

PAY INCREASES, 1 JUNE 2022

Pay will be increased by 2% from the beginning of the payment period starting on or after 1 June 2022.

Wage groups from 1 June 2022

| | |
|----|----------|
| 1. | €11.39/h |
| 2. | €11.88/h |
| 3. | €12.40/h |
| 4. | €12.93/h |
| 5. | €13.49/h |
| 6. | €14.78/h |

Minimum wage for hired labour

is €12.40/h from 1 June 2022

Hourly wages of young employees

| | |
|---------------|---------|
| Aged under 17 | €9.37/h |
| aged under 18 | €9.77/h |

The cash supplements are increased by 2%

| | |
|---|---------|
| Supplement for evening shift | €1.44/h |
| Supplement for night shift | €2.49/h |
| Supplement for difficult working conditions | €0.73/h |
| Supplement for work in mines | €2.26/h |

Separate compensation for employees' representatives

A chief shop steward of the company or regional unit and an occupational safety representative who is a member of the Finnish Construction Trade Union is paid a separate compensation in accordance with section 29 of the collective agreement, depending on how many employees they represent. From the beginning of the payment period starting closest to 1 June 2022, the separate compensation is as follows:

Number of employees represented euros/month

| | |
|-------------------------|---------|
| 10 to 50 employees | €75.69 |
| 51 to 100 employees | €94.61 |
| More than 100 employees | €141.84 |

Supplements for long employment

The amounts of the supplements for long employment are as follows from the beginning of the payment period starting closest to 1 June 2022:

| Years of employment | amount of supplement |
|----------------------------|-----------------------------|
| More than 5 years | €0.29/h |
| More than 10 years | €0.35/h |
| More than 15 years | €0.42/h |
| More than 20 years | €0.47/h |
| More than 25 years | €0.54/h |
| More than 30 years | €0.60/h |
| More than 35 years | €0.67/h |

Performance-related pay

Performance-related pay is increased by 2%.

Contracts in progress will be increased by 2% for the hours still to be worked.

REIMBURSEMENT OF EXPENSES in 2023

- **Daily allowance in Finland** €48
- **Partial daily allowance** for a day comprising between 6 and 10 hours €22
- **Overnight allowance** €15
- **Meal allowance** €12

Mileage in 2023

- compensation for using one's own car 53 cents/km

The mileage is increased by 4 cents per kilometre for each accompanying person whose transportation is the responsibility of the employer. The mileage is increased by 4 cents per kilometre if the weight of the machinery or equipment carried in the car exceeds 80 kilograms or if it is large in size.