

## CONSTRUCTION PRODUCT INDUSTRY 2024

### Wage increases on 15 May 2024

Wages will increase by 2% on 15 May 2024 or from the beginning of the closest pay period.

### Pay grades as of 15 May 2024

1.	EUR 12.09/h
2.	EUR 12.61/h
3.	EUR 13.16/h
4.	EUR 13.72/h
5.	EUR 14.31/h
6.	EUR 15.68/h

### Hourly rates of young employees:

Under 17-year-olds	EUR 9.93/h
Under 18-year-olds	EUR 10.36/h

### Monetary allowances will increase by 2%

Evening shift allowance	EUR 1.53/h
Night shift allowance	EUR 2.64/h
Conditions allowance	EUR 0.78/h
Mine allowance	EUR 2.40/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 15 May 2024:

Number of represented employees	EUR/month
10-50 employees	80.29
51-100 employees	100.36
Over 100 employees	150.46

### **Length of service bonuses**

From the beginning of the pay period starting nearest to 15 May 2024, the length of service bonuses will be:

<b>Duration of service</b>	<b>Bonus sum EUR/h</b>
More than 5 years	0.31
More than 10 years	0.37
More than 15 years	0.45
More than 20 years	0.50
More than 25 years	0.57
More than 30 years	0.63
More than 35 years	0.71

### **Performance-based pay**

Performance-based wages will increase by 2%.

The piece rates for incomplete contract work will increase by 2% for the remaining hours.

### **Reimbursement of expenses in 2024**

Domestic daily allowance	EUR 51	
Partial daily allowance for days of at least 6, but no more than 10 hours		EUR 24
Overnight allowance	EUR 16	
Meal allowance	EUR 12.75	

### **Kilometre compensation in 2023**

Allowance for the use of private car EUR 0.57/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.