

BUILDING CONSTRUCTION 2020 (Talonrakennusala)

WAGE INCREASES

1.6% on 1 September 2020 or from the beginning of the following pay period.

1.3% on 1 September 2021 or from the beginning of the following pay period.

Time rates, pay grades	1 September 2020	1 September 2021
I New employee	EUR 10.90/h	EUR 11.04/h
II Employee with some experience	EUR 12.27/h	EUR 12.43/h
III New professional	EUR 13.45/h	EUR 13.62/h
IV Professional	EUR 14.81/h	EUR 15.00/h
V Experienced professional	EUR 16.11/h	EUR 16.32/h
VI Highly experienced professional	EUR 17.24/h	EUR 17.46/h

In addition to the hourly wage, the employee must always be paid a personal pay component.

Separate pay component

The employee will be paid a separate pay component of 7.7% as a weekday public holiday compensation in connection with every wage payment.

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.

The Act on Celebrating Independence Day as a Public Holiday applies to paying wages for Independence Day. On Independence Day, employees are entitled to full pay or sick pay.

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 a 4.5% holiday bonus before the beginning of winter holiday. The pay received during a period of sickness or injury also counts towards the holiday bonus.

Sick pay is paid in full for time rate work. However, the maximum amount for piecework is EUR 25/h.

Protective clothing and equipment

In accordance with the regulations detailed in the collective agreement, the employer shall acquire optically polished anti-glare goggles and conspicuously coloured tool vests with integrated safety harnesses for employees who require this equipment in their work. Work

clothes and protective equipment as well as the employee's own clothes and personal belongings are stored separately in a lockable cabinet appointed for the employee. The employer is responsible for organising the storage in such a fashion that the employee's own clothes and personal belongings do not get dirty during storage.

Tool allowance

An allowance of EUR 1.68 will be paid as compensation for the use of one's own basic tools. The employer acquires the tools needed for the work. If it is agreed with the employee that they will use their own special tools, compensation for this shall be agreed upon separately (see the collective agreement).

Employee's self-notification for absences due to illness

A self-notification procedure must be agreed in companies for common cold type absences lasting no more than 3 days. The parties cannot agree that a medical certificate should always be submitted as proof of absence. The agreement should be made in writing.

If a self-notification procedure has not been agreed, the employer or its representative will accept the employee's notification in common cold type disability in absences lasting no more than three days. In that case, the following rules are followed:

- The employee must notify their supervisor of the absence immediately or before the beginning of the shift at the latest. - If the notification has not been submitted before the beginning of the shift, sick pay will not be paid for the absence.
- For a justified cause, as in those cases where the employee has several repeated absences, the employer can request a medical certificate as proof of disability.
- The self-notification procedure is not applied during an annual leave.

The parties recommend that, when agreeing on the self-notification procedure, the local agreement should include procedures for absences caused by the temporary care of a child under 10 years old.

Shift allowances: evening shift allowance EUR 1.19/h, night shift allowance EUR 2.23/h. Per diem allowance EUR 43 accommodation allowance EUR 57 per day and overnight allowance EUR 14 per day

Compensation for commuting expenses starting on 1 January 2020.

• over 5 km	EUR 1.94	• over 60 km	EUR 16.08
• over 10 km	EUR 3.13	• over 70 km	EUR 18.20
• over 20 km	EUR 5.63	• over 80 km	EUR 20.68
• over 30 km	EUR 8.20	• over 90 km	EUR 23.55
• over 40 km	EUR 10.10	• over 100 km	EUR 26.40
• over 50 km	EUR 12.24		

The distance between home and the worksite is measured according to the shortest route used by general traffic.

Tax-exempt kilometre allowances set by the Tax Administration

Compensation for travel expenses

- | | | | |
|---------------|-------------|------------------------|--------------------|
| • private car | EUR 0.43/km | • machines and devices | EUR 0.03/km |
| • trailer | EUR 0.07/km | • transport of persons | EUR 0.03/km/person |
| • caravan | EUR 0.11/km | | |

Job-specific allowance for tower crane operators

The allowance will always be at least the height of the crane (= the distance between the rail and the underside of the jib) + the length of the jib (= from the middle of the tower to the tip of the jib) multiplied by EUR 0.065. However, no employee's wage will increase more than the amount of the general increase.

Personal identification

All employees working at a worksite must clearly display a photo ID. The ID must also include their tax number.

For further information, please call our terms of employment helpline,
tel. +358 (0)20 690 232