

PAINTING 2021 (Maalausala)



WAGE INCREASES ON 1 SEPTEMBER 2021

Wages will increase on 1 September 2021 or from the beginning of the nearest pay period.

General increase 1.3%

Time rates

Table-based wages will increase by 1.3%

Pay grades

| | |
|-----|-------------|
| I | EUR 11,04/h |
| I B | EUR 12.43/h |
| II | EUR 13.49/h |
| III | EUR 14.95/h |
| IV | EUR 16.27/h |
| V | EUR 17.46/h |

| | |
|-----------------------------------------------------|-------------|
| Vocational qualification allowance | EUR 0.47/h |
| Specialist vocational qualification allowance | EUR 0.79/h |
| Guaranteed pay for contracts (for pay grades I–II) | EUR 13.49/h |
| Guaranteed pay for contracts (for pay grades III–V) | EUR 17.46/h |
| Carrying out foreman duties at least | EUR 17.46/h |

Piece rates

For incomplete contract work, the piece rates will be increased by 1.3% 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 17.46/h and EUR 21.68/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 1.50/h, and the night shift allowance will be EUR 2.84/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 44 |
| Accommodation allowance | EUR 57/day |
| Overnight allowance | EUR 13/day |

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

Compensation for commuting expenses 2021

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

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|--------------|-----------|---------------|-----------|
| • 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 0.44/km |
| • transport of persons | EUR 0.03/km/person |
| • trailer | EUR 0.07/km |
| • caravan | EUR 0.11/km |
| • machines and devices | EUR 0.03/km |

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