

PAY INCREASES

From the beginning of the payment period starting on or after **1 June 2022**, pay is increased by **2.0%**.

Time-based pay, wage group	1 June 2022
I Beginning employee	€11.26/h
II Slightly experienced employee	€12.68/h
III Beginning professional	€13.89/h
IV Professional	€15.30/h
V Experienced professional	€16.65/h
VI Very experienced professional	€17.81/h

In addition to the hourly wage based on the wage group, each employee must always be paid a personal salary component.

Separate salary component

Employees are paid a separate salary component of 7.7% in connection with each salary payment as a public holiday allowance and pay for reduced working time.

The separate salary component of 7.7% is also paid for those working reduced hours. The salary component must be specified on the payslip. The salary component may not be included in the employee's time-based, piecework or premium wages.

Holiday pay is not accrued on the separate salary component.

Independence Day pay is subject to the Act on Celebrating Independence Day as a National Holiday. For Independence Day, employees are paid full pay or sick pay for illness time.

The amount of holiday pay is 18.5% of the pay for the period of employment. 14% of the holiday pay is paid before the start of the summer holiday and 4.5% before the start of the winter holiday. Holiday pay is also accrued on pay for absences due to illness or accidents.

Sick pay is paid in full in work whose pay is time-based; in piecework a maximum of €25/h is applied.

Protective clothing and equipment

In accordance with the provisions of the collective agreement, the employer is responsible for the cleaning, maintenance and possible inspections of protective clothing. The method of implementation will be agreed locally by 28 February 2023.

Protective clothing and equipment, as well as the employee's own clothing and personal belongings, are stored separately in a locked cupboard assigned to the employee for personal use. The employer is responsible for arranging storage so that the employee's own clothing and personal belongings are not soiled during storage.

Tool compensation

€1.68 is paid as compensation for the use of one's own basic tools. The employer acquires the tools needed for the work. If it is agreed with the employee that they will use their own special

tools, compensation for the time they are used will also be agreed (see the collective agreement).

Sick leave at the employee's own notice

Businesses must agree on a self-reporting procedure for flu-type sick leave of up to 3 days. It is not possible to agree that a medical certificate is always required. The agreement should be in writing.

If no self-reporting procedure has been agreed, the employer or its representative will accept the employee's notice of incapacity for work in flu-type absences of up to three days.

The parties recommend that when a self-reporting procedure is agreed on, the local agreement should include procedures for absences due to temporary care of a child under the age of 10.

Supplement for shift work: supplement for evening shift €1.23/h and supplement for night shift €2.31/h.

Reimbursement of expenses in 2023

Daily allowance €48, accommodation allowance €57/day and overnight allowance €15/day

Reimbursement of travel costs per working day from 1 January 2023

- over 5 km €2.16
- over 10 km €3.47
- over 20 km €6.25
- over 30 km €9.10
- over 40 km €11.21
- over 50 km €13.59
- over 60 km €17.86
- over 70 km €20.20
- over 80 km €22.96
- over 90 km €26.15
- over 100 km €29.31

The distance between the home and the construction site is measured along the shortest route used by public transport.

Tax-free mileage for 2023 as decided by the tax administration

Reimbursement of travel costs

- passenger car 53 cents/km
- transport of persons 4 cents/person/km

Other tax deductions: www.vero.fi

Job-specific supplement for tower crane operators

The supplement is always at least the height of the crane (= from the rail to the underside of the boom) + the length of the boom (= from the centre of the frame to the tip of the boom) times 0.066 euros.

Personal ID: All persons working on construction sites must visibly display a pictorial ID. The pictorial ID must also have a tax number.