

**COLLECTIVE AGREEMENT FOR THE ELECTRIFICATION INDUSTRY
 1 April 2020 to 31 March 2022**

**EURO AMOUNTS OF WAGE SCALES, BONUSES AND SEPARATE
 ALLOWANCES FOR THE PERSONNEL**

Evening- and night-shift bonuses, Collective agreement 7 § 3.5

	Until 31 March 2022
	€ / h
Evening shift bonus in shift work between 2.00 pm and 10.00 pm	1,30
Night shift bonus in shift work between 10.00 pm and 6.00 am	2,38

Evening- and night work bonuses, Collective agreement 7 § 3.6.

	Until 31 March
	€ / h
Evening work bonus in work that is not considered shift work or overtime between 6.00 pm and 10.00 pm	1,30
Night work bonus in work that is not considered shift work or overtime between 10.00 pm and 06.00 am	2,38

Bonus for delayed announcement about transfer of work shift, Collective agreement 7 § 14.3

Until 31 March
€/h
2,61

Base hourly wages and personal time wages, Collective agreement 8 § A 2

WG	A. Base hourly wages 1 August 2020 – 31 July 2021	B. Personal time wages 1 August 2020 – 31 July 2021
S	10,74	11,29
1	13,16	13,71
2	15,36	16,02
3	16,32	16,99
4	17,23	17,89
5	18,21	18,88

Base hourly wages and personal time wages, Collective agreement 8 § A 2

WG	A. Base hourly wages 1 August 2021– 31 March	B. Personal time wages 1 August 2021– 31 March 2022
S	10,92	11,48
1	13,38	13,94
2	15,62	16,29
3	16,60	17,28
4	17,52	18,19
5	18,52	19,20

Extra wages for interruption of a contract work, wages for participation in the negotiations, and start-up stage of the contract work, Collective agreement 8 § B 4

WG	Extra wages for interruption of a contract work 1 August 2020 – 31 July 2021 €/h	Extra wages for interruption of a contract work 1 August 2021–31 March 2022 €/h
S	12,21	12,42
1	15,00	15,26
2	17,29	17,58
3	17,78	18,08
4	18,21	18,52
5	18,95	19,27

Guaranteed wage for the contract, Collective agreement 8 § B 5.3

	Guaranteed wage for the contract, 1 August 2020 – 31 July 2021 €/h	Guaranteed wage for the contract 1 August 2021 – 31 March 2022 €/h
S	12,21	12,42
1	15,00	15,26
2	17,29	17,58
3	17,78	18,08
4	18,21	18,52
5	18,95	19,27

Price setting in housing production, Collective agreement 8 § B 5.2.1

	Basic price €/dwelling	Basic score pcs	Price for additional points €/piece
1.8.2020 – 31.7.2021	935	60	12,24
1.8.2021 – 31.3.2022	951	60	12,45

Target income of other work done at piece-work rates, Collective agreement 8 § B 5.2

1 August 2020 – 31 July 2021	1 August 2021 – 31 March 2022
€/h	€/h
18,87	19,19

Foreman (the first) in contract work, Collective agreement 8 § B 7.2.7

Number of team workers	Until 31 March 2022
	€/h
1–2	0,37
3–6	0,58
7–10	0,91
11–12	1,17
13–20	1,58
Yli 20	2,49

Foreman other than the first foreman in contract work, Collective agreement 8 § 7.2.7

Number of employees within the scope of responsibility of a foreman other than the first foreman	Until 31 March 2022
	€/h
1–2	0,37
3–6	0,58
7–10	0,91
yli 10	1,17

Contract pricing coefficient in Electrification Industry (1.6.2015), Collective agreement 8 § C

Contract pricing coefficient 1 August 2020 – 31 July 2021	Contract pricing coefficient 1 August 2021 – 31 March 2022
1,056	1,074

Further qualification and Specialist further qualification allowances, Collective agreement 11 § 11.1

	31.3.2022 saakka €/h
Further qualification allowance	0,54
Specialist further qualification allowance	0,98

Bonus for unusually dirty and unusually hard work, Collective agreement 11 § 11.2

Until 31 March 2022
€/h
0,44

Bonus for demanding and complicated work, Collective agreement 11 § 11.3

Until 31 March 2022
€/h
1,74

Driver's bonus, Collective agreement 11 § 11.4

Until 31 March 2022
€/day
2,65

Foreman's allowance for work payable at time rates, Collective agreement 11 § 11.5

Number of team members	Until 31 March 2022
	€/h
3–6	0,58
7–10	0,91
11–12	1,17
13–20	1,58
Yli 20	2,49

Bonus for on-site instructor, Collective agreement 12 §

Until 31 March 2022
€/h
0,44

Separate compensations for chief shop steward and labour protection delegate, General agreement 2.5

Number of employees represented	Separate compensation for chief shop steward	Separate compensation for labour protection delegate
	1.8.2020 - 31.3.2022	1.8.2020 - 31.3.2022
	€ / 2 week pay period	€ / 2 week pay period
5–9	57,70	22,40
10–50	69,24	33,61
51–100	92,31	44,82
101–150	115,39	61,61
151–200	138,47	78,42
201–250	161,55	95,21
251–400	184,64	112,0
401–450	207,71	134,4
yli 450	subject to separate agreement	subject to separate agreement