

WATERPROOFING 2020 (Vedeneristysala)

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%

Piece rates will increase by 1.6%.

PAY GRADES

Pay grade 1 EUR 10.69/h

- * Trainees, students.
- * Travelling time during or outside working hours, interruptions due to inclement weather and other waiting time regardless of the employee pay grade.

Pay grade 2 EUR 13.30/h

- * Waterproofing employees who have worked in the sector for less than 2 years.
- * Employees other than waterproofing employees who have worked in the sector for less than 5 years.
- * Drying, fire watch, warehouse work, measuring and edge fillets for employees in pay grades 2–4.
- * Travelling time during working hours.

Pay grade 3 EUR 15.40/h

- * Waterproofing employees who have worked in the sector for 2-10 years.
- * Employees other than waterproofing employees who have worked in the sector for a minimum of 5 years.
- * Time spent in work-related travel qualifying for a per diem allowance.

Pay grade 4 EUR 17.26/h

- * Waterproofing employees who have worked in the sector for more than 10 years and waterproofing employees who have acquired a relevant further vocational qualification and worked in the sector for at least 5 years.

Midweek holiday allowances

Days entitling to the allowance are New Year's Day, Twelfth Night, Good Friday, Easter Monday, Ascension Day, May Day, Midsummer Eve, Christmas Eve, Christmas Day and Boxing Day.

The allowance is paid provided that employment has continued for at least six weeks. The allowance is paid according to pay grade 2.

Compensation for commuting expenses

Distance between the O point (O-piste) and the worksite	Return journey
over 4 km	EUR 5.60
over 10 km	EUR 8.00
over 20 km	EUR 12.00
over 30 km	EUR 16.00
over 40 km	EUR 19.40
over 60 km	EUR 24.00
over 80 km	EUR 30.00
over 100 km	To be agreed separately

Distribution of the compensation. If worksite changes and the distances are different. If the employee's workday begins and ends at different worksites, half of both distances are summed together. Compensation for moving during the workday. Moving from one worksite to another upon request of the employer by using the employee's own mode of transport is compensated according to the decision issued annually by the Tax Administration.

A different agreement can be made locally regarding the compensation for daily commuting expenses.

Sick pay

Sick pay is calculated based on the employee's average hourly earnings during regular working hours over the previous twelve (12) pay periods.

Annually confirmed compensation for expenses

Per diem allowance	EUR 43
Overnight allowance	EUR 14/day.

Compensation for travel expenses

- private car EUR 0.43/km

Meal allowance EUR 10.75

In accordance with the decision by the Finnish Tax Administration, a tax-exempt meal allowance is paid on a daily basis to employees working somewhere other than at their regular workplace. The meal allowance is paid if a per diem allowance is not paid for the work trip and the employer has been unable to arrange a meal for the employee.

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