

PAINTING TRADE 2016 (Maalausala)

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.

Time rates

Pay
scale

I	€9.93/h
IB	€11.28/h
II	€12.31/h
III	€13.73/h
IV	€15.01/h
V	€16.17/h

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

Vocational qualification allowance €0.43/h

Special vocational qualification allowance €0.75/h

Guaranteed piecework rate €16.17/h

Piecework pay

Wages for piecework in progress will increase by 0.43% for the remainder of the contract. An increase of 0.43% in average hourly piecework earnings will be payable at the time of final contract reckoning for hours worked in 2016 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 (no. 388 of 1937) 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 €16.17/h for the sickness insurance waiting period and €20.26/h for any remaining period of incapacity to work for which wages are paid.

Shift work bonuses

Evening shift bonus €1.42/h and night shift bonus €2.66/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.

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

Compensation for travel expenses on working days

Travel compensation rates under the collective agreement:

• over 5 km	€1.89	• over 60 km	€15.69
• over 10 km	€3.05	• over 70 km	€17.76
• over 20 km	€5.49	• over 80 km	€20.18
• over 30 km	€8.00	• over 90 km	€22.98
• over 40 km	€9.85	• over 100 km	€25.76
• over 50 km	€11.94		

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	€0.43/km	• machines and equipment	€0.03/km
• trailer	€0.07/km	• additional passenger	€0.03/km/person
• caravan	€0.11/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

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