ASPHALTING 2021-2022
(Asfalttiala)

WAGE INCREASES ON 1 SEPTEMBER 2021

Wages will increase 1.3% on 1 September 2021 or from the beginning of the following pay period. The same increase is applied to table-based wages, performance-based wages, monetary allowances and the separate allowances paid for employee representatives.

Time rates

In the time rate system, the wage consists of the following three parts:
1. The table-based wage
2. A personal pay component (based on scoring, with one point corresponding to one per cent)
3. A further vocational qualification allowance of EUR 0.34/h or a specialist vocational qualification allowance of EUR 0.76/h.

Pay grades

1	EUR 11.11/h
2	EUR 14.98/h
3	EUR 15.88/h
4	EUR 16.75/h
5	EUR 17.63/h

Shift allowances

Evening shift allowance EUR 1.54/h.
Night shift allowance of EUR 5.00/h for work that is carried out between 9 p.m. and 5 a.m.
Deferred working hours (from 4 p.m. to 9 p.m.) EUR 1.54/h.

Productivity bonus pay work

For productivity bonus pay work, the employee's pay consists of the following components:

1. The table-based productivity bonus wage.
2. The productivity bonus based on the amount of production.
3. The piece rate paid in addition to the productivity bonus.

A new fixed table-based wage will be paid instead of the aforementioned points 1 and 2 for work at sites of less than 50 tonnes.
A further vocational qualification allowance of EUR 0.34/h or a specialist vocational qualification allowance of EUR 0.76/h will be paid in addition to the table-based wages (table-based wage, fixed table-based wage and fixed hourly rate).

The productivity bonus pay grades are the same as those for the time rate system.

PRODUCTION TABLE	Sites with less than 50 tonnes of production	Entire production bonus pay
Pay grade EUR/h	**EUR/h**	**EUR/h**
1 8.58	13.90	13.44
2 11.51	16.87	16.34
3 12.17	17.56	17.01
4 12.82	18.23	17.65
5 13.49	18.91	18.32

The production must be at least EUR 5.23/h from the beginning of the pay period starting nearest to 1 September 2021.

Travelling time compensation will be EUR 11.84 per hour.
Pay grade 1 is an exception and has grade-specific compensation.

Shop steward
A regular employee or, in the case of seasonal operations, a temporary employee in work, who is a member of the Finnish Construction Trade Union and familiar with conditions in the represented sector and company, may be elected chief shop steward for a company or an agreed area.

Accrued days off
For seasonal work, accrued days off earned before 30 September may not be ordered to be taken only after the work period has ended unless otherwise locally agreed.

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. Continuous employment of six weeks is deemed to arise on the conditions specified in the formula set out in subsection 1 of section 23 of the asphalting industry's collective agreement. Compensation is based on the time rate pay grade without the personal pay component or further vocational qualification allowance.

Per diem allowance	2021: EUR 44 2022: EUR 45
Overnight allowance	EUR 13/day
Compensation for travel expenses	2021: EUR 0.44/km for private cars 2022: EUR 0.46/km for private cars

Daily commuting to work is compensated according to the public transport fees.

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