The personal time rates (basic hourly wage + personal pay component) will be increased by EUR 0.30 from the beginning of the pay period that starts on 1 June 2018 or closest to that date.

Table-based wages 1 June 2018

<table>
<thead>
<tr>
<th>Grade</th>
<th>€/H</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>10.66</td>
</tr>
<tr>
<td>1</td>
<td>12.94</td>
</tr>
<tr>
<td>2</td>
<td>15.38</td>
</tr>
<tr>
<td>3</td>
<td>16.18</td>
</tr>
<tr>
<td>4</td>
<td>17.10</td>
</tr>
</tbody>
</table>

The personal pay component is formed by deducting the new basic hourly wage from the employee's increased time rate (basic hourly wage + personal pay component). The remaining difference is the new personal pay component. However, employees must always be paid a personal pay component.

Salaries
Salaries will increase by EUR 51.90.

Piece rates from 1 June 2018
Piping and ventilation standard time factor EUR 16.40/SH
Pipe insulation piecework contract pricing cash factor EUR 3.63/unit
Contract advance payment (unless otherwise agreed) EUR 17.88/h

Bonus pay work (lump sum contracts)
A separate allowance of EUR 0.27/h will be paid by accounting period until the beginning of the next wage increase stage for the work for which a bonus pay agreement was made before the beginning of the pay period starting closest to 1 June 2018. This separate supplement will not be deducted from performance-based pay.

Collective agreement allowances
- Evening shift allowance EUR 1.02/h
- Night shift allowance EUR 2.06/h
- Evening work allowance EUR 1.02/h
- Night work allowance EUR 2.06/h
- Allowance for late shift change notification EUR 2.41/h
- Further vocational qualification allowance EUR 0.50/h
- Specialist vocational qualification allowance EUR 0.92/h

Pipe insulation tool allowance
EUR 1.77/day from the pay period starting on 1 June 2018 or closest to that date.

Foreman allowance – piping and ventilation
From the pay period starting on 1 June 2018 or closest to that date:
- Guaranteed component of the foreman allowance EUR 0.36/h
- Foreman allowance for time rate work EUR 0.57/h

Travel expenses 2018
- Per diem allowance EUR 42
- Partial per diem allowance EUR 19
- Meal allowance EUR 10.50

Daily commuting by public transport unless otherwise agreed.