

# PAINTING 2018 (maalausala)



## 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/h**

### Time rates

Table-based wages will increase by EUR 0.40/h.

Pay grades

I	EUR 10.33/h
I B	EUR 11.68/h
II	EUR 12.71/h
III	EUR 14.13/h
IV	EUR 15.41/h
V	EUR 16.57/h

Further vocational qualification allowance	EUR 0.44/h
Specialist vocational qualification allowance	EUR 0.76/h
Guaranteed pay for contracts	EUR 16.57/h
Carrying out foreman duties: at least	EUR 16.57/h

### Piece rates

For incomplete piece work, the piece rates will be increased by 1.7% for the remaining work.

### Separate pay component

The employee will be paid a separate pay component of 7.7% as a weekday public holiday compensation for Epiphany, Good Friday, Easter Monday, May Day, Ascension Day, Midsummer, Christmas Eve and Christmas Day in connection with every wage payment. The separate pay component also includes the accrued days off allowance.

The Act on Celebrating Independence Day as a Public Holiday applies to paying wages for Independence Day. The employees are entitled to full pay for Independence Day if the day would otherwise have been a working day.

The separate pay component of 7.7% is also paid to those working reduced hours. The separate pay component must be itemised in the payslip. The separate pay component may not be included in the employee's time rates, piece rates or bonus pay. The separate pay component does not count towards the holiday bonus.

### Absences due to sickness

Maximum sick pay for the health insurance waiting period will be EUR 16.57/h and EUR 20.66/h for any remaining period of incapacity for work for which wages are paid. A self-notification procedure must be agreed in companies for common cold type absences lasting no more than 3 days. The parties may not agree that a medical certificate should always be submitted as proof of absence.

### Weather conditions preventing work

If the work cannot be continued due to rain or other weather conditions preventing work, the employer shall arrange other work or pay the full wage for waiting until the end of the shift. If the adverse weather conditions continue and prevent working for a whole work day, the employees will be entitled to full pay (the personal hourly wage) for a maximum of 10 days during a calendar year. However, there is a one-day (1) waiting period for employees.

### Shift allowances

The evening shift allowance will be EUR 1.44/h, and the night shift allowance will be EUR 2.71/h.

**The holiday bonus** will be 18.5% of the wages paid during the employment period. A 14% holiday bonus will be paid before the beginning of summer holiday and 4.5% before the beginning of winter holiday.

### Compensation for travelling for work

Per diem allowance	EUR 42
Accommodation allowance	EUR 57/day
Overnight allowance	EUR 12/day.

Compensation will be paid for travelling according to the actual costs and the wage for the travel time.

### Compensation for commuting expenses

Under the collective agreement, the compensation for commuting expenses will be:

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

Tax-exempt kilometre allowances as decided by the Finnish Tax Administration

Compensation for travel expenses

• private car	EUR 0.42/km
• trailer	EUR 0.07/km
• caravan	EUR 0.11/km
• machines and devices	EUR 0.03/km
• transport of persons	EUR 0.03/km/person