

## ASPHALTING 2022–2023 Asfalttiala

### PAY INCREASES, 1 JUNE 2022

From the beginning of the payment period starting on or after 1 June 2022, pay is increased by 2%.

The cash supplements under the collective agreement are increased by 2%.

The special compensation for employees' representatives is increased by 2%.

### Time-based pay

In the time-based pay system the wage is determined by the three following factors:

1. Pay-scale wage
2. Separate salary component  
(based on scoring, one point is one percentage point)
3. Vocational qualification supplement €0.35/h and  
special vocational qualification supplement €0.78/h

### Wage group

1	€11.33/h
2	€15.28/h
3	€16.20/h
4	€17.08/h
5	€17.98/h

### Supplements for shift work

**Supplement for evening shift** €1.57/h.

**Supplement for night shift** €5.10/h.

(for work done between 9.00 PM and 5.00 AM)

**Transferred working time** €1.57/h

(between 4.00 PM and 9.00 PM)

### Production bonus work

In production bonus work, the wage of the employee is determined by the following factors:

1. The pay-scale wage in the production bonus.
2. The production bonus based on the amount produced.
3. The piecework wage paid in addition to the production bonus.

At sites of less than 50 tons, a new fixed pay-scale wage is paid instead of items 1 and 2 above.

**Vocational qualification supplement** €0.35/h and **special vocational qualification supplement** €0.78/h

are paid in addition to the pay-scale wages (pay-scale wage, fixed pay-scale wage and total hourly wage).

The wage groups for the production bonus are the same as in the time-based wage grouping.

<b>PRODUCTION TABLE</b>		<b>work sites of less than 50 tons</b>	<b>production bonus work total wage</b>
<b>Wage group</b>	<b>€/h</b>	<b>€/h</b>	<b>€/h</b>
1	8.76	14.17	13.71
2	11.74	17.21	16.67
3	12.41	17.91	17.35
4	13.08	18.60	18.00
5	13.76	19.28	18.69

The production must be at least 5.33 €/h from the beginning of the payment period starting on or after 1 June 2022.

**Travel time allowance** €12.08/hour.

An exception is wage group 1, which is according to the wage group.

#### **Shop steward**

A person in a permanent employment relationship or employed for a fixed period due to seasonality who is a member of the Finnish Construction Trade Union and is familiar with the conditions of the industry and the business they represent may be elected as the chief shop steward for a business or an agreed area.

#### **Unpaid leave in exchange for working longer hours**

Unless otherwise agreed, unpaid leave in exchange for working longer hours earned through seasonal work before 30 September cannot be ordered to be used after the work season ends.

#### **Compensation for public holidays**

The days compensated are New Year's Day, Epiphany, Good Friday, Easter Monday, Ascension Day, May Day, Midsummer Eve, Christmas Eve, Christmas Day and Boxing Day.

An employment relationship of at least 6 weeks is required for compensation to be paid. An uninterrupted employment relationship of 6 weeks is deemed to have arisen under the conditions according with the calculation formula in the collective agreement for the asphalt field (Section 23 (1)). Compensation according to the pay grouping for time-based pay, excluding the personal salary component and the vocational qualification supplement.

#### **Reimbursement of expenses in 2023**

**Daily allowance** €48

**Overnight allowance** €15/day

**Reimbursement of travel costs** passenger car 53 cents/km

**Daily commuting according to public transport.**