

PAINTING INDUSTRY 2023

Wage increases on 1 May 2023

Wages will increase from the beginning of the pay period nearest to 1 May 2023.

General increase 4.0%

Time rates

Table-based wages will increase by 4.0%

Pay grades	EUR/h
I	11.71
IB	13.19
II	14.31
III	15.86
IV	17.26
V	18.52

Further vocational qualification allowance EUR 0.50/h

Specialist vocational qualification allowance EUR 0.84/h

Guaranteed pay for contracts (for pay grades I-II) EUR 14.31/h

Guaranteed pay for contracts (for pay grades III-V) EUR 18.52/h

Foreman duties at least EUR 18.52/h

Piece rates

For incomplete contract work, the piece rates will be increased by 4.0% for the remaining work.

Separate pay component

The employee will be paid a separate pay component of 7.7% as a weekday public holiday compensation for Epiphany, Good Friday, Easter Monday, May Day, Ascension Day, Midsummer, Christmas Eve and Christmas Day in connection with every wage payment. The separate pay component also includes the accrued days off allowance.

The Act on Celebrating Independence Day as a Public Holiday applies to paying wages for Independence Day. The employees are entitled to full pay for Independence Day if the day would otherwise have been a working day.

The separate pay component of 7.7% is also paid to those working reduced hours. The separate pay component must be itemised in the payslip. The separate pay component may not be included in the employee's time rates, piece rates or bonus pay. The separate pay component does not count towards the holiday bonus.

Absences due to sickness

The maximum sick pay for the health insurance waiting period will be EUR 18.52/h and EUR 23.00/h for any remaining period of incapacity for work for which wages are paid.

A self-notification procedure must be agreed on in companies for common cold type absences lasting no more than 3 days. The parties cannot agree that a medical certificate should always be submitted as proof of absence.

Weather conditions preventing work

If the work cannot be continued due to rain or other weather conditions preventing work, the employer shall arrange other work or pay the full wage for waiting until the end of the shift. If the adverse weather conditions continue and prevent working for a whole work day, the employees will be entitled to full pay (the personal hourly wage) for a maximum of 10 days during a calendar year. However, there is a one-day (1) waiting period for employees.

Shift allowances

The evening shift allowance will be EUR 1.59/h and the night shift allowance will be EUR 3.01/h.

The sum of holiday bonus will be 18.5% of the wages paid during the employment period. A 14% holiday bonus will be paid before the beginning of summer holiday and a 4.5% holiday bonus before the beginning of winter holiday.

Compensation for travelling for work in 2023

Daily allowance	EUR 48
Accommodation allowance	EUR 57/day
Overnight allowance	EUR 15/day

Compensation will be paid for travelling according to the actual costs and the wage for the travel time.

Compensation for daily travel expenses

Under the collective agreement, the compensation for commuting expenses in 2023 will be

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

Tax-exempt kilometre allowances set by the Tax Administration in 2023

Compensation for travel expenses

private car	EUR 0.53/km
transport of persons	EUR 0.04/km/person
trailer	EUR 0.09/km
caravan	EUR 0.14/km
machines and devices	EUR 0.04/km