

## **PAINTING 2020 (Maalausala)**



### **WAGE INCREASES ON 1 SEPTEMBER 2020**

Wages will increase on 1 September 2020 or from the beginning of the nearest pay period.

**General increase 1.6%**

#### **Time rates**

Table-based wages will increase by 1.6%

#### Pay grades

I	EUR 10.90/h
I B	EUR 12.27/h
II	EUR 13.32/h
III	EUR 14.76/h
IV	EUR 16.06/h
V	EUR 17.24/h

Vocational qualification allowance	EUR 0.46/h
Specialist vocational qualification allowance	EUR 0.78/h
Guaranteed pay for contracts (for pay grades I–II)	EUR 13.32/h
Guaranteed pay for contracts (for pay grades III–V)	EUR 17.24/h
Carrying out foreman duties at least	EUR 17.24/h

#### **Piece rates**

For incomplete contract work, the piece rates will be increased by 1.6% 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 17.24/h and EUR 21.40/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 1.48/h, and the night shift allowance will be EUR 2.80/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 a 4.5% holiday bonus before the beginning of winter holiday.

### **Compensation for travelling for work**

Per diem allowance	EUR 43
Accommodation allowance	EUR 57/day
Overnight allowance	EUR 14/day

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

Compensation for commuting expenses starting on 1 January 2020

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

• 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		

### **Tax-exempt kilometre allowances set by the Tax Administration**

#### **Compensation for travel expenses**

• private car	EUR 0.43/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

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