

## **BUILDING CONSTRUCTION TRADE 2015 (talonrakennusala)**

### **PAY RISES AS OF 1 JUNE 2015**

Wage increases as of the start of the wage payment period beginning soonest after 1 June 2015.

**A general pay rise** of 0,4 % will be payable to all employees. Wages for piecework in progress will increase by 0,4 % for the remainder of the contract.

#### **Time rates**

##### **Pay scale**

I Novice employees	9,83 €/h
II Employees with minimal work experience	11,18 €/h
III Novice professionals	12,34 €/h
IV Professionals	13,68 €/h
V Experienced professionals	14.96 €/h
V Highly experienced professionals	16.07 €/h

A personal wage element is always payable in addition to the hourly rate based on the pay scale.

#### **Separate wage element**

A separate wage element of 7.7 % will be included in each wage payment in compensation for working on weekday public holidays and as a working time reduction allowance.

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. 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.

**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. Wages paid during illness and injury also count towards the reckoning of holiday bonus.

**Sick pay** is no more than 16,07 €/h for the sickness insurance waiting period (9 ordinary weekdays) and 20,11 €/h for any remaining period.

#### **Protective clothing and safety equipment**

A new collective agreement regulation requires the employer to obtain optically polished anti-glare goggles and conspicuously coloured tool vests with integrated safety harnesses for employees who require this equipment at work.

#### **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.

#### **Shift work bonuses:**

Evening shift bonus 1.12 €/h and night shift bonus 2.10 €/h.

<b>Per diem allowance</b>	40 €
<b>Accommodation compensation</b>	27 €/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

### Tool compensation rates

Compensation payable for use of the employee's basic tools:

Carpenters	1,68 €/day
Other employees	1,01 €/day

Rates for tilers, masons, plasterers, steel-fixers, painters/surfacers, cement workers etc. by agreement.

The employer provides the tools required at work. An agreement on use of the employee's special tools must also specify the compensation payable for time spent using these tools (see collective agreement).

### Personal identification badges

Everyone working on a construction site must display a photo-ID badge specifying the employee's Finnish tax number.

### 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/)