h
Over 10 years	€0.32/h
Over 15 years	€0.38/h
Over 20 years	€0.43/h
Over 25 years	€0.49/h

Over 30 years	€0.55/h
Over 35 years	€0.62/h

Incentive rates

New contract price, partial piecework and commission rate pricing deployed after the new pay regulations take effect must be based on the pricing criteria that entered into force on the said date.

Any old contract price, partial piecework and commission rate pricing used after the said date must therefore be revised so that earnings increase by 0.43% as specified in point 1. The pay increase may be implemented in partial piecework and commission rate work by increasing only the fixed wage element or only the variable wage element, or by increasing both so that the hourly increase required by the general increase is obtained in earnings.

COMPENSATION FOR EXPENSES as of 1 January 2016

- *Per diem* allowance in Finland €40
- Partial *per diem* allowance for days of more than 6 but not more than 10 hours €19
- Overnight allowance €12
- Meal allowance €10

Mileage compensation

- Compensation for use of a private motor vehicle €0.43/km
- motorcycle €0.32/km
- moped €0.17/km

The mileage compensation shall be increased by €0.03 per kilometre for each accompanying passenger carried for the employer.

The mileage compensation shall be increased by €0.03 per kilometre if machinery or equipment carried in the vehicle exceeds 80 kg in weight or is of large size.

**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