

## ASPHALTING INDUSTRY 2023

### Wage increases on 1 May 2023

Wages will increase on 1 May 2023 or from the beginning of the nearest pay period by 4%. The monetary allowances of the collective agreement will increase by 4%. The separate compensations for personnel representatives will increase by 4%.

### Time rates

In the time rate system, the wage consists of 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 0.36/h or a specialist vocational qualification allowance of EUR 0.80/h.

### Pay grades

1	EUR 11.78/h
2	EUR 15.90/h
3	EUR 16.85/h
4	EUR 17.76/h
5	EUR 18.70/h

### Shift allowances

Evening shift allowance	EUR 1.67/h
Night shift allowance (for work carried out between 9 p.m. and 5 a.m.)	EUR 5.31/h
Deferred working hours (from 4 p.m. to 9 p.m.)	EUR 1.67/h

### Productivity bonus pay work

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

1. Table-based productivity bonus pay
2. Productivity bonus based on the amount of production
3. Piece rate paid in addition to the productivity bonus

A **further vocational qualification allowance** of EUR 0.36/h or a **specialist vocational qualification allowance** of EUR 0.80/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 grades	EUR/h	EUR/h	EUR/h
1	9.11	14.74	14.26
2	12.21	17.89	17.34
3	12.90	18.63	18.05
4	13.60	19.35	18.72
5	14.31	20.06	19.43

The production must be at least EUR 5.55/h from the beginning of the pay period starting nearest to 1 May 2023.

**Travel time compensation** EUR 12.56/h.

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, who is a member of the Finnish Construction Trade Union and familiar with conditions in the represented industry 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.

## Weekday public holiday compensation

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 asphaltting industry's collective agreement. Compensation is based on the time rate pay grade without the personal pay component or further vocational qualification allowance.

## Reimbursement of expenses in 2023

**Daily allowance** EUR 48

**Overnight allowance** EUR 15/day

**Travel expense compensation** EUR 0.53/km for private cars

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