

**PAINTING TRADE 2015  
(maalausala)**

**PAY RISES AS OF 1 JUNE 2015**

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

Time rates

Pay  
scale

I	9,83 €/h
IB	11,18 €/h
II	12,21 €/h
III	13,63 €/h
IV	14,91 €/h
V	16,07 €/h

<b>General wage increase</b> .....	<b>0,4 %</b>
<b>Vocational qualification allowance</b> .....	<b>0.43 €/h</b>
<b>Special vocational qualification allowance</b>	<b>0.75 €/h</b>
<b>Guaranteed piecework rate</b> .....	<b>16.07 €/h</b>

**Piecework pay**

Wages for piecework in progress will increase by 0,4 % for the remainder of the contract. An increase of 0,4 % in average hourly piecework earnings will be payable at the time of final contract reckoning for hours worked in 2015 after the general increase took effect.

**Separate wage element**

A separate wage element of 7.7 % will be payable on each payday in compensation for working on a weekday public holiday when the employee works on New Year's Day, Epiphany, Good Friday, Easter Monday, 1 May, Ascension Day, Midsummer's Eve, Christmas Eve and Christmas Day. This wage element also includes a working time reduction allowance. Under a special law governing payment of wages for working on Finnish Independence Day (6 December), an employee is entitled to full pay or sick pay when this day would otherwise be a working day.

The 7.7 % wage element is also payable to employees working a shortened working day. The wage element must be itemised in the payslip, and may not be included in the employee's time rate, or in piecework or commission rates. The separate wage element does not count towards holiday bonus.

**Other sick pay regulations**

Sick leave wages will not exceed 16.07 €/h for the sickness insurance waiting period and 20.11 €/h for any remaining period of incapacity to work for which wages are paid.

**Shift work bonuses**

Evening shift bonus 1.41 €/h and night shift bonus 2.65 €/h.

**Holiday bonus** is 18.5 % of the wages paid for working time. This is divided into 14 % paid before the summer holiday and 4.5 % paid before the winter holiday.

**Self-certification of absence due to illness**

Enterprises with an occupational health service will apply the agreed procedures for notifying incapacity to work. Self-certification by the employee to the employer or the employer's representative is sufficient notification of a brief absence due to illness lasting no longer than three days when an employer has not arranged the minimum standard of occupational health services required under the Occupational Health Care Act (no. 1383 of 2001). On receiving such notification, the employer may direct the employee to consult a medical practitioner at the employer's expense. This regulation also applies to the unexpected illness of a child under 10 years of age.

<b>Per diem allowance</b>	40 €
<b>Accommodation compensation</b>	57 €/day
<b>Overnight allowance</b>	12 €/day

### **Compensation for travel expenses on working days**

Travel compensation rates under the collective agreement:

• over 5 km	1,87 €	• over 60 km	15,53 €
• over 10 km	3,02 €	• over 70 km	17,59 €
• over 20 km	5,44 €	• over 80 km	19,98 €
• over 30 km	7,92 €	• over 90 km	22,75 €
• over 40 km	9,75 €	• over 100 km	25,50 €
• over 50 km	11,82 €		

The distance from residence to worksite is the shortest route along public highways.

### **Tax-exempt kilometre allowances permitted by the Finnish tax administration**

Compensation for travelling costs

• passenger motor vehicle	0,44 €/km
• trailer	0,07 €/km
• caravan	0,11 €/km
• machines and equipment	0,03 €/km
• additional passenger	0 03 €/km

### **Personal identification badges**

Everyone working on a construction site must display a photo-ID badge specifying the employee's tax number. Foreign employees may request a tax number from the tax administration or the local register office.

### **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/](http://www.rakennusliitto.fi/en/)