

## **WATERPROOFING INDUSTRY 2024**

### **Wage increases on 15 May 2024**

Wages will increase on 15 May 2024 or from the beginning of the nearest pay period.

General increase 2.0%

Piece rates will increase by 2.0%

### **Pay grades**

#### **Pay grade 1                      EUR 11.72/h**

- Interns
- Interruptions due to weather and other waiting times regardless of the employee's pay grade

#### **Pay grade 2                      EUR 14.57/h**

- Waterproofing employees who have worked in the industry for less than 2 years
- Employees other than waterproofing employees who have worked in the industry for less than 5 years
- Drying, fire watch, warehouse work, measuring and edge fillets for employees in pay grades 2-4
- Travelling during working hours

#### **Pay grade 3                      EUR 16.88/h**

- Waterproofing employees who have worked in the industry for 2-10 years
- Employees other than waterproofing employees who have worked in the industry for minimum 5 years

#### **Pay grade 4                      EUR 18.91/h**

- Waterproofing employees who have worked in the industry for more than 10 years and waterproofing employees who have acquired a relevant further vocational qualification and worked in the industry for at least 5 years

### **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 and Christmas Day. The allowance is paid provided that employment has continued for at least six weeks. The allowance is paid according to pay grade 2.

## Daily travel expenses

Distance between the 0 point and the construction site	Round trip
over 4 km	EUR 2.25
over 10 km	EUR 5.56
over 20 km	EUR 11.06
over 30 km	EUR 16.56
over 40 km	EUR 22.07
over 50 km	EUR 27.57
over 60 km	EUR 33.08
over 70 km	EUR 38.58
over 80 km	EUR 44.08
over 90 km	EUR 49.59
over 100 km	agreed on separately

Compensation if the construction site and the distance travelled change: if the employee's workday begins and ends at different construction sites, half of both distances are summed together.

Compensation for moving between construction sites during the day: moving from one worksite to another upon request of the employer by using the employee's own mode of transport is compensated according to the decision issued annually by the Tax Administration.

A separate agreement can be made locally regarding the compensation for daily travel expenses.

### Sick pay

Sick pay is calculated based on the employee's average hourly earnings during regular working hours over the previous twelve (12) pay periods.

### Reimbursement of expenses in 2024

Daily allowance	EUR 51
Overnight allowance	EUR 16/day

### Compensation for travel expenses in 2024

private car	EUR 0.57/km
transport of persons	EUR 0.04/km/person
trailer	EUR 0.10/km
caravan	EUR 0.15/km
machines and devices	EUR 0.04/km

### Meal allowance

According to the Tax Administration's decision, the rate of meal allowance in 2024 is EUR 12.75. In accordance with the decision by the Finnish Tax Administration, a tax-exempt meal allowance is paid on a daily basis to employees working somewhere other than at their regular workplace. The meal allowance is paid if a daily allowance is not paid for the work trip and the employer has been unable to arrange a meal for the employee.