

CONSTRUCTION INDUSTRY 2020 (Rakennusteollisuusala)

WAGE INCREASES ON 1 SEPTEMBER 2020

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

Hourly rates by job requirement category

1. EUR 10.59/h
2. EUR 11.03/h
3. EUR 11.50/h
4. EUR 12.00/h
5. EUR 12.52/h
6. EUR 13.06/h
7. EUR 13.60/h

Starting on 1 September 2020, the minimum wage **of a foreign agency worker** is EUR 12.00/h.

Hourly rates of young employees

Under 17 years	EUR 9.07/h
Under 18 years	EUR 9.46/h

Monetary allowances will increase by 1.6%

Evening shift allowance	EUR 1.39/h
Night shift allowance	EUR 2.41/h
Conditions allowance	EUR 0.71/h
Mine allowance	EUR 2.19/h

Separate compensation for elected employee representatives

The separate compensation specified in section 29 of the collective agreement shall be paid to a chief shop steward and a labour protection delegate of an enterprise or regional unit who is a member of the Finnish Construction Trade Union based on the number of employees represented by said elected employee representative. The following separate compensations will be paid from the beginning of the pay period starting closest to 1 September 2020:

The number of represented employees	EUR/month
10–50 employees	EUR 73.26
51–100 employees	EUR 91.56
Over 100 employees	EUR 137.28

From the beginning of the pay period starting nearest to 1 September 2020, service allowances will be:

Duration of service	allowance
More than 5 years	EUR 0.28/h
More than 10 years	EUR 0.34/h
More than 15 years	EUR 0.40/h
More than 20 years	EUR 0.45/h
More than 25 years	EUR 0.52/h
More than 30 years	EUR 0.58/h
More than 35 years	EUR 0.65/h

Performance-based wages

Performance-based wages will increase by 1.6%.

The piece rates for incomplete contract work will increase by 1.6% for the remaining hours.

Pay grades according to the new wage system, starting on 1 September 2020:

1. **EUR 11.03/h**
2. EUR 11.50/h
3. EUR 12.00/h
4. EUR 12.52/h
5. EUR 13.06/h
6. EUR 14.30/h

REIMBURSEMENT OF EXPENSES

- Domestic per diem allowance EUR 43
- Partial per diem allowance for days of at least 6, but no more than 10 hours EUR 20
- Overnight allowance EUR 14
- Meal allowance EUR 10.75

Kilometre allowances

- allowance for the use of private car EUR 0.43/km
- motorcycle EUR 0.33/km
- moped EUR 0.18/km

The kilometre allowance will increase by EUR 0.03 per kilometre for each passenger whose transport the employer is responsible for. The kilometre allowance will increase by EUR 0.03 per kilometre if the total weight of the machines and devices transported in the car is over 80 kg or if they are large.

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