

CONSTRUCTION PRODUCT INDUSTRY 2023

Wage increases on 1 May 2023

Wages will increase by 4% on 1 May 2023 or from the beginning of the following pay period.

Pay grades as of 1 May 2023

1.	EUR 11.85/h
2.	EUR 12.36/h
3.	EUR 12.90/h
4.	EUR 13.45/h
5.	EUR 14.03/h
6.	EUR 15.37/h

Hourly rates of young employees:

Under 17-year-olds	EUR 9.74/h
Under 18-year-olds	EUR 10.16/h

Monetary allowances will increase by 4%

Evening shift allowance	EUR 1.50/h
Night shift allowance	EUR 2.59/h
Conditions allowance	EUR 0.76/h
Mine allowance	EUR 2.35/h

Separate compensation for elected employee representatives

The separate compensation specified in section 29 of the collective agreement shall be paid to a chief shop steward and a safety delegate of an enterprise or regional unit who is a member of the Finnish Construction Trade Union based on the number of employees represented by the said elected employee representative. The duration of the exemption and the sum of the compensation are determined according to the number of employees at the workplace on the last day of June. The following separate compensations will be paid from the beginning of the pay period starting closest to 1 May 2023:

Number of represented employees	EUR/month
10-50 employees	78.72
51-100 employees	98.39
Over 100 employees	147.51

Length of service bonuses

From the beginning of the pay period starting nearest to 1 May 2023, the length of service bonuses will be:

Duration of service	Bonus sum EUR/h
More than 5 years	0.30
More than 10 years	0.36
More than 15 years	0.44
More than 20 years	0.49
More than 25 years	0.56
More than 30 years	0.62
More than 35 years	0.70

Performance-based pay

Performance-based wages will increase by 4%.

The piece rates for incomplete contract work will increase by 4% for the remaining hours.

Reimbursement of expenses in 2023

Domestic daily allowance	EUR 48	
Partial daily allowance for days of at least 6, but no more than 10 hours		EUR 22
Overnight allowance	EUR 15	
Meal allowance	EUR 12	

Kilometre compensation in 2023

Allowance for the use of private car EUR 0.53/km.

The kilometre allowance will increase by EUR 0.04/km for each passenger whose transport the employer is responsible for. The kilometre allowance will increase by EUR 0.04/km if the total weight of the machines and devices transported in the car is over 80 kg or if they are large.