

# ASPHALTING 2018 (asfalttiala)



## WAGE INCREASES ON 1 JUNE 2018

Wages will increase on 1 June 2018 or from the beginning of the nearest pay period.

**The general increase will be EUR 0.30.**

**Table-based pay will increase by EUR 0.40 per hour.**

Piece rates will increase by 1.7%.

## Time rates

In the time rate system, the wage consists of three parts

1. The table-based wage
2. The personal pay component (based on a points system where one point equals one per cent)
3. A further vocational qualification allowance of EUR 0.32/h or a specialist vocational qualification allowance of EUR 0.73/h.

## Pay grades

1	EUR 10.39/h
2	EUR 14.16/h
3	EUR 15.03/h
4	EUR 15.87/h
5	EUR 16.73/h

## Shift allowances

Evening shift allowance EUR 1.47/h

Night shift allowance of EUR 4.85/h for work that is carried out between 9 p.m. and 5 a.m.

Deferred working hours (from 4 p.m. to 9 p.m.) EUR 1.47/h.

## Productivity bonus pay work

For productivity bonus pay work, the employee's pay consists of the following components:

1. The table-based productivity bonus pay.
2. The productivity bonus based on the amount of production.
3. The piece rate paid in addition to the productivity bonus.

A new fixed table-based wage will be paid instead of the aforementioned points 1 and 2 for work at sites of less than 50 tonnes.

A further vocational qualification allowance of EUR 0.32/h or a specialist vocational qualification allowance of EUR 0.73/h will be paid in addition to the table-based wages (table-based wage, fixed table-based wage and fixed hourly rate).

The productivity bonus pay grades are the same as those for the time rate system.

## Production table

pay grade	€/h	€/h	€/h
1	7.94	13.10	12.66
2	10.78	15.99	15.48
3	11.42	16.66	16.13
4	12.06	17.32	16.75
5	12.71	17.97	17.40

The production must be at least EUR 4.99/h from the beginning of the pay period starting closest to 1 June 2018.

Travelling time compensation will be EUR 11.31 per hour. Pay grade 1 is an exception as it has grade-specific compensation.

## Shop steward

A regular employee or, in the case of seasonal operations, a temporary employee in work, who is a member of the Finnish Construction Trade Union and familiar with conditions in the represented sector and company, may be elected chief shop steward for a company or an agreed area.

## Accrued days off

For seasonal work, accrued days off earned before 30 September may not be ordered to be taken only after the work period has ended unless otherwise locally agreed.

## Weekday public holiday compensation

The weekday public holidays for which compensation shall be paid are New Year's Day, Epiphany, Good Friday, Easter Monday, Ascension Day, May Day, Midsummer, Christmas Eve, Christmas Day and Boxing Day. The compensation is paid provided that the employment has continued for at least six weeks. Continuous employment of six weeks is deemed to arise on the conditions specified in the formula set out in subsection 1 of section 22 of the asphaltting industry's collective agreement. Compensation is based on the time rate pay grade without the personal pay component or further vocational qualification allowance.

Per diem allowance EUR 42

Overnight allowance EUR 12 per day.

The compensation for travel expenses will be EUR 0.42/km for private cars.

Daily commuting to work is compensated according to public transport fees.