

CIVIL ENGINEERING SECTOR 2015 (maa- ja vesirakennusala)

PAY RISES AS OF 1 JUNE 2015

Wages will increase as of the start of the wage payment period beginning on or soonest after 1 June 2015.

General pay rise of 0,4 %

TIME RATES

| | | | |
|-----|---------|----|-------------|
| I | 10,67 € | IV | 13,49 € |
| II | 11,59 € | V | 14,57 € *) |
| III | 12,48 € | VI | 15,81 € **) |

*) Further vocational qualification skills standard

***) Special vocational qualification skills standard

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, Finnish Independence Day *), Christmas Eve and Christmas Day. This compensation is payable only when employment has continued for at least 6 weeks. Compensation is paid according to pay scale 4.

*) Payable under a special law (no. 388 of 1937) governing payment of wages for working on Finnish Independence Day (6 December).

Payment of separate weekend bonus when assignment continues

A separate bonus of 40 € will be payable as of 1 January 2015 to an employee working more than 200 km from the employee's permanent residence in another district.

The bonus will be paid on alternate weekends reckoned from the start of the assignment. No bonus is payable if the employer pays the travelling expenses.

| | | | |
|----------------------------|--------|-----------------------------|--------|
| Per diem allowance | 40 € | Overnight allowance | 12 € |
| Meal allowance | 10 € | | |
| Kilometre allowance | 0,44 € | Additional passenger | 0,03 € |

Compensation for daily travelling expenses under the collective agreement:

| | | | |
|--------------|---------|--------------|---------|
| • over 5 km | 3.09 € | • over 50 km | 16.73 € |
| • over 10 km | 4.19 € | • over 70 km | 20.38 € |
| • over 20 km | 8.37 € | • over 90 km | 23.65 € |
| • over 30 km | 11.15 € | • over 120km | 27.87 € |
| • over 40 km | 12.54 € | | |

JOB-SPECIFIC SUPPLEMENT FOR MOBILE CRANE OPERATORS

The following minimum job-specific supplement is always payable to a mobile crane operator for working time spent operating the crane:

| Lifting capacity | Job-specific supplement |
|---------------------------------------|--------------------------------|
| up to 30 tonnes | 1.24 € |
| over 30 but less than 70 tonnes | 1.57 € |
| at least 70 but less than 140 tonnes | 1.72 € |
| at least 140 but less than 200 tonnes | 1.95 € |
| 200 tonnes or more | 2.26 € |

The following minimum job-specific supplement is always payable to operators of mobile skylifts and telescopic handlers for working time spent operating the machine:

| Lifting height | Job-specific supplement |
|-------------------------------------|--------------------------------|
| up to 20 metres | 1.24 € |
| at least 20 but less than 60 metres | 1.57 € |
| 60 metres or more | 1.72 € |

Collective agreement on working time regulations in area maintenance contracting

A Saturday bonus of 3.40 €/h is payable for work done on Saturday that is not shift work, overtime or emergency work, except on Easter Saturday if the employee qualifies for the increase referred to in section 11.3 of the collective agreement. Standby compensation will be 22.75 € per standby day.

Continuous two-shift work

The working time averaging bonus is 4.9 %.

Pay scales

An employee who has completed the practical part of a qualification in vehicle crane operating will be assigned to pay scale 3 or a higher scale.

Factors increasing the job-specific supplement

An employee's current job-specific supplement must be increased on meeting a requirement factor referred to in section 15 of the remuneration scheme. The increased supplements will remain payable while the employee's duties satisfy the said requirements.

Finnish Construction Trade Union

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

www.rakennusliitto.fi/en/