

CIVIL ENGINEERING 2018

(maa- ja vesirakennusala)



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.

TIME RATES

I EUR 11.17	IV EUR 13.99
II EUR 12.09	V EUR 15.07 *
III EUR 12.98	VI EUR 16.31 **

*) Competency at the level of a further vocational qualification

**) Competency at the level of a specialist vocational qualification

In practice, the wage increases will be carried out by cutting employees' personal allowances so that the time rate will increase by EUR 0.30, the amount of the general increase. If the personal allowance is not cut or cannot be cut, the maximum amount of the wage increase will be EUR 0.40.

The piece rates for incomplete contract work and productivity bonus work projects will be increased by 1.7% for the hours that are left.

Payment of separate weekend allowance when assignment continues

The employer will pay a separate allowance to employees whose worksite is located more than 200 km away from their home.

The allowance is EUR 42 starting from 1 January 2018.

The allowance is paid every other weekend starting from the beginning of the work assignment. The allowance is not paid if the employer covers the travel expenses.

Per diem allowance EUR 42, overnight allowance EUR 12 and meal allowance EUR 10.50

Kilometre allowance EUR 0.42, additional passenger EUR 0.03

Compensation for daily travelling expenses under the collective agreement:

• over 5 km	EUR 3.20	• over 50 km	EUR 17.37
• over 10 km	EUR 4.35	• over 70 km	EUR 21.16
• over 20 km	EUR 8.69	• over 90 km	EUR 24.58
• over 30 km	EUR 11.58	• over 120 km	EUR 28.93
• over 40 km	EUR 13.02		

Accommodation must, as a rule, be arranged so that the employee can stay in a room of their own. The rule need not be followed if arranging a single room for the employee is impossible due to the circumstances or if arranging the room would be prohibitively expensive. The matter needs to be established together with the shop steward or the employees needing the accommodation before starting to use the accommodation. The inter-union working group is preparing the guidelines for application.

JOB-SPECIFIC ALLOWANCE FOR MOBILE CRANE OPERATORS

The job-specific allowance always paid to **mobile crane operators** for working time spent operating the machine is at least:

Lifting capacity	Job-specific allowance
30 tonnes or less	EUR 1.26
over 30 tonnes but less than 70 tonnes	EUR 1.60
over 70 tonnes but less than 140 tonnes	EUR 1.76
over 140 tonnes but less than 200 tonnes	EUR 1.98
200 tonnes and over	EUR 2.30

The job-specific allowance always paid to **operators of mobile skylifts or telescopic handlers** for working time spent operating the machine is at least:

Lifting height	Job-specific allowance
20 metres or less	EUR 1.26
over 20 metres but less than 60 metres	EUR 1.60
60 metres and over	EUR 1.76

Shift allowances and tunnel allowance

Evening shift and evening work allowance	EUR 1.24/h
Night shift and night work allowance	EUR 2.33/h
Tunnel allowance	EUR 1.16/h

Compensation paid to shop stewards and labour protection delegates

8–50 employees	EUR 33.28 per two-week accounting period
51–100 employees	EUR 41.60 per two-week accounting period
over 100 employees	EUR 62.27 per two-week accounting period
Workplace-specific shop steward	
25 employees or more	EUR 33.28 per two-week accounting period

Please turn over

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Collective agreement on working time regulations in area maintenance contracting

A Saturday allowance of EUR 3.47/h will be paid for work done on Saturdays that is not shift work, overtime or emergency work, with the exception of Easter Saturday if the employee is entitled to the Easter Saturday increase specified in section 11.3 of the collective agreement.

The standby allowance will be EUR 23.24 per standby day from 1 October 2018.

The sick pay is paid based on the employee's average hourly earnings. The average hourly earnings are found out by dividing the pay earned during regular working hours in the previous six months with the hours worked.

The hourly base pay rate is paid for medical examinations taking place outside regular working hours, but for two hours at most. In addition, compensation is paid for unavoidable travel expenses if the employee travels to a medical examination on their day off.

Working abroad

The employee is entitled to the per diem allowance for the country they are working in as specified by the current valid decision of the Finnish Tax Administration.

Training taking place outside regular working hours.

Compensation is paid for: Direct expenses.

The hourly base pay rate is paid or a leave equivalent to the time spent on the course is granted. However, compensation is paid or leave is granted for eight hours at most.

Direct expenses:

Travel and course expenses as well as study materials.