COLLECTIVE AGREEMENT FOR THE ELECTRIFICATION INDUSTRY
1 March 2015–31 January 2017

The Electrotechnical Employers’ Union (STTA)

The Finnish Electrical Workers’ Union

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SIGNATURE PROTOCOL TO THE COLLECTIVE AGREEMENT FOR THE ELECTRIFICATION INDUSTRY 2015–2017

Date 27 February 2015
Place Electrotechnical Employers' Union STTA office, Espoo
Present Esa Larsén The Electrotechnical Employers’ Union STTA
Jussi Kuusela The Electrotechnical Employers’ Union STTA
Jarkko Huotinen The Electrotechnical Employers’ Union STTA
Ari Hämäläinen The Electrotechnical Employers’ Union STTA
Risto Saviranta The Electrotechnical Employers’ Union STTA
Keijo Ukkonen The Electrotechnical Employers’ Union STTA
Martti Alakoski The Finnish Electrical Workers’ Union
Hannu Luukkonen The Finnish Electrical Workers’ Union
Mika Rainio The Finnish Electrical Workers’ Union
Timo Airas The Finnish Electrical Workers’ Union
Tero Heiniluoma The Finnish Electrical Workers’ Union
Jari Ollila The Finnish Electrical Workers’ Union
Jaakko Aho The Finnish Electrical Workers’ Union
Antti Heikkinen The Finnish Electrical Workers’ Union
Raimo Härnä The Finnish Electrical Workers’ Union
Ari Kähkönen The Finnish Electrical Workers’ Union
Sami Pesola The Finnish Electrical Workers’ Union
Mika Sarja The Finnish Electrical Workers’ Union

1 TERM OF AGREEMENT

The new collective agreement for the electrification industry has been signed today and enters into force on 1 March 2015. Wage increases shall enter into force as of the pay period commencing on 1 March 2015 or soonest thereafter.

The signatory organisations note that the provisions of the collective agreement for the electrification industry 2012–2014 are, by agreement, to remain valid for the period 1 March 2015–31 January 2017 with the amendments specified in this signature protocol and its appendices.

The collective agreement now concluded shall remain in force also after 31 January 2017, for one year at a time, unless written notice of its termination is served by either of the parties no later than two months before said date of termination.

The provisions of this collective labour agreement will apply during negotiations for a new agreement, until the moment a new agreement is reached or when negotiations otherwise come to an end.

The parties to this agreement shall convene by the end of October 2015 to review the progress of the work of the work groups mentioned in section 19 of the signature protocol (the work groups for contract work, time-based rates, external labour, and nuclear power) and the degree of compliance with the objectives set for those groups.

After the review referred to in the foregoing paragraph, either party is entitled to terminate the collective agreement with effect from 31.1.2016 if believing that the objectives set for the work groups have not been achieved. The notice of termination shall be served in writing with a minimum of a month’s notice.

If the central labour organisations have not reached agreement by 15 June 2015 on the contractual pay increases for the second period of the employment and growth agreement signed on 30 August 2013, the organisations that are par-
ties to the agreement shall negotiate on the collective-agreement wage adjustments for the period 1 August 2016 – 31 January 2017. Should no agreement be reached in these negotiations on wage adjustments, each party thereto is entitled to give notice of termination in writing by 31 March 2016 with effect from 31 July 2016.

2 ONE-TIME COMPENSATION PAYABLE IN MARCH 2015

According to the employment and growth agreement signed on 30 August 2013 by the central organisations, the wages of employees in the electrification industry should have been increased by EUR 20.00 per month as of the pay period commencing on 1 February 2015 or soonest thereafter.

As the wage increases in accordance with this collective agreement shall be implemented as of the pay period commencing on 1 March 2015 or soonest thereafter, all employees in the electrification industry shall receive, in connection with a salary payment in March 2015, a one-time compensation in lieu of the February 2015 wage increase. For an employee on monthly salary, the one-time compensation may, alternatively, be paid in April 2015.

The amount of the one-time compensation is EUR 20.00 if the employee has been paid in February 2015 working-hours salary for a minimum of 160 hours. If the employee’s time on the job has been less than 160 hours, the one-time compensation shall be paid in the amount obtained by multiplying EUR 20.00 by the proportion of the number of the employee’s hours on the job to 160.

In calculation of an employee’s average hourly earnings for annual holiday pay, the one-time compensation shall be included in the employee’s working-time earnings.

3 INCREASE TO BASE HOURLY WAGES ON 1 MARCH 2015

Base hourly wages (BHW) shall be increased by EUR 0.12 per hour from the beginning of the pay period commencing on 1 March 2015 or soonest thereafter.

The base hourly wages as of the pay period commencing on 1 March 2015 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>WG</th>
<th>EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>10.14</td>
</tr>
<tr>
<td>1</td>
<td>12.44</td>
</tr>
<tr>
<td>2</td>
<td>14.52</td>
</tr>
<tr>
<td>3</td>
<td>15.44</td>
</tr>
<tr>
<td>4</td>
<td>16.30</td>
</tr>
<tr>
<td>5</td>
<td>17.23</td>
</tr>
</tbody>
</table>

The base hourly wage shall be used in performance of work for which the use of base hourly wages is separately specified in the collective agreement.

The rate for time-based work carried out by employees in the electrification industry shall be the personal time-based rate in accordance with section 8 A, subsection A.1 of this collective agreement.

4 INCREASES TO TIME-BASED RATES ON 1 MARCH 2015

4.1 Personal time-based rates

Personal time-based rates (BHW + PPC) shall be increased by EUR 0.12 per hour from the beginning of the pay period commencing on 1 March 2015 or soonest thereafter.

The personal time-based rates of employees in the electrification industry as of the pay period commencing on 1 March 2015 or soonest thereafter shall be the following:
<table>
<thead>
<tr>
<th>WG</th>
<th>Personal time-based rate (EUR/hour)</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>10.66</td>
</tr>
<tr>
<td>1</td>
<td>12.96</td>
</tr>
<tr>
<td>2</td>
<td>15.15</td>
</tr>
<tr>
<td>3</td>
<td>16.07</td>
</tr>
<tr>
<td>4</td>
<td>16.93</td>
</tr>
<tr>
<td>5</td>
<td>17.86</td>
</tr>
</tbody>
</table>

4.2 Formation of the personal pay component

The personal pay component is formed such that the new base hourly wage is subtracted from the employee’s new time-based rate (BHW + PPC). The amount remaining is the employee’s new personal pay component.

4.3 Monthly salaries

The agreed monthly salaries shall be increased by EUR 20.00 per month from the beginning of the pay period commencing on 1 March 2015 or soonest thereafter.

An employee’s new agreed monthly salary shall be at least $175 \times$ the employee’s base hourly wage. If the employee’s regular weekly working hours come to under 40 hours, the multiplier shall, for the agreed monthly salary, be the figure obtained by multiplying 175 by the number of weekly regular working hours divided by 40.

All converted monthly salaries shall be increased from the beginning of the pay period commencing on 1 March 2015 by multiplication of the employee’s personal time-based rate (under section 8 A, subsection A.1 or A.3 of the collective agreement) by 173. If the employee’s regular weekly working hours come to under 40 hours, the multiplier shall, for converted monthly salary, be the figure obtained by multiplying 173 by the number of weekly regular working hours divided by 40.

The increase applicable to the agreed or converted monthly salary may, alternatively, be implemented as of the pay period commencing on 1 February 2015 or soonest thereafter. In this case, the one-time compensation of EUR 20.00 in accordance with section 2 shall not be paid in March 2015.

5 INCREASES TO PIECE-WORK RATES ON 1 MARCH 2015

5.1 Piece-rate pricing and freely-priced contract work not completed by 1 March 2015

Piece-work rates as of the pay period commencing on 1 March 2015 or soonest thereafter shall be increased as follows:

The multiplier for piece-rate pricing for the electrical installation sector (pricing valid from 1 June 2002) shall be 1.348 as of the pay period commencing on 1 March 2015 or soonest thereafter.

The value of freely priced so-called lump-sum contracts shall be increased by 0.7% with regard to the volume of work remaining as of the pay period commencing on 1 March 2015 or soonest thereafter.

5.2 Housing-production pricing

The housing-production prices shall be increased thus, as of the pay period commencing on 1 March 2015 or soonest thereafter:
Basic price, EUR per dwelling | Basic score, points | Price for additional points, EUR/piece
--- | --- | ---
EUR 885 | 60 | EUR 11.58

Prices for unfinished contracts based on housing-production pricing shall be increased by 0.7% with regard to the volume of work remaining as of the pay period commencing on 1 March 2015 or soonest thereafter.

5.2 Pricing of other work done at piece-work rates
The target earnings in accordance with section 8 B 5.2 of the collective agreement for work tendered to clients on and after 1 March 2015 shall be EUR 17.85 per hour.

5.3 Guaranteed wages for a contract and the wages payable for work during interruption, negotiations, and the start-up stage
The guaranteed wages for piece work and the wages payable for work during interruption, negotiations, and the start-up stage shall be as follows as of the pay period commencing on 1 March 2015 or soonest thereafter:

<table>
<thead>
<tr>
<th>WG</th>
<th>EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>11.53</td>
</tr>
<tr>
<td>1</td>
<td>14.18</td>
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<tr>
<td>2</td>
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<td>3</td>
<td>16.82</td>
</tr>
<tr>
<td>4</td>
<td>17.23</td>
</tr>
<tr>
<td>5</td>
<td>17.93</td>
</tr>
</tbody>
</table>

If the employee’s personal time-based rate (BHW + PPC) exceeds the pay determined in accordance with the table above, the employee shall be paid at the personal time-based rate.

6 COLLECTIVELY AGREED BONUSES AS OF 1 MARCH 2015
Bonuses collectively agreed upon shall not be increased as of the pay period commencing on 1 March 2015 or soonest thereafter.

6.1 Collectively agreed bonuses
The bonuses in accordance with the collective agreement for the electrification industry as of the pay period commencing on 1 March 2015 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>Bonus</th>
<th>1.3.2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evening-shift bonus</td>
<td>1.25</td>
</tr>
<tr>
<td>Night-shift bonus</td>
<td>2.29</td>
</tr>
<tr>
<td>Evening-work bonus</td>
<td>1.25</td>
</tr>
<tr>
<td>Description</td>
<td>Value</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------</td>
<td>--------</td>
</tr>
<tr>
<td>Night-work bonus</td>
<td>2.29</td>
</tr>
<tr>
<td>Delayed notification of a transferred shift</td>
<td>2.51</td>
</tr>
<tr>
<td>Further-qualification allowance</td>
<td>0.52</td>
</tr>
<tr>
<td>Specialist further-qualification allowance</td>
<td>0.94</td>
</tr>
<tr>
<td>Bonus for unusually dirty and unusually hard work</td>
<td>0.42</td>
</tr>
<tr>
<td>Bonus for demanding and complicated work</td>
<td>1.67</td>
</tr>
<tr>
<td>On-site instructor’s bonus</td>
<td>0.42</td>
</tr>
<tr>
<td>Driver’s bonus</td>
<td>2.56</td>
</tr>
</tbody>
</table>

6.2 Foreman’s allowance for the first foreman, work payable at piece-work rates

The foreman’s allowance for a work site’s first foreman as of the pay period commencing on 1 March 2015 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>Number of team members</th>
<th>EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1–2</td>
<td>0.35</td>
</tr>
<tr>
<td>3–6</td>
<td>0.56</td>
</tr>
<tr>
<td>7–10</td>
<td>0.88</td>
</tr>
<tr>
<td>11–12</td>
<td>1.13</td>
</tr>
<tr>
<td>13–20</td>
<td>1.51</td>
</tr>
<tr>
<td>more than 20</td>
<td>2.40</td>
</tr>
</tbody>
</table>

6.3 Foreman’s allowance for the second and subsequent foremen, work payable at piece-work rates

Negotiations pertaining to a second foreman shall be initiated when the number of team members exceeds eight installers. When the number of members of the team exceeds 11, a second foreman must be appointed.

It may be necessary to appoint several foremen for large work sites.

Such procedure is subject to separate agreement.

The foreman’s allowance for a second foreman and subsequent foremen appointed in addition to the first foreman as of the pay period commencing on 1 March 2015 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>Number of employees within the scope of responsibility of a foreman other than the first foreman</th>
<th>EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1–2</td>
<td>0.35</td>
</tr>
</tbody>
</table>
6.4 Foreman’s allowance, work payable at time-based rates

The foreman’s allowances for work payable at time-based rates as of the pay period commencing on 1 March 2015 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>Number of team members</th>
<th>EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>3–6</td>
<td>0.56</td>
</tr>
<tr>
<td>7–10</td>
<td>0.88</td>
</tr>
<tr>
<td>11–12</td>
<td>1.13</td>
</tr>
<tr>
<td>13–20</td>
<td>1.51</td>
</tr>
<tr>
<td>more than 20</td>
<td>2.40</td>
</tr>
</tbody>
</table>

7 CHIEF SHOP STEWARD’S SEPARATE COMPENSATION AS OF 1 MARCH 2015

The chief shop steward’s separate compensation shall not be increased as of the pay period commencing on 1 March 2015 or soonest thereafter.

The chief shop steward’s separate compensation as of the pay period commencing on 1 March 2015 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>Number of employees represented</th>
<th>Chief shop steward’s separate compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1 March 2015–31 January 2016</td>
</tr>
<tr>
<td></td>
<td>EUR / two-week pay period</td>
</tr>
<tr>
<td>5–9</td>
<td>53.74</td>
</tr>
<tr>
<td>10–50</td>
<td>64.48</td>
</tr>
<tr>
<td>51–100</td>
<td>85.98</td>
</tr>
<tr>
<td>101–150</td>
<td>107.47</td>
</tr>
<tr>
<td>151–200</td>
<td>128.97</td>
</tr>
<tr>
<td>201–250</td>
<td>150.47</td>
</tr>
<tr>
<td>251–400</td>
<td>171.97</td>
</tr>
<tr>
<td>401–450</td>
<td>193.46</td>
</tr>
</tbody>
</table>
8 THE OCCUPATIONAL HEALTH AND SAFETY REPRESENTATIVE’S SEPARATE COMPENSATION AS OF 1 MARCH 2015

The occupational health and safety representative’s separate compensation shall not be increased as of the pay period commencing on 1 March 2015 or soonest thereafter.

The occupational health and safety representative’s separate compensation as of the pay period commencing on 1 March 2015 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>Number of employees represented</th>
<th>The occupational health and safety representative’s separate compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>5–9</td>
<td>EUR 20.87 / 2 weeks</td>
</tr>
<tr>
<td>10–50</td>
<td>EUR 31.30 / 2 weeks</td>
</tr>
<tr>
<td>51–100</td>
<td>EUR 41.74 / 2 weeks</td>
</tr>
<tr>
<td>101–150</td>
<td>EUR 57.39 / 2 weeks</td>
</tr>
<tr>
<td>151–200</td>
<td>EUR 73.04 / 2 weeks</td>
</tr>
<tr>
<td>201–250</td>
<td>EUR 88.69 / 2 weeks</td>
</tr>
<tr>
<td>251–400</td>
<td>EUR 104.35 / 2 weeks</td>
</tr>
<tr>
<td>401–450</td>
<td>EUR 125.21 / 2 weeks</td>
</tr>
<tr>
<td>more than 450</td>
<td>subject to separate agreement</td>
</tr>
</tbody>
</table>

9 NEW PIECE-RATE PRICING FOR THE ELECTRIFICATION INDUSTRY AS OF 1 JUNE 2015

The parties to the agreement shall reform the piece-rate pricing for the electrical installation sector under section 8 C of the collective agreement by implementing the changes set forth in appendices 1 and 2.

The price multiplier for the new pricing is 1 and is formed, to the extent to which new prices have not been separately agreed upon for the pricing tables, by increasing the previously valid unit prices with the piece-rate multiplier 1.348.

The new piece-rate pricing for the electrification industry (from 1 June 2015) shall apply to work tendered to clients on or after 1 June 2015.

10 INCREASE TO BASE HOURLY WAGES ON 1 FEBRUARY 2016

Base hourly wages (BHW) shall be increased by 0.4% from the beginning of the pay period commencing on 1 February 2016 or soonest thereafter.

The base hourly wages as of the pay period commencing on 1 February 2016 or soonest thereafter shall be as follows:
The base hourly wage shall be used in performance of work for which the use of base hourly wages is separately specified in the collective agreement.

The rate for time-based work carried out by employees in the electrification industry shall be the personal time-based rate in accordance with section 8 A, subsection A.1 of this collective agreement.

11 INCREASES TO TIME-BASED RATES ON 1 FEBRUARY 2015

11.1 Personal time-based rates

Personal time-based rates (BHW + PPC) shall be increased from the beginning of the pay period commencing on 1 February 2016 or soonest thereafter by a general increase of 0.4%.

The personal time-based rates of employees in the electrification industry as of the pay period commencing on 1 February 2016 or soonest thereafter shall be the following:

<table>
<thead>
<tr>
<th>WG</th>
<th>Personal time-based rate EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>10.70</td>
</tr>
<tr>
<td>1</td>
<td>13.01</td>
</tr>
<tr>
<td>2</td>
<td>15.21</td>
</tr>
<tr>
<td>3</td>
<td>16.13</td>
</tr>
<tr>
<td>4</td>
<td>17.00</td>
</tr>
<tr>
<td>5</td>
<td>17.93</td>
</tr>
</tbody>
</table>

11.2 Formation of the personal pay component

The personal pay component is formed such that the new base hourly wage is subtracted from the employee's new time-based rate (BHW + PPC). The amount remaining is the employee’s new personal pay component.

11.3 Monthly salaries

The agreed and converted monthly salaries shall be increased by 0.4% from the beginning of the pay period commencing on 1 February 2015 or soonest thereafter.

An employee’s new agreed monthly salary shall be at least 175 × that employee’s base hourly wage. If the employee’s regular weekly working hours come to under 40 hours, the multiplier shall, for agreed monthly salary, be the figure obtained by multiplying 175 by the number of weekly regular working hours divided by 40.
An employee's new agreed monthly salary shall be at least $173 \times$ the employee’s personal time-based rate (see section 8 A, subsection A.1 or A.3. of the collective agreement). If the employee’s regular weekly working hours come to under 40 hours, the multiplier shall, for converted monthly salary, be the figure obtained by multiplying 173 by the number of weekly regular working hours divided by 40.

12 INCREASES TO PIECE-WORK RATES ON 1 FEBRUARY 2016

12.1 Piece-rate pricing and freely-priced contract work not completed by 1 February 2016

Piece rates shall be increased as of the pay period commencing on 1 February 2016 or soonest thereafter, thus:

The multiplier for piece-rate pricing for the electrical installation sector (pricing valid from 1 June 2002) shall be 1.353 as of the pay period commencing on 1 February 2016 or soonest thereafter.

The multiplier for the reformed piece-rate pricing for the electrical installation sector, valid from 1 June 2015, shall be 1.004 as of the pay period commencing on 1 February 2016 or soonest thereafter.

The price of freely-priced so-called lump-sum contracts and all contracts based on housing-production pricing shall be increased by 0.4% with regard to the remaining volume of work.

12.2 Housing-production pricing

There shall be an increase to housing-production prices as follows as of the pay period commencing on 1 February 2016 or soonest thereafter:

<table>
<thead>
<tr>
<th>Basic price, EUR per dwelling</th>
<th>Basic score, points</th>
<th>Price for additional points, EUR/piece</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR 889</td>
<td>60</td>
<td>EUR 11.63</td>
</tr>
</tbody>
</table>

Prices for unfinished contracts based on housing-production pricing shall be increased by 0.4% with regard to the volume of work remaining as of the pay period commencing on 1 February 2016 or soonest thereafter.

12.3 Pricing of other work done at piece-work rates

The target earnings in accordance with section 8 B subsection 5.2 of the collective agreement for work tendered to clients on and after 1 February 2016 shall be EUR 17.92 per hour.

12.4 Guaranteed wages for a contract and the wages payable for work during interruption, negotiations, and the start-up stage

The guaranteed wages for piece work and the wages payable for work during interruption, negotiations, and the start-up stage shall be as follows as of the pay period commencing on 1 February 2016 or soonest thereafter:

<table>
<thead>
<tr>
<th>WG</th>
<th>EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>11.58</td>
</tr>
<tr>
<td>1</td>
<td>14.24</td>
</tr>
<tr>
<td>2</td>
<td>16.42</td>
</tr>
<tr>
<td>3</td>
<td>16.89</td>
</tr>
<tr>
<td>4</td>
<td>17.30</td>
</tr>
<tr>
<td>5</td>
<td>18.00</td>
</tr>
</tbody>
</table>
If the employee’s personal time-based rate (BHW + PPC) exceeds the pay determined in accordance with the table above, the employee shall be paid at the personal time-based rate.

13 COLLECTIVELY AGREED BONUSES AS OF 1 FEBRUARY 2016

13.1 Collectively agreed bonuses as of 1 February 2016

The bonuses in accordance with the collective agreement for the electrification industry as of the pay period commencing on 1 February 2016 or soonest thereafter shall be as in the following table:

<table>
<thead>
<tr>
<th>Bonus</th>
<th>1.2.2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evening-shift bonus</td>
<td>EUR/hour</td>
</tr>
<tr>
<td>Night-shift bonus</td>
<td>2.30</td>
</tr>
<tr>
<td>Evening-work bonus</td>
<td>1.26</td>
</tr>
<tr>
<td>Night-work bonus</td>
<td>2.30</td>
</tr>
<tr>
<td>Delayed notification of a transferred shift</td>
<td>2.52</td>
</tr>
<tr>
<td>Further-qualification allowance</td>
<td>0.52</td>
</tr>
<tr>
<td>Specialist further-qualification allowance</td>
<td>0.94</td>
</tr>
<tr>
<td>Bonus for unusually dirty and unusually hard work</td>
<td>0.42</td>
</tr>
<tr>
<td>Bonus for demanding and complicated work</td>
<td>1.68</td>
</tr>
<tr>
<td>On-site instructor’s bonus</td>
<td>0.42</td>
</tr>
<tr>
<td>Driver’s bonus</td>
<td>EUR/day</td>
</tr>
<tr>
<td></td>
<td>2.57</td>
</tr>
</tbody>
</table>

13.2 Foreman’s allowance for the first foreman, work payable at piece-work rates

The foreman’s allowances for work payable at piece-work rates as of the pay period commencing on 1 February 2016 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>Number of team members</th>
<th>EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1–2</td>
<td>0.35</td>
</tr>
<tr>
<td>3–6</td>
<td>0.56</td>
</tr>
<tr>
<td>7–10</td>
<td>0.88</td>
</tr>
<tr>
<td>11–12</td>
<td>1.13</td>
</tr>
<tr>
<td>13–20</td>
<td>1.52</td>
</tr>
</tbody>
</table>
13.3 Second foreman’s allowance, work payable at piece-work rates

Negotiations pertaining to a second foreman shall be initiated when the number of team members exceeds eight installers. When the number of members of the team exceeds 11, a second foreman must be appointed.

It may be necessary to appoint several foremen for large work sites. Such procedure is subject to separate agreement.

The foreman’s allowance for a second foreman and subsequent foremen appointed in addition to the first foreman as of the pay period commencing on 1 February 2016 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>Number of employees within the scope of responsibility of a foreman other than the first foreman</th>
<th>EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1–2</td>
<td>0.35</td>
</tr>
<tr>
<td>3–6</td>
<td>0.56</td>
</tr>
<tr>
<td>7–10</td>
<td>0.88</td>
</tr>
<tr>
<td>more than 10</td>
<td>1.13</td>
</tr>
</tbody>
</table>

13.4 Foreman’s allowance, work payable at time-based rates

The foreman’s allowances for work payable at time-based rates as of the pay period commencing on 1 February 2016 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>Number of team members</th>
<th>EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>3–6</td>
<td>0.56</td>
</tr>
<tr>
<td>7–10</td>
<td>0.88</td>
</tr>
<tr>
<td>11–12</td>
<td>1.13</td>
</tr>
<tr>
<td>13–20</td>
<td>1.52</td>
</tr>
<tr>
<td>more than 20</td>
<td>2.41</td>
</tr>
</tbody>
</table>

14 Locally agreed allowances as of 1 February 2016

Locally agreed allowances shall be increased by 0.8 per cent as of the start of the pay period beginning on 1 February 2016 or soonest thereafter, unless otherwise locally agreed.

15 Chief shop steward’s separate compensation as of 1 February 2016

The chief shop steward’s separate compensation as of the pay period commencing on 1 February 2016 or soonest thereafter shall be as follows:

<table>
<thead>
<tr>
<th>Number of employees represented</th>
<th>1 February 2016–31 July 2016</th>
<th>EUR / two-week pay period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
16 THE OCCUPATIONAL HEALTH AND SAFETY REPRESENTATIVE’S SEPARATE COMPENSATION AS OF 1 FEBRUARY 2016

An occupational health and safety representative’s separate compensation as of the pay period commencing on 1 February 2016 or soonest thereafter shall be increased as follows:

<table>
<thead>
<tr>
<th>Number of employees represented</th>
<th>1 February 2016–31 July 2016 EUR / two-week pay period</th>
</tr>
</thead>
<tbody>
<tr>
<td>5–9</td>
<td>20.95</td>
</tr>
<tr>
<td>10–50</td>
<td>31.43</td>
</tr>
<tr>
<td>51–100</td>
<td>41.91</td>
</tr>
<tr>
<td>101–150</td>
<td>57.62</td>
</tr>
<tr>
<td>151–200</td>
<td>73.33</td>
</tr>
<tr>
<td>201–250</td>
<td>89.04</td>
</tr>
<tr>
<td>251–400</td>
<td>104.77</td>
</tr>
<tr>
<td>401–450</td>
<td>125.71</td>
</tr>
<tr>
<td>more than 450</td>
<td>subject to separate agreement</td>
</tr>
</tbody>
</table>

17 INCREASES TO WAGES AND ALLOWANCES AND TO SEPARATE COMPENSATION UNDER THE FRAMEWORK AGREEMENT DURING THE TERM OF THIS AGREEMENT 1 August 2016–31 January 2017

All wages and other monetary benefits under the collective agreement shall be increased during the agreement term 1 August 2016 – 31 January 2017 at the time, in the amount, and in the manner agreed upon by the central labour organisations or other parties to the agreement in accordance with section 1 of this signature protocol.
18 CHANGES TO THE AGREEMENT TEXT

The parties to the agreement have agreed on the following changes to the text, which are to enter into force on 1 March 2015.

§6 JOB SECURITY

In section 6, ‘Job security’, the following changes shall be made to subsections 6.2, 7.6, and 7.8.

___

A third dash shall be added to subsection 6.2, ‘When applying the continuous negotiation procedure’, after which the whole of that section shall read thus:

6.2 When applying the continuous negotiation procedure,
– the employer is entitled to deviate from the provisions in section 45 of said act pertaining to a written proposal for negotiations and
– notwithstanding the provisions in section 51 of said act, the employer is considered to have fulfilled its duty to negotiate when it has negotiated once with the chief shop steward under the continuous negotiation procedure
– and any impact of subcontracting contracts on personnel shall be regularly discussed within the companies in conjunction with the review of resource predictions.

In section 7.6, ‘Re-employment of a dismissed employee’, the first paragraph shall be amended to read as follows:

7.6 Re-employment of a dismissed employee

At the termination of employment, an agreement may be concluded between the employer and the employee to set aside the re-employment provision referred to in Chapter 6, section 6 of the Employment Contracts Act.

___

An entirely new section 7.8, ‘Regional limitations on the obligation of offering work’, shall be added:

7.8 Regional limitations on the obligation of offering work

In situations wherein, in line with the Employment Contracts Act or the collective agreement, the employer has the obligation of offering work to an employee in connection with termination of that employee’s contract of employment or layoff or with reduction of the employment contract to a part-time contract or re-employment obligation, this obligation shall be confined regionally to work that is available at the place of recruitment specified in the employee’s employment contract or within 80 kilometres from the employee’s permanent place of residence as known to the employer.

In the event that the employee nevertheless informs the employer in writing of his or her interest in duties available anywhere in Finland, the regional limitation on the employer’s obligation of offering work referred to in the foregoing paragraph shall not apply. The employer shall ask the employee about his or her interest in accepting work that is not regionally limited.

___

Section 7, ‘Working hours’, in its ‘Regular working hours’ subsection, shall be amended to read as follows:

§7 WORKING HOURS

2 Regular working hours

Regular working hours shall not exceed eight hours per day and 40 hours per week. An employee’s regular working hours shall be specified in the employment contract.

Shifts of less than four hours must not be used unless the employee so requires or there is another justified reason. The employer shall notify the employee of his or her work days and working hours in advance, by pay period.

___

Section 8 A, subsection A.1 is amended.

New subsections A 2 and A 3 are added.
The following adjustments are made:

- The existing subsection A 2 becomes subsection A 4.
- The existing subsection A 3 becomes subsection A 5.
- The existing subsection A 5 becomes subsection A 6.
- The existing subsection A 6, with amendments, becomes subsection A 7.
- The existing subsection A 7, as amended, becomes subsection A 8.
- The existing subsection A 8 becomes subsection A 9.

- The existing subsection A 9 becomes subsection A 10.

§8 A TIME-BASED WORK

Subsection A 1 is amended to read as follows:

A 1 Personal time-based rate

A wage group, a base hourly wage, and a personal time-based rate shall be determined for each new employee.

The wage group and the base hourly wage shall be determined in accordance with the provisions of the collective agreement applicable to the time-rate system for the building services technology sector through comparison of the employee’s competence with the work-demand classification descriptions.

The personal time-based rate may be based on subsection A 3 or, alternatively, may be determined enterprise-specifically in accordance with the provisions of the collective agreement applicable to the time-rate system for the building services technology sector, consisting of the base hourly wage for the relevant wage group and a personal pay component.

Personal time-based rates based on an enterprise-specific system must be at least equal to the rates stated in subsection A 3.

However, no personal time-based rate shall be determined for an employee remunerated with agreed monthly salary in accordance with subsection A 6 or for a young employee whose minimum wage is determined in line with subsection A 9.

A new subsection A 2 is added:

A 2 Base hourly wages

Base hourly wages shall be the following:

<table>
<thead>
<tr>
<th>WG</th>
<th>As of the pay period commencing on 1 March 2015 or soonest thereafter EUR/hour</th>
<th>As of the pay period commencing on 1 February 2016 or soonest thereafter EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>10.14</td>
<td>10.18</td>
</tr>
<tr>
<td>1</td>
<td>12.44</td>
<td>12.49</td>
</tr>
<tr>
<td>2</td>
<td>14.52</td>
<td>14.58</td>
</tr>
<tr>
<td>3</td>
<td>15.44</td>
<td>15.50</td>
</tr>
<tr>
<td>4</td>
<td>16.30</td>
<td>16.37</td>
</tr>
<tr>
<td>5</td>
<td>17.23</td>
<td>17.30</td>
</tr>
</tbody>
</table>

The base hourly wage shall be used for performance of work for which the use of base hourly wages is separately specified in the collective agreement.
The rate for time-based work carried out by employees in the electrification industry shall be the personal time-based rate in accordance with subsection A 1, with the exception of the provisions made in subsection A 9 (for employees under the age of 18).

A new subsection A 3 is added:

**A 3 Personal time-based rates**

The personal time-based rates of employees in the electrification industry must be no less than the following rates:

<table>
<thead>
<tr>
<th>WG</th>
<th>Personal time-based rates as of the pay period commencing on 1 March 2015 or soonest thereafter</th>
<th>Personal time-based rates as of the pay period commencing on 1 February 2016 or soonest thereafter</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>EUR/hour</td>
<td>EUR/hour</td>
</tr>
<tr>
<td>S</td>
<td>10.66</td>
<td>10.70</td>
</tr>
<tr>
<td>1</td>
<td>12.96</td>
<td>13.01</td>
</tr>
<tr>
<td>2</td>
<td>15.15</td>
<td>15.21</td>
</tr>
<tr>
<td>3</td>
<td>16.07</td>
<td>16.13</td>
</tr>
<tr>
<td>4</td>
<td>16.93</td>
<td>17.00</td>
</tr>
<tr>
<td>5</td>
<td>17.86</td>
<td>17.93</td>
</tr>
</tbody>
</table>

**Entry in the records:**

If before 1 March 2015 the employer, in addition to the personal pay component, paid allowances for work payable at time-based rates and determined by the enterprise or paid the so-called D component (additional time-based rate surplus), these may be cut in cases wherein the employee has been paid a personal pay component based on an enterprise-specific matrix,

- for wage groups S and 1: less than EUR 0.52 per hour and
- for wage groups 2–5: less than EUR 0.63 per hour.

The cut may be implemented in the amount corresponding to the difference between the above-mentioned personal pay component amounts and the personal pay component paid to the employee.

Under this provision of the collective agreement, the cuts shall be implemented by 31 May 2015. The minimum personal time-based rates shall, however, enter into force as of the pay period commencing on 1 March 2015 or soonest thereafter.

**Example 1**

Employee in wage group 1: The employee’s personal pay component based on the enterprise-specific matrix has been EUR 0.05 per hour.

<table>
<thead>
<tr>
<th>Wage before the pay-system reform including the wage increase of 1 March 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>WG 1 BHW before the pay-system reform</strong></td>
</tr>
<tr>
<td><strong>PPC before the pay-system reform</strong></td>
</tr>
<tr>
<td><strong>WG 1 increase to BHW as of 1 March 2015 or the pay period commencing soonest thereafter</strong></td>
</tr>
</tbody>
</table>
The employee’s wage payable for time-based work shall increase as of 1 March 2015 or the pay period commencing soonest thereafter

- EUR 0.12 per hour because of the wage increase
- EUR 0.47 per hour because of the change in the pay system

Example 2
Employee in wage group 3: The employee’s personal pay component based on the enterprise-specific matrix has been EUR 0.30 per hour. The employee has been paid an enterprise-specific service allowance of EUR 1.00 per hour for time-based work.

The employee’s wage payable for time-based work shall increase as of 1 March 2015 or the pay period commencing soonest thereafter

- EUR 0.12 per hour because of the wage increase
- EUR 0.00 per hour because of the change in the pay system

Example 3
Employee in wage group 3: The employee’s personal pay component based on the enterprise-specific matrix has been EUR 0.30 per hour. The employee has been paid a D component (additional time-based rate surplus) of EUR 0.10 per hour for time-based work.

| Wage before the pay-system reform including the wage increase of 1 March 2015 |
|-------------------------------------------------|-----|
| WG 3 BHW before the pay-system reform           | EUR 15.32 |
| PPC before the pay-system reform                | EUR 0.30 |
| WG 3 increase to BHW as of the pay period commencing 1 March 2015 or soonest thereafter | EUR 0.12 |
| D component (additional time-based rate surplus) | EUR 0.10 |
| **Total**                                       | **EUR 15.84** |

<table>
<thead>
<tr>
<th>Wage upon entry into force of the pay system, as of the pay period commencing on 1 March 2015 or soonest thereafter</th>
</tr>
</thead>
<tbody>
<tr>
<td>WG 3 minimum personal time-based rate on 1 March 2015, including the wage increase of EUR 0.12 per hour</td>
</tr>
<tr>
<td>D component (additional time-based rate surplus) cut as of 1 March 2015 or the pay period commencing soonest thereafter and no later than 31 May 2015</td>
</tr>
<tr>
<td><strong>Total</strong></td>
</tr>
</tbody>
</table>

The employee’s wage payable for time-based work shall increase by

- EUR 0.12 per hour because of the wage increase and
- EUR 0.23 per hour because of the change in the pay system.

The existing subsection A 2 becomes subsection A 4.

**A 4 Special-work bonus**

In addition to the above-mentioned personal hourly rate, a special work bonus for a specific work site may be agreed upon with the employee. An agreement on the special work bonus shall be valid for a fixed term or until further notice.

An agreement valid until further notice may be terminated with three months’ notice, unless a different notice period has been agreed upon.

The existing subsection A 3 becomes subsection A 5.

**A 5 Personal total earnings**

The personal time-based rate plus any special work bonus, special bonuses, and further-qualification allowance shall constitute an employee’s ‘personal total earnings’.

The existing subsection A 5 becomes subsection A 6.
A 6 Monthly salary

It may be agreed that the remuneration for an employee in continuous time-based work shall be paid as an agreed monthly salary or a converted monthly salary.

The amount of agreed monthly salary must correspond to at least the base hourly wage multiplied by 175 in accordance with the wage group that would be applied for the employee if his or her wages were determined on the basis of the time-based rate system for the building services technology sector.

Converted monthly salary is formed such that the employee’s personal time-based rate defined under the provisions of subsections A 1 and A 3 shall be multiplied by 173.

If the employee’s regular weekly working hours are less than 40 hours, the multiplier shall be

a) for agreed monthly salary, the figure obtained by multiplying the number 175 by the number of weekly regular working hours divided by 40 or

b) for converted monthly salary, the figure obtained by multiplying the number 173 by the number of weekly regular working hours divided by 40.

Working-hour-reduction leave shall be used in accordance with the accrued amounts, on working days determined by the employer, without reduction in the monthly salary.

The existing subsection A 6 and its amendments become subsection A 7.

A 7 Time-based rates in accordance with the pay system for special installers in the electrical industry

The time-based rate for special installers in the electrical industry may be based on subsection A 3 or, alternatively, be determined enterprise-specifically in accordance with the provisions of the collective agreement applicable to the time-based rate system for the building services technology sector, consisting of the base hourly wage for the relevant wage group and a personal pay component. The enterprise-specifically determined personal time-based rate must be based at least on subsection A 3.

The existing subsection A 7, with its amendments, becomes subsection A 8.

A 8 Special bonuses

When the prerequisites stated in the relevant provisions of the collective agreement (in section 11) are met, sector-specific special bonuses and further-qualification allowances shall be paid in addition to the time-based rates referred to in subsections A 1, A 3, A 6, A 7, and A 9, above.

The existing subsection A 8 becomes subsection A 9.

A 9 Young employees

The wage provisions in subsection A shall not apply to employees under the age of 18 who have not completed a vocational qualification in the branch of industry indicated in their employment contract at a vocational school or who are not in an apprenticeship.

Entry in the records:

A vocational-school qualification consists of 120 credits. Completion of upper secondary school or a matriculation examination shall shorten this time in accordance with the norms applicable for the basic qualification.

The collectively agreed minimum wage for young employees who are not covered by the general wage provisions of this agreement in accordance with the above shall be 80% of the base hourly wage for wage group S within the time-based rate system for the building services technology sector.

In addition to the minimum wage described above, a young employee shall receive special bonuses (see subsection A 8) on the conditions set in the provisions of this collective agreement (section 11). No personal pay component shall be paid in connection with the minimum wage referred to herein.

The existing subsection A 9 becomes subsection A 10.
The effect of the employee’s work capacity on minimum wages

The wage-related provisions of subsection A apply to fully able-bodied workers.

If an employee’s disability significantly affects his or her work capacity, his or her remuneration may be based on a separate agreement deviating from the provisions of the collective agreement. The remuneration must be agreed upon in writing at the time of concluding the employment contract.

The following parts of the section ‘Time-based rate system for the building services technology sector’ shall be changed:

- the third and eighth paragraphs under ‘Determination of an employee’s wage group’,
- the title and first paragraph of ‘Determination of the personal pay component’, and
- the third and fourth paragraphs under ‘Application of the evaluation matrix’.

TIME-BASED RATE SYSTEM FOR THE BUILDING SERVICES TECHNOLOGY SECTOR

Introduction

The aim of the time-based rate system for the building services technology sector is to encourage employees to improve their skills and create opportunities for an enterprise-specific wage policy. To reach these goals, the time-based rate system should be implemented primarily in co-operation between the employer and employees, agreeing and seeking a result that would treat employees fairly and increase work motivation.

Determination of an employee’s wage group

When an employment contract is signed, a preliminary determination of wage group is performed through comparison of the employee’s competence with the following basic and sector-specific work-demand classification descriptions for the electrical installation industry.

Special provisions for determination of the wage group for an employee sent abroad can be found in section 21, subsection 1 of this collective agreement.

If the employee’s personal time-based rate is not determined in accordance with subsection A 3 but is based on an enterprise-specific system, a personal pay component shall be determined for that employee and applied temporarily, until the employee’s wage group is determined more specifically and his or her personal salary component is determined in accordance with the criteria applied for the enterprise’s other employees. Personal time-based rates based on an enterprise-specific system must be at least equal to the rates stated in subsection A 3.

The wage group shall be determined more specifically within three months of the signing of an employment contract.

In this context, the employee must submit a history of prior work, which may affect the determination. In this case, it is possible that the initially determined wage group may be increased or decreased.

Employees working in the electrification sector shall be assigned to wage groups S to 5 on the basis of their competence in accordance with the work-demand classification in the collective agreement.

If no determination of wage group whatsoever has been done, the employee shall be paid in accordance with wage group 2.

If the employee’s personal time-based rate is not determined in accordance with subsection A 3 but is based on an enterprise-specific system, a personal pay component shall be determined for him or her in connection with employee-specific determination of the wage group, on the basis of the performance-review procedure outlined below. Personal time-based rates based on an enterprise-specific system must be at least equal to the rates stated in subsection A 3.

Practical implementation of the work-demand and wage classification

The work-demand classification of various tasks shall be performed by a group of people mutually agreed upon by representatives of the employer and employees at the enterprise level.
An employee’s wage group shall be determined by an employer representative who is conversant with the overall management of remuneration and human resources policy, and the employee concerned. In the event of a dispute surrounding wage classification, the employee may call for the involvement of a shop steward.

If no mutual agreement on wage classification can be reached in the enterprise, the matter shall be submitted for resolution to the organisations that are parties to this collective agreement.

**Specification of the work-demand classification**

General and sector-specific work-demand classification descriptions for the electrification and air-conditioning industries:

<table>
<thead>
<tr>
<th>WG</th>
<th>Base classification</th>
<th>Electrification</th>
<th>Air conditioning</th>
</tr>
</thead>
</table>
| S  | The job involves introduction to the industry’s most common materials and installation methods.  
   The introduction period is at most 24 months. | The work is done according to a model and with the assistance of another installer.  
   The work does not require independent knowledge of work methods. | The work is done according to a model and with the assistance of another installer.  
   The work does not require independent knowledge of work methods. |
| 1  | The job requires basic knowledge of the industry’s most common materials and installation methods. | The task consists of low-voltage or high-voltage installation work performed under the guidance of another person. | The task consists of air-conditioning installation work performed under the guidance of another person. |
| 2  | The job requires good skills in, and knowledge of, the industry’s regulations, work drawings, and methods of installation. | The task consists of completion of low-voltage and high-voltage installation performed in accordance with a work specification and work drawings (excluding measurements related to system testing and operation), or the task comprises low- or high-voltage maintenance duties in said area. | The task consists of air-conditioning and equipment installation performed in accordance with a work specification and drawings, or air-conditioning maintenance duties. |
| 3  | The job requires knowledge of two fields of competence within the industry, along with independent implementation skills in project and maintenance operations. | The task consists of low-voltage and high-voltage installation work in a building’s electrical network, performed in accordance with a work specification and work drawings (excluding measurements related to system testing and commissioning), or the task comprises low- and high-voltage maintenance duties in said area. | The task consists of air-conditioning and demanding equipment installation work performed in accordance with a work specification and drawings, or the task comprises air-conditioning and equipment maintenance duties. |
Wage group 5

In addition to technical knowledge (WG 4), the tasks require independent management of a fairly large team carrying out work in multiple subsectors and responsibility for the overall performance of the team’s tasks, or independent and extensive customer responsibility in service and maintenance tasks.

Other requirements include a proven economic way of thinking and the ability to develop productivity related to installation techniques or the technical functions of equipment.

The job or task requires more extensive professional skill than does wage group 4, calling for further education or long-term experience.

Details of the work-demand classification descriptions related to electrical installation

In addition to the cross-sector and sector-specific work-demand classification descriptions, the assessment of an employee’s skills shall be based on the following details agreed upon between the organisations that are parties to this collective agreement with regard to work-demand classification in the electrification industry.

For wage group 2, the employee’s competence must comprise independent performance of the following high- or low-voltage tasks in accordance with a work specification and work drawings.

<table>
<thead>
<tr>
<th>High-voltage installations</th>
<th>or</th>
<th>Low-voltage installations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Installation of cable ducts</td>
<td></td>
<td>Installation and connections of networks in accordance with drawings.</td>
</tr>
<tr>
<td>2. Installation of cables</td>
<td></td>
<td>The requirement is installation and connections of the networks of at least three sufficiently extensive low-voltage systems in accordance with drawings.</td>
</tr>
<tr>
<td>3. Installation of distribution boards</td>
<td></td>
<td>An enterprise-specific pay system work group shall agree upon the low-voltage systems that fulfil the above criteria of extent and in three of which the employee must be skilled.</td>
</tr>
<tr>
<td>4. Installation of equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Connections</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
6. Lighting installation

For example, the following systems meet the criteria of extent: telephone, computer, fire-alarm, and access-control systems.

For wage group 3, the employee’s competence must comprise independent performance of the following high- and low-voltage tasks in accordance with a work specification and work drawings.

<table>
<thead>
<tr>
<th>High-voltage installations</th>
<th>and</th>
<th>Low-voltage installations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Installation of cable ducts</td>
<td></td>
<td>Installation and connections of networks in accordance with drawings.</td>
</tr>
<tr>
<td>2. Installation of cables</td>
<td></td>
<td>The requirement is installation and connections of the networks of at least three sufficiently extensive low-voltage systems in accordance with drawings.</td>
</tr>
<tr>
<td>3. Installation of distribution boards</td>
<td></td>
<td>An enterprise-specific pay system work group shall agree upon the low-voltage systems that fulfil the above criteria of extent and in three of which the employee must be skilled.</td>
</tr>
<tr>
<td>4. Installation of equipment</td>
<td></td>
<td>For example, the following systems meet the criteria of extent: telephone, computer, fire-alarm, and access-control systems.</td>
</tr>
<tr>
<td>5. Connections</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Lighting installation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Testing and commissioning</td>
<td>- insulation resistance measurements</td>
<td></td>
</tr>
<tr>
<td>- relay testing</td>
<td>- circuit testing</td>
<td></td>
</tr>
<tr>
<td>The requirement is installation and connections of the networks of at least three sufficiently extensive low-voltage systems in accordance with drawings, along with the completion of measurements and programming tasks associated with the testing and commissioning of the systems by using the system’s own programming mechanism.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>An enterprise-specific pay system work group shall agree upon the low-voltage systems that fulfil the above criteria of extent and in three of which the employee must be skilled.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>For example, the following systems meet the criteria of extent: telephone, computer, fire-alarm, and access-control systems.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

For wage group 4, the employee’s competence must comprise independent and comprehensive performance of high- and low-voltage tasks in special buildings, on special sites, and with their special systems in accordance with a work specification and work drawings.

<table>
<thead>
<tr>
<th>High-voltage installations</th>
<th>and</th>
<th>Low-voltage installations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Installation of cable ducts</td>
<td></td>
<td>Installation and connections of networks and equipment in accordance with drawings, along with testing and commissioning.</td>
</tr>
<tr>
<td>2. Installation of cables</td>
<td></td>
<td>The requirement is installation and connections of the networks of at least three sufficiently extensive low-voltage systems in accordance with drawings, along with the completion of measurements and programming tasks associated with the testing and commissioning of the systems by using the system’s own programming mechanism.</td>
</tr>
<tr>
<td>3. Installation of distribution boards</td>
<td></td>
<td>An enterprise-specific pay system work group shall agree upon the low-voltage systems that fulfil the above criteria of extent and in three of which the employee must be skilled.</td>
</tr>
<tr>
<td>4. Installation of equipment</td>
<td></td>
<td>For example, the following systems meet the criteria of extent: telephone, computer, fire-alarm, and access-control systems.</td>
</tr>
<tr>
<td>5. Connections</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Lighting installation</td>
<td>Testing and commissioning</td>
<td></td>
</tr>
<tr>
<td>- insulation resistance measurements</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- relay testing</td>
<td>- circuit testing</td>
<td></td>
</tr>
<tr>
<td>Testing and commissioning</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

To specify the above further, the organisations that are parties to the collective agreement note that

a) commissioning measurements are not included in the competence requirements set in the work-demand classification descriptions;

b) the programming mentioned in the competence requirements for wage group 4 refers to operational programming done with a programming device associated with the equipment, such as a fire-alarm system, burglar-alarm system, or other such equipment, not actual writing of computer code;
c) to the extent that electricians are concerned, the work-demand classification descriptions applicable to time-based rates for the electrification industry are based on the application of both high- and low-voltage work. If the enterprise also engages in other electrical work within the scope of this collective agreement, agreement shall be reached at the enterprise level as to which work-demand classification descriptions shall apply to such work when the time-based rate system is applied for the building services technology sector.

**Determination of the personal pay component in an enterprise-specific system**

The determination of the personal pay component should take into account the improvement of the enterprise’s competitiveness and creation of an enterprise-specific pay system that motivates employees. The amount of the personal pay component shall be resolved at the enterprise level on the basis of the appended matrix and the performance reviews conducted. Regardless, every employee shall be paid a personal salary component such that the employee’s personal time-based rate is at least equal to the rate in subsection A 3.

On the basis of the performance review, the employee must be able to develop him- or herself in accordance with established targets, and thus improve his or her personal earnings.

In the course of the employment relationship, the supervisor and employee shall annually, unless otherwise agreed locally, engage in a performance review on the basis of which the employee’s personal pay component shall be determined. The dialogue should be transparent, and it must address the employee’s current status in terms of skills, education, and adjustment to the work environment.

The performance review may lead only to an improvement in the personal pay component or it staying the same. In exceptional situations wherein the employer would be entitled to terminate an employee’s employment on the basis of his or her conduct, the assessment based on one or more specific elements of the matrix may be lowered after the performance review. The employee’s personal pay component shall then be reduced in the same proportion.

The following points (in the matrix) shall be discussed in the performance review:

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>Description of factors</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Amount of work</td>
<td>is productive in his or her work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Quality of work</td>
<td>is committed to the enterprise’s quality-management systems and/or quality standards</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>rarely has to correct deficiencies due to negligence or foreseeable errors</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Ability to co-operate</td>
<td>is able to work successfully with others</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Customer-orientation</td>
<td>assumes responsibility for the customer</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>represents the enterprise in a positive way</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Ability to develop</td>
<td>has the desire and ability to learn new things, tasks, and methods</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Economy</td>
<td>displays cost-consciousness</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 Special skills</td>
<td>possesses competence in a special field of professional tasks that is not included in</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>the basic classification and that brings value to the company</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 Enterprise-specific element</td>
<td>displays another employee characteristic that is of importance to the work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9 Enterprise-specific element</td>
<td>displays another employee characteristic that is of importance to the work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Application of the evaluation matrix

Unless otherwise agreed within the enterprise, the columns in the evaluation matrix represent numbers of points, and the points accumulated in each row are weighted equally.

A score of three points in one row indicates that the employee is at the average level with regard to the attribute in question. If the score is lower, the employee is below the average with regard to the attribute in question. Correspondingly, a score of more than three points indicates that the employee is above average with regard to the attribute in question.

If the enterprise operates in several localities or on several sites, all employees should be subject to the same grounds for determination of the personal pay component. However, the amount of the personal pay component may be different across the enterprise’s sites/localities, though in such a way that the employees’ personal time-based rate is at least equal to the rate in subsection A 3.

When an employee’s wage group changes, the personal pay component remains unchanged, but in such a way that the employee’s personal time-based rate is at least equal to the rate in subsection A 3.

Special provisions

1. Warehouse workers and drivers
   a) Warehouse workers and drivers working independently shall be assigned to wage group 2, and
   b) warehouse workers and drivers working under the guidance of others shall be placed in wage group 1.

2. Employees who have finished vocational school without the industry’s basic qualification, those entering apprenticeship for the purpose of gaining a vocational qualification, and employees who have reached 18 years of age but do not have vocational training in the industry shall be initially placed in wage group S.

   The induction of employees lacking vocational training who are being trained in an electrical-industry occupation shall be organised such that the skills required for wage group 1 will be obtained in no more than 24 months’ time.

   Correspondingly, the orientation of employees who have completed the three years of vocational schooling for the sector but have not demonstrated their vocational skills shall be organised in such a way that the skills required for wage group 1 will be obtained in no more than six months’ time and those required for wage group 2 will be gained when the employee has been in wage group 1 for one year.

   An employee who has completed a basic vocational qualification through demonstration of skills in adult education and subsequently worked in the industry for one year shall be placed in wage group 1.

   Employees who have completed the three-year vocational education through the demonstration of skills shall be assigned to wage group 1 and no more than six months later to wage group 2.

<table>
<thead>
<tr>
<th>Apprenticeship without training</th>
<th>Adult education with skills demonstration</th>
<th>Vocational school without skills demonstration</th>
<th>Vocational school with skills demonstration</th>
</tr>
</thead>
<tbody>
<tr>
<td>WG S</td>
<td>24 months</td>
<td>6 months</td>
<td></td>
</tr>
<tr>
<td>WG 1</td>
<td>1 year</td>
<td>1 year</td>
<td>6 months</td>
</tr>
<tr>
<td>WG 2</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. The 24 months of work experience in the initial wage group will be accumulated in summer jobs for only those employees 18 years of age or older.

4. The chief shop steward shall be provided with information on the distribution of employees among wage groups at the enterprise or office level, the average distribution of the personal pay component, and the composition of any points-based system.

   If any doubt arises over the wage classification for an employee sent abroad, the chief shop steward shall be provided with the material on the basis of which the wage classification was performed.
In section 8 B, ‘Piece-work rates’, the following changes are hereby made to sections 2.3, 5.2, 5.5, and 8.3.

§8 B PIECE-WORK RATES

An entirely new, final paragraph is added to section 2.3, ‘Other limiting conditions’:

2.3 Other limiting conditions

The following shall not be done as contract work unless the parties have mutually agreed to contract work:

a) work ordered as invoiceable work

b) work overseen by the client’s supervisors

c) residential buildings with one or two dwellings. If the performance for the work site has been ordered for a fixed price, the work shall be done in accordance with the terms of contract unless the parties have agreed otherwise.

This provision is not intended to be applied in such a way that there is reason to suspect purposeful avoidance of applicability of contract work. Where there is lack of clarity, the organisations that are parties to this collective agreement shall resolve the matter without delay.

If work has been ordered as invoiceable work as referred to in item a but meets the criteria for limits to contracts (under subsections 2.1 and 2.2) and if there is reason to suspect purposeful avoidance of applicability of contract work and the employer refuses to investigate the matter or if the organisations recognise this to constitute purposeful avoidance of applicability of contract work, the guaranteed wage for piece work shall be paid for this work in accordance with subsection 5.3. However, this is not contract work, nor are provisions pertaining to contract work applied to this work.

In subsection 5.2, ‘Pricing of other work done at piece-work rates’, the text for item c shall be replaced with the following new text:

5.2 Pricing of other work done at piece-work rates

An entirely new, final paragraph is hereby added to section 5.5, ‘Exception to pricing agreed on by the unions’:

5.5 Exception to pricing agreed on by the unions

When an agreement on a total-price (lump-sum) contract is made on the basis of this section, the provisions of subsection 5.2 c) shall apply, under which the guaranteed wage for total-price contract work shall be at least equal to the rate specified in subsection 5.3.

The last paragraph of section 8.3, ‘Contract calculations’, shall be supplemented thus:

8.3 Contract calculations

If the parties prepare their contract calculations separately, the party completing the detailed final settlement first may present it to the other party, who is required to provide proof of the date on which the calculation was presented. The other party shall present a counter-calculation within not more than two months of this. If this counter-calculation has not been presented within the prescribed period, the matter shall be brought to resolution in accordance with the negotiation procedure specified in the collective agreement.
19 Work groups

The parties to the agreement shall set up the following work groups to discuss the need for changes in the collective agreement's text. The parties to this agreement shall convene by the end of October 2015 to review the progress of the work of these work groups and the degree of compliance with the objectives set for them.

After the review referred to in the foregoing paragraph, either party is entitled to terminate the collective agreement in the manner described in section 1 with effect from 31.1.2016 if believing that the objectives set for the work groups have not been achieved.

19.1 Work group for time-based rates

The work group shall review the provisions of the current collective agreement pertaining to time-based rates as a whole and the need to develop said provisions.

19.2 Work group for contract work

The work group shall review the provisions of the current collective agreement pertaining to the matter as a whole and the need to develop said provisions.

19.3 Provisions of the collective agreement related to external labour

The work group shall review the provisions of the current collective agreement pertaining to the matter as a whole and the need to develop said provisions.

19.4 Work group for nuclear power plant construction

The organisations shall establish a work group to review the terms and conditions applicable to work related to nuclear power plant construction and any needs to develop the collective agreement that arise from the construction.

20 CHILD-CARE LEAVE

20.1 Overall plan

The organisations recommend that an overall plan be drafted with regard to the use of parental leave child-care leave. TT and SAK have created a joint form template for clarifying the notification procedure and ensuring the realisation of rights in accordance with the Employment Contracts Act. The form addresses the most important issues related to the taking of parental leave and child-care leave. It is recommended that an overall plan be prepared with the aid of this form, indicating the family's plans related to the use of parental leave, paternity leave, and child-care leave. If a justified reason in accordance with the law calls for deviation from the advance notification, a new notification may be prepared within the deadlines prescribed by law.

20.2 Falling ill during parental leave or child-care leave

An employee is entitled to change the timing of parental leave or child-care leave for a justified reason by notifying the employer at least one month before implementation of the change or as soon as possible. Should the employee interrupt his or her parental or child-care leave on account of his or her illness or disability, the employee’s absence from work shall be deemed to be based on disability. In this case, the employer is not obliged to pay sick-leave salary for the period that would have been covered by parental leave or child-care leave in accordance with notification given by the deadline prescribed in the Employment Contracts Act.

20.3 Other work during parental or child-care leave

Parental leave and child-care leave are intended to be used for taking care of a child. Therefore, work during this leave is possible only if it can be performed such that caring for the child is not prevented or disturbed. For example, evening work may be possible if work is normally done in the daytime and care for the child has been arranged in the evenings.

21 PROCEDURAL PROVISIONS

The limitation of action related to priorities in cases of staffing reductions is the same as in disputes about the termination of an employment contract.

No compensatory fine in accordance with the Collective Agreements Act is payable for failure to observe procedures related to job security. Also, an employer may not be obliged to pay a compensatory fine for violations of obligations that may result in sentencing to pay damages, compensation, or reimbursement.

The undersigned organisations undertake to agree, in accordance with the negotiation procedure prescribed in the collective agreement, as to whether a disputed matter of job security shall be brought before a general court of law or instead an industrial tribunal.
22 CO-OPERATION IN FINNISH CONSOLIDATED GROUPS
The parties are unanimous on the point that enterprises belonging to a Finnish consolidated group shall present a joint annual report of the group’s financial position to the personnel or their representatives. The report shall indicate the development outlook for the group’s production, employment, profitability, and cost structure to the extent to which the group operates in Finland. The time and means of providing this information shall be decided by the enterprise.

23 EMPLOYEE-SPECIFIC SOCIAL BENEFITS
It has been agreed that if an employer has granted, or if the employer and employees have mutually agreed upon, social benefits exceeding those granted to the employee by the collective agreement signed hereby, with respect to, for example, periods of notice or the like, these benefits shall not be diminished on the basis of the collective agreement.

24 OCCUPATIONAL HEALTH AND SAFETY REPRESENTATIVE’S SUBSISTENCE SECURITY UPON TERMINATION OF EMPLOYMENT
If the employment contract of a the occupational health and safety representative subject to the framework agreement is terminated, the delegate makes a complaint regarding the termination, and legal action is initiated within four weeks of the termination of the contract, the employer must pay the delegate a sum equivalent to one month’s pay.

25 TASKS OF A SHOP STEWARD AND FOREMAN
For the purpose of clarification of the limits of the tasks of a shop steward and foreman, the organisations note that issues related to the arrangement and performance of the work are the responsibility of the foreman/employee. Issues related to wages and other terms and conditions of employment are transferred to the scope of the shop steward’s tasks only once no agreement can be reached via work supervision.

Provisions pertaining to shop stewards can be found in the framework agreement for the electrification industry, Appendix 6.

26 CENTRAL-ORGANISATION AGREEMENTS, INTERPRETATIONS, AND INTERPRETATION GUIDE
Should EK and SAK agree upon additions or other amendments to their mutual agreements on the basis of which the undersigned organisations have signed their own corresponding agreement, negotiations shall be initiated immediately with the aim of resolving the manner in which the above-mentioned amendments may be incorporated into the mutual agreements of said undersigned organisations.

The undersigned organisations note that the interpretations of EK and SAK shall apply as a part of the collective agreement for the electrification industry and the framework agreement for the electrification industry unless the provisions of said agreements explicitly dictate otherwise.

The organisations undertake to prepare a joint guide to interpretation of the provisions of the collective agreement for the electrification industry during the collective-agreement period.

27 WAGE STATISTICS
The Electrotechnical Employers’ Union undertakes to provide the Finnish Electrical Workers’ Union with statistics on wages and employees in the electrification industry once EK’s wage statistics or similar extensive statistics are available.

28 ROUNCING
The percentual increases to wage amounts during the agreement period and any adjustments to them shall be rounded off such that 49/100 cents is rounded down to the next full number of cents and 50/100 cents rounded up to the next full number of cents.

29 LEGAL EFFECTS OF THE PROTOCOL
It was noted that this protocol shall be valid with the same legal effects as the collective agreement proper.

Espoo, 27 February 2015
APPENDICES:

- §8 C, on piece-rate pricing: changes to tables
- §8 C, on piece-rate pricing: changes to pricing principles
COLLECTIVE AGREEMENT FOR THE ELECTRIFICATION INDUSTRY

§1 SCOPE OF THE AGREEMENT

1 The provisions of this collective agreement shall apply to employees who are employed by member enterprises of the Electrotechnical Employers’ Union (STTA) and who work in
 – the construction, repair, servicing, or maintenance of electrical installations or on tasks closely related to these, or
 – the repair and servicing of electrical equipment.

Entry in the records:
‘Electrical installations’ and ‘electrical equipment’ refer to apparatus, networks, and systems operating at all voltage levels.
An electrical installation may also be on board a vessel or associated with product manufacture.

2 An enterprise as referred to in paragraph 1 may belong to the scope of application of this collective agreement also solely to the extent of individual departments or functions.

§2 APPLICATION OF APPENDICES TO THE AGREEMENT DOCUMENT

The agreements and binding documents appended hereto constitute integral parts of this collective agreement:

Appendix 1 Signature protocol, p. 11
Appendix 2 Model list of matters to be considered
  in continuous co-determination proceedings, p. 133
Appendix 3 Piece-rate pricing for the electrification industry as of 1 June 2015, p. 135
Appendix 4 Example diagrams showing determination of basic points in housing-production
  pricing in accordance with section 8 B 5.2.1 of the collective agreement, p. 173
Appendix 5 Standard of accommodation for travelling employees, p. 174
Appendix 6 General agreement, p. 175

§3 INDUSTRIAL PEACE OBLIGATION

1 This collective agreement shall be binding upon the employers’ organisation specified in section 1 and those of its member enterprises that are or have been members of the association during the validity of this agreement.

This collective agreement shall also be binding on the undersigned employees’ organisation and its affiliated associations, along with employees who are or have been members of said associations during the validity of this agreement.

2 During the validity of this agreement, it shall not be permissible to engage in any industrial action referred to in the Collective Agreements Act that is aimed against the provisions of this collective agreement.

3 The undersigned organisations and their affiliated associations shall be required to ensure that their member associations, employers, or employees to whom this agreement applies refrain from engaging in any industrial action and from otherwise infringing the terms and conditions of this collective agreement.

The undersigned organisations and their affiliated associations shall be required to take all measures at their disposal, immediately, to prevent imminent industrial action or to restore industrial peace that has been broken.

Furthermore, the undersigned organisations shall be required to take all measures at their disposal to end any violations of this collective agreement and prevent imminent violations, immediately after being informed of such a situation.

4 Before any political or sympathetic industrial action is taken, the state conciliator and the appropriate employers’ or employees’ organisations must be informed, with at least four days’ notice. Said notification shall specify the reasons for the intended industrial action, when it is to begin, and the scope of the action.
§4 LOCAL AGREEMENTS

1 Local agreements

In member enterprises of the Electrotechnical Employers' Union that have a chief shop steward appointed in accordance with Appendix 6 of this collective agreement, local agreements to the extent specified in this collective agreement may be made with regard to issues governed by provisions of this agreement that make specific reference to this section 4 on local agreements.

2 Parties to a local agreement

Matters pertaining generally to employees shall be agreed upon between the employer and the chief shop steward in accordance with the bargaining system under the collective agreement.

A local agreement concluded with a chief shop steward is binding for the employees whom the chief shop steward is deemed to represent.

Also, a local agreement concluded with a shop steward is binding for the employees that shop steward is deemed to represent.

A matter pertaining to an individual employee or team shall be agreed upon between the employer and the employee or team concerned.

An agreement concluded with a shop steward, an individual employee, or a team shall not conflict with an agreement on the same matter that has been concluded with a chief shop steward.

3 Provision of information on agreements

The employer must provide the chief shop steward with information on all agreements concluded with others than the chief shop steward.

4 The form of a local agreement

A local agreement must be concluded in writing and must be signed by the parties referred to in section 2. Any agreement contrary to these provisions shall be null and void.

5 Legal effects and validity of a local agreement

A local agreement shall form part of a collective agreement and shall be applied even after the expiry of the collective agreement, until said local agreement has ceased to be in effect through expiry of a fixed term or other termination of the local agreement.

In the event of a dispute over the content of or compliance with a local agreement within an enterprise, the employer shall provide the Finnish Electrical Workers’ Union with copies of the relevant agreements upon request, for resolution of the dispute.

Such agreements may be made for a fixed term or until further notice.

An agreement concluded until further notice may be terminated with three months’ notice unless otherwise agreed.

Once this collective agreement has ceased to be in force, an agreement concluded for a fixed term may be terminated within one month of a new collective labour agreement coming into force, with observance of a three-month period of notice.

§5 THE EMPLOYMENT CONTRACT

1 Overview

The employer has the right to hire and discharge employees and to direct and supervise work.

2 The employment contract

In connection with recruitment, the parties shall conclude a written employment contract in two copies, specifying the terms and conditions of employment referred to in the Employment Contracts Act and other information that must be reported by virtue of the Employment Contracts Act unless provided separately in writing, such as the following:
– the employer’s name, its business ID, the registered domicile, and the address of the place of business
– the employee’s name, personal identification number, and address
– the main tasks of the employee
– the duration of the employment contract:
  a) valid until further notice
  b) fixed-term
– if applicable, the duration of the fixed-term employment and grounds for it
– the trial period applied*
– the applicable collective agreement
– the place of recruitment**
– the location of the work or, if the employee does not have a fixed location of work, an account of the principles according to which the employee works at multiple work sites
– the date of commencement of work
– the grounds for determining the wages and other remuneration, and the wage and wage group
– the pay period
– regular working hours
– determination of annual holidays
– the period of notice or grounds for its determination
* The trial period for employment contracts valid until further notice or fixed-term contracts of at least eight months may be no longer than four months.

For fixed-term employment contracts of less than eight months, the trial period may not exceed one half of the term of the contract.

3 Place of recruitment

** ‘Place of recruitment’ shall refer to the location belonging to an enterprise’s operating organisation on a permanent basis (a head or branch office) where the employee was recruited.

4 Information to be provided

At the time of recruitment, the employer shall notify the employee of the insurance institution covering the employees’ group life insurance, together with the names and contact information of the shop steward and the occupational health and safety representative.

An employee is obliged to notify the employer of any changes in his or her address information from that specified in the employment contract.

§6 JOB SECURITY

The employees’ job security and associated procedures shall be determined in accordance with the Employment Contracts Act for observation as part of this agreement, with the exceptions noted below.

1 Layoffs

An employee may be laid off on the grounds prescribed in Chapter 5, section 2 of the Employment Contracts Act (55/2001). A layoff notice shall be served to the employee in person and in writing.

2 Alternating layoffs

The organisations that are parties to this collective agreement note that when layoff arrangements are being considered, the option of alternating layoffs must be regarded as an alternative in implementation of the layoffs.
3 Postponement of layoffs
The employer may cancel a layoff notice or postpone the execution of layoffs to a specified date once without the need to observe a new term of notice for layoffs. Notice of cancellation or postponement shall be served no later than on the working day preceding the day of termination of work, primarily in writing or, when this is not reasonably possible, in an otherwise verifiable manner.

4 Temporary interruption of layoffs
The employer and employee may agree upon temporary work or further vocational training during layoffs, in which case the layoff shall continue immediately after the completion of work or training, without a separate term of notice for layoffs. Work is considered temporary if it lasts no more than two weeks.

When the layoff resumes after training, days of layoff are not counted as being days equivalent to days at work as referred to in section 7(2)(7) of the Annual Holidays Act (162/2005) (30 days of layoff).

5 Layoffs as sanctions
The employer is entitled to lay off an employee for a fixed term without observing the term for serving a layoff notice when the grounds are those that could be used for terminating or annulling an employment contract for a reason attributable to the employee.

6 Provisions regarding co-determination procedure
Member companies of the Electrotechnical Employers’ Union that regularly employ at least 20 wage-earners are allowed to deviate from the procedure prescribed in Chapter 8 of the Act on Co-operation within Undertakings (334/2007) (hereinafter also ‘Co-operation Act’) in cases of staff reductions wherein the layoffs concern no more than nine employees per place of recruitment, by observing the principles of the continuous negotiation procedure thus:

6.1 The employer and the chief shop steward shall negotiate on issues within the scope of the Co-operation Act at each place of recruitment, at the intervals agreed upon by the parties, no fewer than six times a year.

Minutes of the meetings shall be taken, later confirmed by the parties’ signature.

6.2 When applying the continuous negotiation procedure,
– the employer is entitled to deviate from the provisions in section 45 of said act pertaining to a written proposal for negotiations and
– notwithstanding the provisions in section 51 of said act, the employer is considered to have fulfilled its duty to negotiate when it has negotiated once with the chief shop steward under the continuous negotiation procedure
– any impacts on personnel arising from subcontracting contracts shall be regularly discussed within the relevant companies in conjunction with the review of resource predictions.

6.3 The application of the continuous negotiation procedure shall be agreed upon in writing between the employer and the chief shop steward. For the purpose of the continuous negotiation procedure, the parties to the collective agreement have prepared an example list of matters to be considered (Appendix 2, page 155).

If the continuous negotiation procedure is not applied in accordance with a written agreement, the Co-operation Act shall be observed as written.

7 Termination of employment
7.1 When the employer dismisses an employee, the following terms of notice shall be observed:

<table>
<thead>
<tr>
<th>Uninterrupted duration of employment</th>
<th>Period of notice</th>
</tr>
</thead>
<tbody>
<tr>
<td>less than 1 year</td>
<td>14 days</td>
</tr>
<tr>
<td>over 1 year but less than 3 years</td>
<td>1 month</td>
</tr>
<tr>
<td>3 years but less than 5 years</td>
<td>2 months</td>
</tr>
<tr>
<td>5 years but less than 10 years</td>
<td>3 months</td>
</tr>
<tr>
<td>10 years or longer</td>
<td>4 months</td>
</tr>
</tbody>
</table>

7.2 Term of notice for an employee’s resignation
7.3 Employee’s labour security (‘change protection’)

When the employer has terminated an employment contract on grounds referred to in Chapter 7, section 3 or section 7 of the Employment Contracts Act (55/2001), the employee is, unless the employer and employee have agreed otherwise, entitled to fully paid absence for the purpose of drawing up a re-employment programme as referred to in the Act on Public Employment and Business Service (916/2012), for participating in adult education related to labour policy, for traineeship or learning at work, or for job-seeking / job interviews or re-employment coaching on his or her own initiative or on authorities’ initiative in accordance with his or her re-employment programme during the notice period.

The duration of re-employment leave is determined in accordance with the duration of employment as follows:

a) no more than five days if the employment relationship has lasted no more than four years
b) no more than 10 days if the employment relationship has lasted more than four years but at most eight years
c) no more than 20 days if the employment relationship has lasted more than eight years

Before using any re-employment leave, the employee must notify the employer of the leave and the grounds for it as soon as possible and, upon request, present a free-form account of the use of the leave.

The use of re-employment leave must not cause substantial harm to the employer.

Entry in the records:
‘Fully paid’ refers to average hourly earnings as used for purposes of calculation of benefits.

7.4 Pay for the period of notice

When pay for the period of notice is paid as damages, or when compensation is paid for unfair dismissal, the basis for calculation of damages shall be the average hourly earnings applicable for purposes of calculation of benefits under the collective agreement. Compensation for an employee on monthly salary is determined on the grounds prescribed in section 10 of the Annual Holidays Act (162/2005).

7.5 Waiting for work during the period of notice

If the enterprise’s operations have ceased, if the employee has been released from the duty to work, or if it is otherwise apparent from the circumstances that the employer does not intend to offer the dismissed employee a new job, the employee shall receive compensation equal to the average hourly earnings applicable for purposes of benefits for the affected portion of the period of notice.

7.6 Re-employment of a dismissed employee

Upon termination of employment, an agreement may be concluded between the employer and the employee to derogate from the re-employment provision referred to in Chapter 6, section 6 of the Employment Contracts Act (55/2001).

In asking the employment authorities within nine months of the termination of employment whether the authority still has the enterprise’s former employees listed as unemployed, attention shall be paid to not unduly undermining the position of the dismissed employees through the time difference between the enquiry and the start of a new employee’s employment.

7.7 Order of staff reductions

In connection with termination or layoffs not owing to the employee, the rule must be adhered to, if possible, that the last employees to be discharged or laid off shall be skilled employees important to the company’s business and employees who have lost some of their work ability during work for the employer in question.

In addition to this rule, also the duration of the employment relationship and the amount of the employee’s responsibility for supporting others are taken into account.

7.8 Regional limitations on the obligation of offering work

In situations wherein, under the Employment Contracts Act or the collective agreement, the employer has the obligation of offering work to an employee in connection with termination of said employee’s contract of employment or layoff or with reduction of the employment contract to a part-time contract or re-employment obligation, this obligation shall be confined regionally to work that is available at the place of recruitment prescribed in the employee’s employment contract or within 80 kilometres of the employee’s permanent place of residence as known to the employer.

In the event that the employee nevertheless informs the employer in writing of his or her interest in duties available anywhere in Finland, the regional limitation on the employer’s obligation of offering work referred to in the foregoing
paragraph shall not apply. The employer shall ask the employee about his or her interest in accepting work that is not regionally limited.

§7 WORKING HOURS

In addition to the provisions of the Working Hours Act, the terms and conditions prescribed here shall apply to working hours.

1 The work week and work days

The work week shall begin on Monday at the start of the employee’s shift, and the work day shall begin at the start of the employee’s shift unless locally agreed otherwise in writing in accordance with section 4.

2 Regular working hours

Regular working hours shall not exceed eight hours per day and 40 hours per week. An employee’s regular working hours shall be specified in the employment contract.

Shifts of less than four hours must not be used unless the employee so requires or there is another justified reason. The employer shall notify the employee of his or her work days and working hours in advance, by pay period.

3 Regular allocation of working hours, and days off

3.1 Daytime work shall generally begin no earlier than 7:00am and end no later than 5:00pm.

3.2 If the employee is not required to visit the place of recruitment before starting work, daily working hours shall begin and end at the place of performance of the work.

Materials and tools shall be fetched and returned, and any settlement of issues due to work done, during working hours.

3.3 When weekly working hours as referred to in this subsection are observed, the employee shall have another day off in addition to Sunday, and this day shall be Saturday unless the shift roster prescribes otherwise.

3.4 In a week with a mid-week holiday, Saturday shall be a day off, and Christmas Eve and Midsummer’s Eve shall be days off unless the shift roster prescribes otherwise.

3.5 ‘Shift work’ refers to work arranged in two or more shifts. A special shift-related bonus shall be paid for evening and night-shift hours in accordance with the table below, from the beginning of the pay period starting on the specified date or soonest thereafter:

<table>
<thead>
<tr>
<th></th>
<th>1 March 2015 EUR/hour</th>
<th>1 February 2016 EUR/hour</th>
<th>1 August 2016–31 January 2017*EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evening-shift bonus</td>
<td>1.25</td>
<td>1.26</td>
<td></td>
</tr>
<tr>
<td>between 2:00pm and</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:00pm</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Night-shift bonus</td>
<td>2.29</td>
<td>2.30</td>
<td></td>
</tr>
<tr>
<td>between 10:00pm and</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6:00am</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

3.6 ‘Evening work’ refers to work performed outside the enterprise’s general working hours between 5:00pm and 10:00pm. ‘Night work’ refers to work performed between 10:00pm and 6:00am.

A special bonus shall be paid for evening and night work that is not considered shift work or overtime work in accordance with the table below, starting from the beginning of the pay period starting closest to the specified date:
<table>
<thead>
<tr>
<th></th>
<th>1 March 2015 EUR/hour</th>
<th>1 February 2016 EUR/hour</th>
<th>1 August 2016–31 January 2017* EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evening-work bonus in work that is not considered shift work or overtime between 5:00pm and 10:00pm</td>
<td>1.25</td>
<td>1.26</td>
<td></td>
</tr>
<tr>
<td>Night-work bonus in work that is not considered shift work or overtime between 10:00pm and 6:00am</td>
<td>2.29</td>
<td>2.30</td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

### 4 Breaks

4.1 Unless special factors related to work arrangements demand otherwise, a one-hour meal break shall be allocated at the midpoint of the work shift, and employees shall be allowed to leave the workplace during this break. The meal break is not counted as work time.

The employer and the employee may agree upon a half-hour meal break.

4.2 During a work shift of at least six hours, the employee is entitled to one 12-minute coffee break during the first half of the shift and one during the second half. These are counted as work time.

In overtime work, evening work, and night work, the employee shall receive a 12-minute break after every two hours. If overtime work of more than one hour begins immediately at the end of regular working hours, the employee is entitled to a 15-minute break before beginning overtime work. The above-mentioned breaks are counted as work time.

### 5 Overtime work

‘Overtime’ refers to work exceeding regular working hours that is performed at the employer’s initiative and with the employee’s consent.

### 6 Daily overtime

6.1 Daily overtime refers to work performed during a work day in excess of the regular daily working hours referred to in section 7, paragraph 2 of this collective agreement; of regular working hours prescribed in the employee’s employment contract; or of an advance schedule of working hours.

6.2 Compensation for daily overtime work is the average hourly rate increased by 50% for the first two overtime hours and by 100% for subsequent hours.

### 7 Weekly overtime

7.1 ‘Weekly overtime’ refers to work that exceeds the regular weekly maximum hours referred to in section 7, subsection 2 of this collective agreement or in excess of the regular weekly working hours prescribed in the employee’s employment contract or an advance schedule of working hours.

7.2 Compensation for weekly overtime is the average hourly rate increased by 50% for the first eight overtime hours and by 100% for the subsequent hours.

Entry in the records:

Weekly overtime performed on weekends (Sat.–Sun.) shall be compensated at an additional 50% of the average hourly earnings applicable for calculation of benefits for the first eight hours and 100% for subsequent hours.
8 Maximum amount of overtime

According to the Working Hours Act (605/1996), the calculation period for the maximum amount of overtime is a calendar year. This provision shall apply only to the member companies of the Electrotechnical Employers’ Union STTA.

9 Time comparable to working time

In the calculation of compensation related to daily and weekly overtime, time deemed comparable to working time includes:

– time for which the employer pays the employee wages or compensation for lost income by virtue of the law or this collective agreement;
– time for which the employee has been laid off; and
– time for which the employee has, during regular working hours in accordance with the shift roster, participated in meetings of the governing body of a trade union or the appropriate national confederation of unions, negotiations over this collective agreement, or negotiations of task forces established by virtue of an agreement of the parties to this collective agreement.

However, participation in municipal government meetings (section 19) is not comparable to working time.

10 Sunday work

Work done on a Sunday or religious holiday shall be subject to compensation at normal wages and with any overtime bonuses, plus a statutory Sunday bonus for each hour worked, amounting to 100% of the average hourly earnings applicable for calculation of benefits.

11 Weekly rest

If it has not been possible to grant the employee a continuous 35-hour rest period during the work week as required by the Working Hours Act (605/1996) (‘weekly rest period’), work done during the relevant work week shall be subject to compensation with a bonus equaling the average hourly earnings applicable for calculation of benefits or by granting of the corresponding amount of paid leave at said rate within one month of performance of the work.

12 Unexpected work and alarm-based work

12.1 If it is agreed with the employee during his or her work shift that the employee, after having left the workplace, should return to work on the same work day, the employee shall be compensated for getting washed and prepared for work with a bonus for ‘unexpected’ work in an amount equal to the employee’s average hourly earnings applicable for purposes of calculation of benefits for one hour. The actual hours of unexpected work shall be paid for in accordance with the law and this collective agreement. The wage for one hour shall be paid for any working time of less than one hour.

12.2 If it is agreed with the employee after he or she has already left the workplace that the employee shall return to work before the next regular work shift, the employee shall be compensated for getting washed and prepared for work with a bonus for ‘alarm-based’ work equal to the employee’s average hourly earnings applicable for purposes of benefits for two hours. The actual hours of alarm-based work shall be subject to compensation with a 100% bonus (inclusive of overtime bonus) in accordance with the average hourly earnings applicable for calculation of benefits but no longer than until the beginning of the employee’s next regular work shift. The wage for one hour shall be paid for any working time of less than one hour.

12.3 In addition to the above wages, the employee shall receive a Sunday bonus, the increases prescribed in Section 11 of this agreement (‘special increases’), and compensation for the weekly rest period if applicable – as determined by law and this collective agreement.

12.4 In cases of unexpected and alarm-based work, travel time shall be considered working time. Reimbursement for travel expenses and travel time shall be determined in accordance with the actual travel distance and Section 14 of this collective agreement.

13 Being on call and stand-by work

13.1 Being on call refers to an arrangement, based on agreements referred to in sections 13.3 and 13.4, in which the employee is obliged to be available during his or her free time so that he or she can be called to work if necessary.
13.2 Time on call is not deemed to be working hours. The duration of time on call and its repeated nature shall not create excessive inconvenience in the employee's use of free time.

13.3 Being on call, related compensation, and/or any one-time bonus payable when the employee is called to work during time on call shall be agreed upon with the chief shop steward or, if there is none, mutually among the staff involved in being on call. The agreement shall indicate the duration and nature of the time on call.

13.4 Taking part in arrangements for on-call time shall be agreed upon in writing between the employer and employee. A copy of the agreement shall be provided to the chief shop steward.

13.5 The employer is responsible for communication equipment related to being on call unless agreement otherwise is specified in the on-call-time agreement.

13.6 If being on call obliges the employee to be present at his or her dwelling from which he or she can be called to work if necessary, at least half of the time on call shall be compensated for either monetarily or through corresponding paid absence during regular working hours. Compensation for being on call is determined in accordance with the employee's personal total earnings (section 8 A, subsection A.5).

13.7 If the employee is not obliged to be present at his or her dwelling while on call, the on-call agreement referred to in section 13.3 shall determine the percentage of on-call hours that shall be subject to compensation, whether in monetary terms or through corresponding paid absence during regular working hours. In agreement on compensation for being on call, the restrictions imposed on the employee's use of free time shall be taken into account.

The compensation for being on call is determined in accordance with the employee's personal total earnings (section 8 A, subsection A.5). In the cases referred to in this paragraph, the compensation for being on call may also be agreed on as a fixed euro amount.

13.8 If an on-call agreement referred to in section 13.3 stipulates a one-time bonus but does not state its amount, the one-time bonus shall be equal to the bonus for alarm-based work specified in Section 7, subsection 12.2 of this agreement.

13.9 Working hours completed when an employee on call is called to work shall be compensated for with a 100% bonus (including overtime bonus) in accordance with the average earnings applicable for calculation of benefits but no longer than until the employee’s working hours in line with the enterprise’s practice begin the next morning. If work is performed on a Sunday or other day off, said 100% bonus shall continue for the duration of the work, still ending as specified above. The wage for one hour shall be paid for any working time of less than one hour. Travel time to the workplace and back shall be considered working hours.

13.10 In addition to the above-mentioned wages, the employee shall receive a Sunday bonus, compensation for the weekly rest period, and the increases prescribed in section 11 of this agreement, as determined by law and this collective agreement.

13.11 The on-call agreement referred to in section 13.3, along with the agreement on taking part in on-call arrangements that is referred to in subsection 13.4, may be terminated with six weeks’ notice.

14 Shift rosters and transfer of working hours

14.1 The employer shall prepare a written shift roster that must indicate the starting and ending times of regular working hours, daily rest periods, days off, and the weekly rest period.

14.2 Shifts of less than four hours must not be used unless the employee so requires or there is another justified reason.

14.3 Shift rosters for exceptional working hours (shift work, evening work, or night work) shall be prepared and provided to the employees two weeks before an employee’s first shift unless locally agreed otherwise in accordance with section 4.

If a deviation is made from the prepared shift roster such that an employee has less than three shifts before the new shift after notification thereof, the employee shall receive a bonus for working hours deviating from the previously announced shift roster, with said bonus allocated to the employee’s first five shifts in accordance with the following table, from the pay period beginning closest to the specified date:

<table>
<thead>
<tr>
<th>Date Range</th>
<th>Rate (EUR/hour)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.3.2015</td>
<td>2.51</td>
</tr>
<tr>
<td>1.2.2016</td>
<td>2.52</td>
</tr>
<tr>
<td>1 August 2016–31 January 2017*</td>
<td>2.52</td>
</tr>
</tbody>
</table>

*Rate applicable for January 2017 onwards.
14.4 Changes to the shift roster referred to above shall be made primarily by mutual agreement. If no agreement can be reached, the employer is entitled to change the shift roster for a weighty reason related to the arrangement of work. In this case, the provisions of section 14.3, above, shall apply.

14.5 If the employee receives compensation for loss of income beyond the period for which the shift roster is prepared, the shifts of the days in excess shall be considered eight hours long. In other cases, compensation for loss of income shall be paid in accordance with the shift roster.

14.6 If no written shift roster has been prepared, working hours in excess of eight hours per day are considered overtime, and hours in excess of 40 hours per week are considered weekly overtime (note the interpretation in subsection 7.7, ‘Weekly overtime’).

Mid-week holidays, Midsummer’s Eve, Christmas Eve, and Holy Saturday (the day before Easter) shall shorten weekly working hours correspondingly. If an employee has a work shift on one of these days according to the shift roster, he or she shall receive unpaid absence corresponding to the working hours during the averaging period. The days used for balancing of working hours may not be allocated to the days listed above, to days of annual leave, or to days for reduction of working hours.

15 Local agreement on average working hours

15.1 In accordance with section 4, local agreement on average working hours may be made such that working hours are averaged to 40 hours per week over a maximum period of 12 weeks. In this case, daily working time shall not exceed 10 hours and weekly time 50 hours.

15.2 Shifts of less than four hours must not be used unless the employee so requires or there is another justified reason.

15.3 When an agreement is made on the use of averaging of regular working hours, the time over which the regular working hours shall come to the prescribed average shall be determined in advance (this is called the averaging system).

15.4 For working hours arranged on an averaging basis, the shift rosters shall be prepared such that the work shifts are known for at least three weeks in advance.

15.5 The layoff of an employee may not start before working hours are averaged to the number applicable for daytime work over the corresponding period.

15.6 If an employee’s employment relationship ends for reasons not attributable to the employee such that no balancing leave is given before termination of employment, any hours worked in excess of the advance schedule shall be subject to compensation as overtime in accordance with the provisions of this collective agreement applicable to overtime.

On a week with a mid-week holiday, regular working hours on the holiday’s eve and Saturday shall not exceed eight hours unless the advance schedule prescribes otherwise. Easter Saturday, Midsummer’s Eve, and Christmas Eve shall be days off unless special factors dictate otherwise.

16 Weekday public holidays, associated compensation, and wages for Finnish Independence Day

16.1 An employee not on monthly salary shall be paid the average hourly earnings applicable for calculation of benefits for regular working hours in accordance with the advance schedule as weekday-public-holiday compensation for New Year’s Day, Epiphany, Good Friday, Easter Monday, 1 May, Ascension Day, Midsummer’s Eve, Finnish Independence Day, Christmas Eve, Christmas Day, and Boxing Day, if said days would have otherwise been either work days or days of balancing working hours for the employee in question or if the employer has granted absence, subject to the conditions stated below.

16.2 Employees covered by an advance schedule of working hours agreed upon in accordance with section 7, subsection 15.1 of this agreement shall receive weekday-public-holiday compensation for eight hours, calculated in accordance with the average earnings applicable for purposes of calculation of benefits.

16.3 Weekday-public-holiday compensation shall be paid when a public holiday falls on such a day that the employee is paid wages or compensation for the preceding or following day by virtue of any of the provisions of this collective agreement.

16.4 There may also be days off on either side of the public holiday (for example, a Saturday or Sunday).
16.5 Weekday-public-holiday compensation shall also be paid for public holidays falling within the first two weeks of a layoff implemented on financial or production-related grounds.

If the employee is at work on a day for which weekday-public-holiday compensation shall be paid in accordance with section 16.1, he or she shall, in addition to the weekday-public-holiday compensation, also receive wages on the same grounds as for Sunday work.

17 Reduction in working hours

17.1 Scope of application

The total accumulation of monthly working-hour reduction for a full-time employee or an employee in partial retirement whose regular working hours are determined by section 7 of the collective agreement for the electrification industry shall be eight hours and 20 minutes, and working hours shall be reduced by up to 100 hours each calendar year.

However, a prerequisite is that the employee’s annual holidays do not exceed 30 days and annual working hours are reduced by only religious holidays, Midsummer’s Eve, Finnish Independence Day, Christmas Eve, New Year’s Eve, New Year’s Day, and 1 May.

Interpretation: Here, ‘full-time employee’ refers to a person whose regular working hours are at least seven hours per day and 35 hours per week.

17.2 Amount and granting of time off

The period for accumulation of time off is the calendar year. The employee will accumulate time off in accordance with the table below for those leave-earning months that, according to section 6(1) of the Annual Holidays Act, grant the employee a right to annual holiday. However, the days referred to in section 7(2), subsections 1, 5, and 8 of said act are not considered equivalent to days worked.

Days referred to in section 17, subsection 3 are also considered equivalent to days worked.

<table>
<thead>
<tr>
<th>Leave-earning months</th>
<th>Accumulation of reductions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 month</td>
<td>8 h 20 min</td>
</tr>
<tr>
<td>2 months</td>
<td>16 h 40 min</td>
</tr>
<tr>
<td>3 months</td>
<td>25 h</td>
</tr>
<tr>
<td>4 months</td>
<td>33 h 20 min</td>
</tr>
<tr>
<td>5 months</td>
<td>41 h 40 min</td>
</tr>
<tr>
<td>6 months</td>
<td>50 h</td>
</tr>
<tr>
<td>7 months</td>
<td>58 h 20 min</td>
</tr>
<tr>
<td>8 months</td>
<td>66 h 40 min</td>
</tr>
<tr>
<td>9 months</td>
<td>75 h</td>
</tr>
<tr>
<td>10 months</td>
<td>83 h 20 min</td>
</tr>
<tr>
<td>11 months</td>
<td>91 h 40 min</td>
</tr>
<tr>
<td>12 months</td>
<td>100 h</td>
</tr>
</tbody>
</table>

If the accumulated reduction at the time of payment or granting of working-hour reduction is not in whole hours, the accumulated time off shall be rounded to the nearest full hour. If the regular working hours are less than eight hours per day and/or 40 hours per week, the working-hour reduction shall be calculated in proportion to the average working hours. For example, the reduction in working hours for a person working seven hours a day on average is \( \frac{7}{8} \times 8 \) hours 20 minutes = 7 hours 18 minutes.

Accumulated leave shall be granted at a time determined by the employer and by the end of March of the following calendar year.

Leave shall be granted as working days (8 h) if not otherwise agreed upon between the employer and the employees.

Leave may not be allocated to a day that the employee is otherwise entitled to have as a day off.

17.3 Notification of days off – postponement
Notification of days off shall be provided at least 14 days in advance if the leave is to last more than one working day and at least seven days in advance in the case of a single day.

The employer has the right to postpone the day off, even for this observing a seven-day notice period.

If the employee has to come to work for a compelling reason on his or her day off and the work is not considered alarm-based work under the collective agreement,

- the employee shall be notified of a new day off or
- the wage paid for time worked shall be increased by 100%.

If after giving notice of a day off the employee is prevented from taking the day off for a reason for which the employer is liable for payment of compensation for loss of earnings by virtue of other agreement provisions, the day off shall not be compensated for with a new day off.

If, however, the employer lays off the employee for financial and production-related reasons before the postponed day off has been granted, a day off must be given before the start of the layoff.

17.4 Procedure upon termination of employment

If the employee’s employment is terminated and no accrued leave has been granted so far, the employee shall be paid wages corresponding to accrued leave in accordance with the average hourly earnings applicable for calculation of benefits. If the employee’s employment is terminated and he or she has been given and paid for more days off than have been accumulated, the employee is required to pay back the excess amount paid to him or her for this reason. The employer may withhold this amount from the employee’s wages.

17.5 Compensation for loss of earnings

Days off shall be compensated for in accordance with the average hourly earnings applicable for calculation of benefits. Employees on monthly salary shall receive their non-reduced salary. A precondition for payment is that the employee was working in accordance with the work schedule on the last working day immediately preceding or the first working day immediately following the day off or on one of these two days, if the absence from work is based on permission from the employer, the employee’s illness, reservist’s training, or a comparable reason.

Employees must be given the opportunity to take their days off.

When the previous year’s unused days of working-hour reductions are paid for at the end of March, the procedure is considered to be in accordance with the collective agreement.

17.6 Weekly overtime

If an employee works on a day off (for example, a Saturday or Sunday) in a week during which he or she has working-hour reduction leave under this agreement, an overtime bonus shall be paid for these hours as weekly overtime.

17.7 Effect on annual leave

Days off are considered equal to days at work under the Annual Holidays Act when the length of annual holidays is determined.

§8 WAGES AND SALARIES

Modes of payment

The wages paid to an employee within the scope of this collective agreement are called time-based rates or piece-work rates, depending on how they are determined.

The corresponding work is referred to as time-based work or contract work.

Incentive pay is covered by the provisions pertaining to contract work.

The employer may supplement wages payable under this collective agreement with productivity rewards, which shall generally be based on operational objectives, such as reaching of performance and development targets, and with profit bonuses, which are essentially or completely based on the financial results, such as the turnover, gross operating profit, and net profit.

The adoption, change, and termination of such a performance-reward and profit-bonus scheme shall be considered in any co-determination proceedings. The guidelines of the Finnish Centre for Pensions in its review 2009:15 shall be applied to monetary profit-sharing and distribution of profits.
If a productivity reward is divided among employees in proportion to their working hours, it shall be taken into account in calculation of the employee’s annual holiday pay and remuneration; overtime or other remuneration based on working hours; or other wages, bonuses, and remuneration determined on the basis of the collective agreement. In other cases, the entire productivity reward and profit bonus is paid to the employee as a single payment and not taken separately into account in calculation of the items referred to in the previous paragraph.

The pay-rise provisions of the collective labour agreement do not apply to merit pay or to profit-sharing bonuses.

§8 A TIME-BASED WORK

A 1 Personal time-based rate

A wage group, a base hourly wage, and a personal time-based rate shall be determined for each new employee.

The wage group and the base hourly wage shall be determined in accordance with the provisions of the collective agreement applicable to the time-based rate system for the building services technology sector by comparison of the employee’s competence with the work-demand classification descriptions.

The personal time-based rate may be based on subsection A 3 or, alternatively, may be determined enterprise-specifically in accordance with the provisions of the collective agreement applicable to the time-rate system for the building services technology sector, consisting of the base hourly wage for the relevant wage group and a personal pay component.

Personal time-based rates based on an enterprise-specific system must be at least equal to the rates stated in subsection A 3.

However, no personal time-based rate shall be determined for an employee remunerated with agreed monthly salary in accordance with subsection A 6 or for a young employee whose minimum wage is determined in line with subsection A 9.

A 2 Base hourly wages

Base hourly wages shall be the following:

<table>
<thead>
<tr>
<th>WG</th>
<th>1.3.2015 EUR/hour</th>
<th>1.2.2016 EUR/hour</th>
<th>1 August 2016–31 January 2017* EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>10.14</td>
<td>10.18</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>12.44</td>
<td>12.49</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>14.52</td>
<td>14.58</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>15.44</td>
<td>15.50</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>16.30</td>
<td>16.37</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>17.23</td>
<td>17.30</td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

The base hourly wage shall be used for performance of work for which the use of base hourly wages is separately specified in the collective agreement.

The rate for time-based work carried out by employees in the electrification industry shall be the personal time-based rate in accordance with subsection A 1, with the exception of the provisions stated in subsection A 9 (for employees under the age of 18).

A 3 Personal time-based rates

The personal time-based rates of employees in the electrification industry must be no less than the following rates:

<table>
<thead>
<tr>
<th>WG</th>
<th>The personal rates as of the pay period commencing on</th>
<th>The personal rates as of the pay period commencing on</th>
<th>1 August 2016–31 January 2017*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.
1 March 2015 or soonest thereafter are the following: EUR/hour

<table>
<thead>
<tr>
<th>Wage Group</th>
<th>1 March 2015</th>
<th>1 February 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>10.66</td>
<td>10.70</td>
</tr>
<tr>
<td>1</td>
<td>12.96</td>
<td>13.01</td>
</tr>
<tr>
<td>2</td>
<td>15.15</td>
<td>15.21</td>
</tr>
<tr>
<td>3</td>
<td>16.07</td>
<td>16.13</td>
</tr>
<tr>
<td>4</td>
<td>16.93</td>
<td>17.00</td>
</tr>
<tr>
<td>5</td>
<td>17.86</td>
<td>17.93</td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

**Entry in the records**

If before 1 March 2015 the employer, in addition to the personal pay component, paid allowances for work payable at time-based rates and determined by the enterprise or paid the so-called D component (additional time-based rate surplus), these may be cut in cases wherein the employee has been paid a personal pay component based on an enterprise-specific matrix

- for wage groups S and 1: less than EUR 0.52 per hour or
- for wage groups 2–5: less than EUR 0.63 per hour.

The cut may be implemented in the amount corresponding to the difference between the above-mentioned personal pay component amounts and the personal pay component paid to the employee.

Under this provision of the collective agreement, the cuts shall be implemented by 31 May 2015. The minimum personal time-based rates shall, however, enter into force as of the pay period commencing on 1 March 2015 or soonest thereafter.

**A 4 Special-work bonus**

In addition to the above-mentioned personal hourly rate, a special work bonus for a specific work site may be agreed upon with the employee. An agreement on the special work bonus shall be valid for a fixed term or until further notice.

An agreement valid until further notice may be terminated with three months’ notice, unless a different notice period has been agreed upon.

**A 5 Personal total earnings**

The personal time-based rate plus any special work bonus, special bonuses, and further-qualification allowance shall constitute an employee’s ‘personal total earnings’.

**A 6 Monthly salary**

It may be agreed that the remuneration for an employee in continuous time-based work shall be paid as an agreed monthly salary or a converted monthly salary.

The amount of agreed monthly salary must correspond to at least the base hourly wage multiplied by 175 in accordance with the wage group that would be applied for the employee if his or her wages were determined on the basis of the time-based rate system for the building services technology sector.

Converted monthly salary is formed such that the employee’s personal time-based rate defined under the provisions of section A.1 and A.3 shall be multiplied by 173.

If the employee’s regular weekly working hours are less than 40 hours, the multiplier shall be

a) for agreed monthly salary, the figure obtained by multiplying the number 175 by the number of weekly regular working hours divided by 40 or
b) for converted monthly salary, the figure obtained by multiplying the number 173 by the number of weekly regular working hours divided by 40.

Working-hour-reduction leave shall be used in accordance with the accrued amounts, on working days determined by the employer, without reduction in the monthly salary.

**A 7 Time-based rates in accordance with the pay system for special installers in the electrical industry**

The time-based rate for special installers in the electrical industry may be based on subsection A 3 or, alternatively, be determined enterprise-specifically in accordance with the provisions of the collective agreement applicable to the time-based rate system for the building services technology sector, consisting of the base hourly wage for the relevant wage group and a personal pay component. Any enterprise-specifically determined personal time-based rate must be based at least on subsection A 3.

**A 8 Special bonuses**

When the prerequisites stated in the relevant provisions of the collective agreement (in section 11) are met, sector-specific special bonuses and further-qualification allowances shall be paid in addition to the time-based rates referred to in subsections A 1, A 3, A 6, A 7, and A 9, above.

**A 9 Young employees**

The wage provisions in paragraph A shall not apply to employees under the age of 18 who have not completed a vocational qualification in the branch of industry indicated in their employment contract at a vocational school or who are not in an apprenticeship.

**Entry in the records:**

A vocational-school qualification consists of 120 credits. Completion of upper secondary school or a matriculation examination shall shorten this time in accordance with the norms applicable for the basic qualification.

The collectively agreed minimum wage for young employees who are not covered by the general wage provisions of this agreement in accordance with the above shall be 80% of the base hourly wage for wage group S within the time-based rate system for the building services technology sector.

In addition to the minimum wage described above, a young employee shall receive special bonuses (see subsection A 8) on the conditions set in the provisions of this collective agreement (section 11). No personal pay component shall be paid in connection with the minimum wage referred to herein.

**A 10 The effect of the employee’s work capacity on minimum wages**

The wage-related provisions of paragraph A apply to fully able-bodied workers.

If an employee’s disability significantly affects his or her work capacity, his or her remuneration may be based on a separate agreement deviating from the provisions of the collective agreement. The remuneration must be agreed upon in writing at the time of concluding the employment contract.

**TIME-BASED RATE SYSTEM FOR THE BUILDING SERVICES TECHNOLOGY SECTOR**

**Introduction**

The aim of the time-based rate system for the building services technology sector is to encourage employees to improve their skills and create opportunities for an enterprise-specific wage policy. To reach these goals, the time-based rate system should be implemented primarily in co-operation between the employer and employees, agreeing and seeking a result that would treat employees fairly and increase work motivation.

**Determination of an employee’s wage group**

When an employment contract is signed, a preliminary determination of wage group is performed through comparison of the employee’s competence with the following basic and sector-specific work-demand classification descriptions for the electrical installation industry.
Special provisions for determination of the wage group for an employee sent abroad can be found in section 21, sub-section 1 of this collective agreement.

If the employee’s personal time-based rate is not determined in accordance with subsection A 3 but is based on an enterprise-specific system, a personal pay component shall be determined for said employee and applied temporarily, until the employee’s wage group is determined more specifically and his or her personal salary component is determined in accordance with the criteria applied for the enterprise’s other employees. Personal time-based rates based on an enterprise-specific system must be at least equal to the rates stated in subsection A 3.

The wage group shall be determined more specifically within three months of the signing of an employment contract.

In this context, the employee must submit a history of prior work, which may affect the determination. In this case, it is possible that the initially determined wage group may be increased or decreased.

Employees working in the electrification sector shall be assigned to wage groups S to 5 on the basis of their competence in accordance with the work-demand classification in the collective agreement.

If no determination of wage group whatsoever has been done, the employee shall be paid in accordance with wage group 2.

If the employee’s personal time-based rate is not determined in accordance with subsection A 3 and instead is based on an enterprise-specific system, a personal pay component shall be determined for him or her in connection with employee-specific determination of wage group, on the basis of the performance-review procedure outlined below. Personal time-based rates based on an enterprise-specific system must be at least equal to the rates stated in subsection A 3.

**Practical implementation of the work-demand and wage classification**

The work-demand classification of various tasks shall be performed by a group of people mutually agreed upon by representatives of the employer and employees at the enterprise level.

An employee’s wage group shall be determined by an employer representative who is conversant with the overall management of remuneration and human resources policy, and the employee concerned. In the event of a dispute surrounding wage classification, the employee may call for the involvement of a shop steward.

If no mutual agreement on wage classification can be reached in the enterprise, the matter shall be submitted for resolution to the organisations that are parties to this collective agreement.

**Specification of the work-demand classification**

General and sector-specific work-demand classification descriptions for the electrification and air-conditioning industries:

<table>
<thead>
<tr>
<th>W G</th>
<th>Base classification</th>
<th>Electrification</th>
<th>Air conditioning</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>The job involves introduction to the industry’s most common materials and installation methods. The introduction period is at most 24 months.</td>
<td>The work is done according to a model and with the assistance of another installer. The work does not require independent knowledge of work methods.</td>
<td>The work is done according to a model and with the assistance of another installer. The work does not require independent knowledge of work methods.</td>
</tr>
<tr>
<td>1</td>
<td>The job requires basic knowledge of the industry’s most common materials and installation methods.</td>
<td>The task consists of low-voltage or high-voltage installation work performed under the guidance of another person.</td>
<td>The task consists of air-conditioning installation work performed under the guidance of another person.</td>
</tr>
</tbody>
</table>
### Wage group 2

The job requires good skills in, and knowledge of, the industry’s regulations, work drawings, and methods of installation.

The task consists of completion of low-voltage and high-voltage installation performed in accordance with a work specification and work drawings (excluding measurements related to system testing and operation), or the task comprises low- or high-voltage maintenance duties in said area.

The task consists of air-conditioning and equipment installation performed in accordance with a work specification and drawings, or air-conditioning maintenance duties.

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### Wage group 3

The job requires knowledge of two fields of competence within the industry, along with independent implementation skills in project and maintenance operations.

The task consists of low-voltage and high-voltage installation work in a building’s electrical network, performed in accordance with a work specification and work drawings (excluding measurements related to system testing and commissioning), or the task comprises low- and high-voltage maintenance duties in said area.

The task consists of air-conditioning and demanding equipment installation work performed in accordance with a work specification and drawings, or the task comprises air-conditioning and equipment maintenance duties.

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### Wage group 4

The job requires independent, comprehensive expertise in industry-related installations within buildings or in industrial machinery and equipment installations.

The task consists of overall deliveries of high-voltage and low-voltage building and process electrification for special buildings (such as hospitals with operating theatres, power plants, and industrial buildings), along with independent expertise in the overall functions of installation and modification duties related to the special systems of these buildings, or maintenance work related to them.

The task involves independent expertise in varying projects in applications such as office and commercial buildings, large production facilities, sports arenas, and rock shelters with regard to the overall functions of installations and modifications or maintenance work.

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### Wage group 5

In addition to technical knowledge (WG 4), the tasks require independent management of a fairly large team carrying out work in multiple subsectors and responsibility for the overall performance of the team’s tasks, or independent and extensive customer responsibility in service and maintenance tasks.

Other requirements include a proven economic way of thinking and the ability to develop productivity related to installation techniques or the technical functions of equipment.

The job or task requires more extensive professional skill than does wage group 4, calling for further education or long-term experience.

**Details of the work-demand classification descriptions related to electrical installation**

In addition to the cross-sector and sector-specific work-demand classification descriptions, the assessment of an employee’s skills shall be based on the following details agreed upon between the organisations that are parties to this collective agreement with regard to work-demand classification in the electrification industry.

For wage group 2, the employee’s competence must comprise independent performance of the following high- or low-voltage tasks in accordance with a work specification and work drawings.
<table>
<thead>
<tr>
<th>High-voltage installations</th>
<th>or</th>
<th>Low-voltage installations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Installation of cable ducts</td>
<td></td>
<td>Installation and connections of networks in accordance with drawings.</td>
</tr>
<tr>
<td>2. Installation of cables</td>
<td>The requirement is installation and connections of the networks of at least three sufficiently extensive low-voltage systems in accordance with drawings.</td>
<td></td>
</tr>
<tr>
<td>3. Installation of distribution boards</td>
<td>An enterprise-specific wage-system work group shall agree upon the low-voltage systems that fulfil the above criteria of extent and in three of which the employee must be skilled. For example, the following systems meet the criteria of extent: telephone, computer, fire-alarm, and access-control systems.</td>
<td></td>
</tr>
<tr>
<td>4. Installation of equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Connections</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Lighting installation</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

For wage group 3, the employee's competence must comprise independent performance of the following high- and low-voltage tasks in accordance with a work specification and work drawings.

<table>
<thead>
<tr>
<th>High-voltage installations</th>
<th>and</th>
<th>Low-voltage installations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Installation of cable ducts</td>
<td></td>
<td>Installation and connections of networks in accordance with drawings.</td>
</tr>
<tr>
<td>2. Installation of cables</td>
<td>The requirement is installation and connections of the networks of at least three sufficiently extensive low-voltage systems in accordance with drawings.</td>
<td></td>
</tr>
<tr>
<td>3. Installation of distribution boards</td>
<td>An enterprise-specific wage-system work group shall agree upon the low-voltage systems that fulfil the above criteria of extent and in three of which the employee must be skilled. For example, the following systems meet the criteria of extent: telephone, computer, fire-alarm, and access-control systems.</td>
<td></td>
</tr>
<tr>
<td>4. Installation of equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Connections</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Lighting installation</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

For wage group 4, the employee's competence must comprise independent and comprehensive performance of high- and low-voltage tasks in special buildings, on special sites, and with their special systems in accordance with a work specification and work drawings.

<table>
<thead>
<tr>
<th>High-voltage installations</th>
<th>Low-voltage installations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Installation of cable ducts</td>
<td>Installation and connections of networks and equipment in accordance with drawings, along with testing and commissioning.</td>
</tr>
<tr>
<td>2. Installation of cables</td>
<td>The requirement is installation and connections of the networks of at least three sufficiently extensive low-voltage systems in accordance with drawings, along with the completion of measurements and programming tasks associated with the testing and commissioning of the systems by using the system's own programming mechanism.</td>
</tr>
<tr>
<td>3. Installation of distribution boards</td>
<td>An enterprise-specific wage-system work group shall agree upon the low-voltage systems that fulfil the above criteria of extent and in three of which the employee must be skilled. For example, the following systems meet the criteria of extent: telephone, computer, fire-alarm, and access-control systems.</td>
</tr>
<tr>
<td>4. Installation of equipment</td>
<td></td>
</tr>
<tr>
<td>5. Connections</td>
<td></td>
</tr>
<tr>
<td>6. Lighting installation</td>
<td></td>
</tr>
</tbody>
</table>
To specify the above further, the organisations that are parties to the collective agreement note that

a) commissioning measurements are not included in the competence requirements set in the work-demand classification descriptions;

b) the programming mentioned in the competence requirements for wage group 4 refers to operational programming done with a programming device associated with the equipment, such as a fire-alarm system, burglar-alarm system, or other such equipment, not actual writing of computer code;

c) to the extent that electricians are concerned, the work-demand classification descriptions applicable to time-based rates for electrification time in the building services technology sector are based on the application of both high- and low-voltage work. If the enterprise also engages in other electrical work within the scope of this collective agreement, agreement shall be reached at the enterprise level as to which work-demand classification descriptions shall apply to such work when the time-based rate system is applied for the building services technology sector.

Determination of the personal pay component in an enterprise-specific system

The determination of the personal pay component should take into account the improvement of the enterprise’s competitiveness and creation of an enterprise-specific pay system that motivates employees. The amount of the personal pay component shall be resolved at the enterprise level on the basis of the appended matrix and the performance reviews conducted. Regardless, every employee shall be paid a personal salary component such that the employee’s personal time-based rate is at least equal to the rate indicated in subsection A 3.

On the basis of the performance review, the employee must be able to develop him- or herself in accordance with established targets, and thus improve his or her personal earnings.

In the course of the employment relationship, the supervisor and employee shall annually, unless otherwise agreed locally, engage in a performance review on the basis of which the employee’s personal pay component shall be determined. The dialogue should be transparent, and it must address the employee’s current status in terms of skills, education, and adjustment to the work environment.

The performance review may lead only to an improvement in the personal pay component or it staying the same. In exceptional situations wherein the employer would be entitled to terminate an employee’s employment on the basis of his or her conduct, the assessment based on one or more specific elements of the matrix may be lowered after the performance review. The employee’s personal pay component shall then be reduced in the same proportion.

The following points (in the matrix) shall be discussed in the performance review:

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>Description of factors</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Amount of work</td>
<td>is productive in his or her work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Quality of work</td>
<td>is committed to the enterprise’s quality-management systems and/or quality standards rarely has to correct deficiencies due to negligence or foreseeable errors</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Ability to co-</td>
<td>is able to work successfully with others</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer-orientation</td>
<td>assumes responsibility for the customer represents the enterprise in a positive way</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------------</td>
<td>--------------------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ability to develop</td>
<td>has the desire and ability to learn new things, tasks, and methods</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Economy</td>
<td>displays cost-consciousness</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Special skills</td>
<td>possesses competence in a special field of professional tasks that is not included in the basic classification and that brings value to the company</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enterprise-specific element</td>
<td>displays another employee characteristic that is of importance to the work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enterprise-specific element</td>
<td>displays another employee characteristic that is of importance to the work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Application of the evaluation matrix**

Unless otherwise agreed within the enterprise, the columns in the evaluation matrix represent numbers of points, and the points accumulated in each row are weighted equally.

A score of three points in one row indicates that the employee is at the average level with regard to the attribute in question. If the score is lower, the employee is below the average with regard to the attribute in question. Correspondingly, a score of more than three points indicates that the employee is above average with regard to the attribute in question.

If the enterprise operates in several localities or on several sites, all employees should be subject to the same grounds for determination of the personal pay component. However, the amount of the personal pay component may be different across the enterprise’s sites/localities, though in such a way that all employees’ personal time-based rate is at least equal to the rate specified in subsection A 3.

When an employee’s wage group changes, the personal pay component remains unchanged but in such a way that the employee’s personal time-based rate is at least equal to the rate indicated in subsection A 3.

**Special provisions**

1. Warehouse workers and drivers
   a) Warehouse workers and drivers working independently shall be assigned to wage group 2, and
   b) warehouse workers and drivers working under the guidance of others shall be placed in wage group 1.

2. Employees who have finished vocational school without the industry’s basic qualification, those entering apprenticeship for the purpose of gaining a vocational qualification, and employees who have reached 18 years of age but do not have vocational training in the industry shall be initially placed in wage group S.

The induction of employees lacking vocational training who are being trained in an electrical-industry occupation shall be organised such that the skills required for wage group 1 will be obtained in no more than 24 months’ time.

Correspondingly, the orientation of employees who have finished vocational school in the sector but have not demonstrated their vocational skills shall be organised in such a way that the skills required for wage group 1 will be obtained in no more than six months’ time and those required for wage group 2 will be gained when the employee has been in wage group 1 for one year.
An employee who has completed a basic vocational qualification through demonstration of skills in adult education and subsequently worked in the industry for one year shall be placed in wage group 1.

Employees who have completed vocational school through the demonstration of skills shall be assigned to wage group 1, and no more than six months later to wage group 2.

Entry in the records:

A vocational-school qualification consists of 120 credits. Completion of upper secondary school or a matriculation examination shall shorten this time in accordance with the norms applicable for the basic qualification.

<table>
<thead>
<tr>
<th>Apprenticeship without training</th>
<th>Adult education with demonstration</th>
<th>Vocational-school qualification without demonstration</th>
<th>Vocational-school qualification with demonstration</th>
</tr>
</thead>
<tbody>
<tr>
<td>WG S</td>
<td>24 months</td>
<td>1 year</td>
<td>6 months</td>
</tr>
<tr>
<td>WG 1</td>
<td></td>
<td>1 year</td>
<td>6 months</td>
</tr>
<tr>
<td>WG 2</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. The 24 months of work experience in the initial wage group will be accumulated in summer jobs for only those employees 18 years of age or older.

4. The chief shop steward shall be provided with information on the distribution of employees among wage groups at the enterprise or office level, the average distribution of the personal pay component, and the composition of any points-based system.

If any doubt arises over the wage classification for an employee sent abroad, the chief shop steward shall be provided with the material on the basis of which the wage classification was performed.

§8 B PIECE-WORK RATES

1 Overview

1.1 Definition of a work site

If the work meets the limiting conditions for contract work that are specified in the following paragraphs, the employee shall be given the opportunity to carry out the work as contract work in accordance with the following provisions.

2 Limitation of contracts

2.1 Limits of work volume

It must be possible to define the limits of the work included in a contract before the work commences, by means of an electrical-work specification or construction description for electrical work and electrical drawings. It is also possible to specify the limits of work when – for example, in connection with the renovation of an industrial facility – there are equipment-location drawings or circuit diagrams and details of the location of feeders to distribution boards are available.

2.2 Limits of time of performance

A sufficiently accurate estimate of the time of performance of the work must be available.

2.3 Other limiting conditions

The following shall not be done as contract work unless the parties have mutually agreed to contract work:

a) work ordered as invoiceable work
b) work overseen by the client’s supervisors
c) Residential buildings with one or two dwellings. If the performance for the work site has been ordered for a fixed price, the work shall be done in accordance with the terms of contract unless the parties have agreed otherwise.

This provision is not intended to be applied in such a way that there is reason to suspect purposeful avoidance of applicability of contract work. Where there is lack of clarity, the organisations that are parties to this collective agreement shall resolve the matter expeditiously.

If work has been ordered as invoiceable work as referred to in item a but meets the criteria for limits to contracts (under subsections 2.1 and 2.2) and if there is reason to suspect purposeful avoidance of applicability of contract work and the employer refuses to investigate the matter or if the organisations recognise this to constitute purposeful avoidance of applicability of contract work, the guaranteed wage for piece work shall be paid for this work in accordance with subsection 5.3. However, this is not contract work, nor are provisions pertaining to contract work applied to this work.

3 Types of work site

Before agreeing on contract work, the parties shall determine the type of site and the applicability of the pricing rules on the basis of the following breakdown:

3.1 Construction of new structures

As a rule, construction work for new structures covers electrical installation work within the electrical network of a property. ‘New structures’ or ‘new building’ refers to electrical-installation targets (buildings or other structures) when the following conditions apply:

a) the target has not been previously electrified

b) the target is built or has been built in place and fulfills the turnkey-contract principle for piece-rate pricing

c) renovation of a building or part thereof is performed with regard to electrical work when the electrical installations have been dismantled before new installation begins

d) electrical installation work is performed for equipment procured for actual production that is contained within a building or other structure (for example, machinery installations in industrial plants)

3.2 Other work at piece-work rates

Other work at piece-work rates includes, for example,

a) renovation of a building or part thereof with regard to electrical work when new electrical installations are to be connected to existing installations,

b) electrical installations on ships,

c) separately installed systems,

d) partial delivery work where the turnkey-contract principle is not fulfilled, and

e) other work agreed upon for completion at piece-work rates.

4 Agreeing on work

The period for concluding an agreement is up to 10 working days for short-term work and up to 30 working days for other work.

Short-term work refers to work of no more than 30 man-days (240 hours).

The parties shall agree upon the time when the negotiation period is to start.

The negotiation period begins to lapse when the employee has marked hours belonging to a job referred to in paragraph 3.1 or 3.2 on his or her timesheet and this has been approved under the work-supervision system.

The organisations that are parties to the collective agreement will assist in negotiations if no agreement can be reached within the above-mentioned negotiation periods.

Employees working on the site and participating in the negotiations shall be paid as follows for additional work due to interruption of a contract, along with work during the negotiation and start-up stage of the contract, as of the pay period starting on the specified date or soonest thereafter:

<table>
<thead>
<tr>
<th>WG</th>
<th>1.3.2015</th>
<th>1.2.2016</th>
<th>1 August</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>11.53</td>
<td>11.58</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>14.18</td>
<td>14.24</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>16.35</td>
<td>16.42</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>16.82</td>
<td>16.89</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>17.23</td>
<td>17.30</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>17.93</td>
<td>18.00</td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

If the employee’s personal time-based rate (BHW + PPC) exceeds the pay determined in accordance with the table above, the employee shall be paid at the personal time-based rate.

4.1 Conclusion of a work-site agreement

If the limiting conditions in section 2 make it possible to do contract work, the following shall be agreed.

A written work-site agreement shall be made between the parties. The employer is obliged to present a work-site agreement to the team. The agreement shall be prepared in duplicate, with one copy for each party. The agreement shall be signed by the employer’s representative and, on behalf of the team, the foreman and an employee authorised by the team.

The employer shall provide a copy of the work-site agreement to the chief shop steward at his or her request.

For the purpose of contract work, the organisations that are parties to this collective agreement have prepared a work-site agreement form.

The work-site agreement shall specify at least the following:

a) the work included in the contract
b) performance requirements, along with terms for quality of workmanship
c) limits for the time of performance
d) prerequisites for the contract work and the manner in which these are to be ensured
e) grounds for wage determination
f) the contract-monitoring system, along with the percentage of piece-work rates to be paid during the course of the work
g) the estimated cost of labour for new building, the estimated cost of other contract work, or a lump-sum price, as appropriate

5 Pricing rules

5.1 Piece-rate pricing

The collective agreement includes piece-rate pricing that is based on unit prices; see section 8 C.

5.1.1 The turnkey-contract principle

Piece-rate pricing has been prepared on the turnkey-contract basis, which is characterised by the fact that irregularities in the contract pricing tables’ prices balance each other out. For this reason, the volume of work for new building shall be agreed upon and calculated under a single contract. If the volume of work is so great that it includes separate build-
ings or clearly limited entities each of which fulfils the turnkey-contract principle, it may be agreed that each of them shall involve a separate turnkey contract.

5.1.2 Pricing for new-structure work

Work on new buildings or other new structures shall be carried out on the wage-determination principle, with piece-rate pricing under section 8 C of this collective agreement applied.

The unit-price-based piece-rate pricing to be used in accordance with section 8 C of the collective agreement shall be

− for work tendered to clients on or before 31 May 2015, the piece-rate pricing for the electrical installation sector as of 1 June 2002 and

− for work tendered to clients on or after 1 June 2015, the piece-rate pricing for the electrification industry as of 1 June 2015.

Specification of the piece-rate pricing for the electrification industry as of 1 June 2015 is appended to this collective agreement as Appendix 3 (on p. 135).

5.2 Pricing of other work done at piece-work rates

In agreement upon work, the applicability of the following wage-determination grounds to the work entity in question must be noted:

a) work in accordance with subsection 5.1 for piece-rate pricing for the electrical installation sector
b) unit pricing agreed upon for each job
c) when an agreement is made on a total-price (lump-sum) contract, that the work group must be provided with the information necessary for having a well-formed sense of how the contract price is formed and of the volume of work included in the contract (the necessary information may be provided, for example, in the form of drawings, work specifications, or bills of quantities)

A total-price contract (lump sum) agreed upon such that, with a normal pace for contract work, at least the target earnings specified in the following table shall be reached, increasing as the volume of work increases, as of the pay period beginning on the specified date or soonest thereafter:

<table>
<thead>
<tr>
<th>1.3.2015 EUR/hour</th>
<th>1.2.2016 EUR/hour</th>
<th>1 August 2016–31 January 2017*</th>
</tr>
</thead>
<tbody>
<tr>
<td>17.85</td>
<td>17.92</td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

The guaranteed pay for the above-mentioned work is specified in subsection 5.3, below.

In agreement upon a contract, it must be made clear how any additional work and modifications shall affect the total price.

5.2.1 Housing production

The piece rate for housing construction applies to blocks of flats and terraced housing falling under the same contract, excluding houses with electric heating.

Sites encompassing terraced houses shall be handled on the principle of wage formation described in subsection 3.1 or 5.5.

The piece-work rates for a residential site (see section 8 B, subsection 5.2.1) shall be determined on the basis of the scores and basic prices for dwellings (i.e., individual flats) within a building as follows:
The basic price and point score are calculated for each dwelling.

Prices for contracts based on housing-production pricing whose performance is in progress on 1 March 2015 and 1 February 2016 shall be increased with regard to the remaining volume of work in accordance with subsections 5.2 and 12.2 of the signature protocol. In accordance with section 17 of the signature protocol, there shall be agreement on the amount by which, and the date on which, the prices for unfinished contracts based on housing-production pricing are to be increased for the term 1 August 2016 – 31 January 2017.

Piece-work rates under this section may be agreed upon otherwise in accordance with section 8 B, subsection 5.5.

The basic price of the contract includes the following possible work:

a) electrical work in the building’s maintenance rooms; on shared premises; and in outdoor areas, such as those with heating outlets, outdoor lighting, and lighting poles

b) transport of packaging waste and cable waste originating in materials installed by the team from the work locations to floor-specific collection locations at the work site

Any business or office space and the shared areas of sheltered homes, for example, along with garages, shall be agreed upon in accordance with subsection 3.1 or 5.5.

The guaranteed pay for work under this paragraph is in accordance with subsection 5.3.

An item scoring one point included in the dwelling-specific price may refer to any of the following:

a) Installation of a group distribution panel under Part 23 or another system distribution panel, including the connections of group cables or a related system

b) A piece of equipment under Part 24, including group cable connection

c) Installation of an equipotential rail in a flat, including connections (in terraced housing)

d) Earthing of pipework / apartment (terraced housing)

e) Installation of heating cable under Part 27 for each 35 metres or part thereof, including installation of the ‘cold’ end (flexible heating elements are agreed upon separately)

f) Cables between buildings, where any part exceeding 40 metres shall count for two points (per cable)

g) A box under Part 28, with fittings

h) A lighting fixture under Part 29, including group cable connection and any extension

i) Low-voltage transformer and four spotlights per transformer (additional spot = 1 point)

j) Fibre-optic light projector and the first eight fibres or part thereof

k) Connecting point of prefabricated elements under Part 31

l) Verification of the operation of a prefabricated bathroom or sauna under Part 31, worth two points

m) The ‘end’ of a reserve connection (pipe, cable, or the like, including cover where applicable)

Checks worth one point:
n) Visual inspection, floor-heating insulation resistance measurement twice, determination of electrical safety (by using a Schuko tester, for example), and testing the tripping of fault-mode current protectors once, insulation between the neutral and earth conductors, and functionality check

Work in tables 3110 and 3121 is included in the basic price, unless otherwise stated.

The basic prices for dwellings do not include the following work:

a) Anti-freeze heating for gutters, downpipes, or the like
b) Separate ventilation machine rooms

Drawings with examples of the determination of basis points to complement the text are appended to this collective agreement as Appendix 4 (on p. 173).

5.3 Piece-work pay

The employee’s piece-work pay is determined by labour productivity.

Piece-work pay during the course of the work is composed of a base hourly wage and contract advance. The contract advance shall be agreed upon in the work-site agreement.

The piece-work pay during the course of the work is at least equal to the guaranteed wage for the contract.

The revenue from contract work shall be monitored over the course of the work to ensure that no greater share than 15% of the calculated productivity of the work remains payable as contractual profit.

The following guaranteed wages per hour worked apply to contract work, excluding pay components specified in subsection 5.6.4.

The guaranteed wages for a contract shall comply with the table below, from the pay period commencing on the specified date or soonest thereafter:

<table>
<thead>
<tr>
<th>WG</th>
<th>1.3.2015 EUR/hour</th>
<th>1.2.2016 EUR/hour</th>
<th>1 August 2016–31 January 2017* EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>S</td>
<td>11.53</td>
<td>11.58</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>14.18</td>
<td>14.24</td>
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<td>2</td>
<td>16.35</td>
<td>16.42</td>
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<td>5</td>
<td>17.93</td>
<td>18.00</td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

If the employee’s personal time-based rate (BHW + PPC) exceeds the pay determined in accordance with the table above, the employee shall be paid at the personal time-based rate.

These wages shall also apply in housing production.

5.4 Remuneration without agreement

In cases of piece work falling within the scope of new construction (see subsection 3.1), the team or a member thereof may, within one month after the expiry of the contract-settlement period, request a calculation of actual costs, provided that

a) a work-site agreement with limits of the contract and grounds for wage determination has not been made as prescribed in subsection 4.1 or
b) the contract volume has not been calculated and no contract-work distribution settlement in accordance with subsection 9.2 has been done within the settlement times.

If the amount of work has not been calculated and no contract-work distribution settlement or note of disagreement has been completed within the time limits, guaranteed wages shall be paid for such work in accordance with subsection 5.3.

This section shall also apply in cases of contract work within the scope of subsection 3.2.

However, in housing production, the provisions of subsections 5.2.1 and 5.3 shall apply.

5.5 Exception to pricing agreed on by the organisations

Enterprises that are members of the Electrotechnical Employers’ Union and have a chief shop steward may, by local agreement, implement a form of remuneration that develops the productivity and organisation of the work. Agreement shall be made in writing at the enterprise level among the employer, chief shop steward, and teams.

Any agreement that is not both made in writing and signed by the parties thereto shall be null and void.

On a site-specific basis, the foreman as a representative of the team is entitled to make local agreements on matters that are within his or her sphere of responsibility in accordance with the collective agreement. If there is a desire to expand the scope of the foreman’s right of agreement, this shall be agreed upon between the employer and the chief shop steward.

Any exception to the universally binding pricing rules under this paragraph must be made in such a way that the employer’s representative has an identified written proposal of the method of remuneration or the options for the method of remuneration. If the negotiations do not lead to a result – that is, a work-site agreement pertaining to the site in question – the outcome of the negotiations and the reason for not reaching agreement shall, nonetheless, be recorded.

The organisations that are parties to the collective agreement note that, in negotiations aimed at the above-mentioned objectives, the conditions for performance of the work shall be essentially improved such that employees shall not become subject to excessive stress that would violate the spirit of the collective agreement.

When an agreement on a total-price contract is made on the basis of this section, the provisions of subsection 5.2 c) shall apply, under which the guaranteed wage for total-price contract work shall be at least equal to the rate specified in subsection 5.3.

5.6 The basis for work pricing

5.6.1 Productivity-based pay contracts for the electrification industry

Work pricing is based on the electrical installation industry’s piece-rate pricing and wages based on working hours.

A total price for the work shall be determined via piece-rate pricing, based on the calculated volume of installation materials required. The volume of installation materials is used for determination of the total remuneration under the contract. In cases of changes to the specified entity, there must be agreement on how the new volumes of material shall affect the total contract price. In contracts other than for new building, the remuneration shall be determined on the basis of the volume of installation materials or from the volume of materials and the agreed total prices.

In cases of work in which individually priced installation materials are not used at all, the remuneration shall be determined on the basis of the agreed total price.

A share of A% of said total price is calculated for payment under the electrical installation industry’s piece-rate pricing for new building, and B% of the determined total price for contracts other than those for new building. The percentages shall be agreed upon at the enterprise level. During the work, at least the guaranteed wages under the contract shall be paid as advances for piece work.

5.6.2 Time-based work

If it is agreed that the wages for new building or other work categorised as contract work shall be determined as time-based work, this shall always require a site-specific agreement indicating the valid grounds applied in choice of the mode of remuneration.

5.6.3 Other locally agreed types of pay
5.6.4 Incentive pay
Local agreements may be made on productivity rewards in piece work and time-based work (including various bonuses for savings), earnings and production in relation to savings in total costs, installation materials, and lead time.

5.7 Guaranteed pay
In the types of payment covered by subsection 5.6, the guaranteed pay excluding pay components in accordance with section 5.6.4 shall be at least equal to that prescribed in subsection 5.3 of the collective agreement.

5.8 Termination of negotiations
If no local agreement is reached, the collective agreement shall be valid as it stands, to its full extent.

6 Additional work and alterations
General terms
The concept of alterations and additional work refers to work performed in deviation from the drawings, specifications, or instructions serving as the basis for the work-site agreement. The pricing of additional work and alterations to the agreed contract entity shall be carried out on the following principles:

6.1 Alterations and additional work that is known about prior to the start of work or the relevant work stage shall be calculated in accordance with the pricing agreed upon for the contract. Said work and stages shall be agreed upon and recorded in the work-site agreement as an appendix.

6.2 Alterations and additional work that requires dismantling of installations already completed shall be noted, and the remuneration for dismantling work shall be agreed upon. At the same time, the principle for remuneration for the actual alterations or additional work shall be agreed upon.

6.3 In cases of total-price (i.e., lump-sum) contracts, subsection 5.2 stipulates that additional work and alterations shall be settled, and their effect shall be taken into account in the total price and volume of the work. With such a total-price contract, additional work and alterations may either increase or decrease the agreed volume of work, so, to enable determining the actual volume of work, an appendix to the work-site agreement for each addition or alteration shall be prepared upon the commencement of work and in the course of the work.

6.4 It may be agreed that work under subsections 6.2 and 6.3 shall be done subject to the piece-rate pricing agreed upon for the job or, at minimum, for the wages referred to in section 4.

7 Work included in the entity of piece work and the parties’ obligations

7.1 General terms
The contracting parties are required to attend to the general progress of the work under the contract jointly in such a way that the contractual nature of the work is not compromised.

Piece work should be performed in a timely manner in the order stipulated for progress at each work site.

The skill demands for job performance shall be assessed in advance.

In the assignment of employees in piece work, it is required that their skills correspond to what the work performance demands.

7.2 Obligations of the parties involved in the work

7.2.1 Elements of the contract
The duties of the team and the foreman include

a) work negotiations with the team’s supervisors and within the team;

b) work negotiations with representatives of other teams;

c) negotiation with the client’s representatives (for example, a supervisor or designer),
   – Negotiation refers to discussions concerning the above items mainly at the work site, and
   – telephone conversations related primarily to the methods and order of the work performance; and
d) completion of reports on working time and work volumes (timesheets and work sheets), work-site accounting work, and calculation of wages.

By nature, the normal performance of the work includes

a) stages of preparation, performance, interruption, and completion, with the exception of waiting time referred to under ‘Waiting time and compensation for it’, that are generally known of in advance;

b) movements within the work-site area required for the performance of the work, along with the time required for the employee’s personal needs, unless agreement otherwise is made in the work-site agreement applicable to the job;

c) correction of items installed in violation of the work-site agreement, drawings, work specification, and other instructions provided, in cases where corrections have been mandated in the appropriate audit; and

d) participation in an audit wherein a partial delivery or work entity is audited for compliance with the work-site agreement, drawings, work specification, and electrical safety regulations.

### 7.2.2 Work supervision, work instructions, and drawings

<table>
<thead>
<tr>
<th><strong>The employer’s duties</strong></th>
<th><strong>Duties of the team and foreman</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>The employer is responsible for the necessary supervision of work and provision of instructions well in advance so that the individual stages of the work can be arranged appropriately. Decisions made at site meetings, contracting-related meetings, or schedule meetings that affect the performance of electrical work shall immediately be reported to the foreman.</td>
<td>The electrification of one or two rooms in a dwelling or similar piece work does not necessarily require detailed drawings.</td>
</tr>
<tr>
<td>The work site shall be provided with the necessary work drawings and the work specification, if any, well in advance of the commencement of each job or stage of work.</td>
<td>Time used for becoming familiar with the drawings, work specifications, and other instructions related to the work performance.</td>
</tr>
<tr>
<td>Drawings shall be prepared in accordance with Finnish standards. If it is necessary to carry out installation of equipment supplied by foreign parties or otherwise deviate from drawings compliant with Finnish standards, the employer is obliged to provide sufficient guidance.</td>
<td>If changes to work drawings are required in the course of the job, the party causing the change shall note it on the work drawings. Work-time drawings with the appropriate notes shall be provided to the employer for the purpose of preparation of final drawings.</td>
</tr>
<tr>
<td>Sufficient installation, configuration, and wiring drawings and operation descriptions shall be provided for the installation of the various systems, switchgear equipment, instruments, and apparatus.</td>
<td>Technical planning and supervision of the work shall be carried out in accordance with the work specification, work drawings, and general order for performance of work at the site.</td>
</tr>
<tr>
<td>At contract-work sites, installers shall also have access to dimensional drawings of equipment, along with the installation drawings and functionality descriptions of equipment from other contractors and suppliers to the extent necessary for performing electrical work.</td>
<td>Whenever finding any deficiency or error in the work instructions, an employee is obliged to inform the work-supervision staff as soon as possible.</td>
</tr>
</tbody>
</table>
If a deviation from drawings or the use of another installation method is required for structural or other justified reasons, the work-supervision staff shall be notified.

The employee shall observe the instructions given by his or her supervisors in such a way that the end result complies with the regulations on electrical safety and other applicable regulations.

### 7.2.3 Installation supplies, and their ordering and storage

<table>
<thead>
<tr>
<th>The employer’s duties</th>
<th>Duties of the team and foreman</th>
</tr>
</thead>
<tbody>
<tr>
<td>The performance of contract work requires that the installation supplies for each stage of work be available on the site in a timely manner, so that the employees avoid loss of time that would cause the work stage to be divided into sub-stages in view of lack of supplies.</td>
<td>Wasting of supplies, and unjustified deviation from instructions and orders given, when damage is caused to the employer, may lead to claims for compensation from the employer’s side.</td>
</tr>
<tr>
<td>The employer shall determine the types, characteristics, and quantities of supplies required for the work. The employer shall be responsible for ordering the supplies in accordance with the delivery plan agreed upon with the contract team and for making the associated refill orders. The delivery plan shall be sufficiently precise and prepared before each stage of work. The employer shall provide the foreman with instructions on how and where to order supplies (generally orders are made in writing).</td>
<td>Agreement upon the delivery of supplies and refill orders is vital, to ensure that the refill orders of the supplies required for the various stages of work will be reported upon to the employer or its representative in a timely fashion. Refill orders for delivery batches are addressed in material-delivery plans.</td>
</tr>
<tr>
<td>The delivery plan shall be jointly co-ordinated and scheduled by both parties in accordance with the progress of the work.</td>
<td>The delivery plan shall be jointly co-ordinated and scheduled by both parties in accordance with the progress of the work.</td>
</tr>
<tr>
<td>A delivery note corresponding to the shipment volume shall be provided with the installation supplies, indicating not only the code numbers but also the names of the supplies in accordance with general practice.</td>
<td>The employer shall be notified as soon as possible of all materials received, in accordance with the material-tracking system used. Employees are allowed to use data in the tracking system for their work-site accounting. Employee actions necessitated by the system shall be minimised.</td>
</tr>
<tr>
<td>The employer shall designate enough appropriate storage areas for electrical installation supplies on the work site. Work sites covering a large area and volume shall be provided with the necessary number of auxiliary storage facilities in addition to primary storage. These facilities must be placed in the construction area such that the distances for moving supplies and equipment to installation sites do not become too long.</td>
<td>Management of the main and auxiliary storage facilities on the site and the return of supplies from installation sites to storage are included in the contract. Supplies shall be received and moved to work-site storage, auxiliary storage, or the installation sites by the contract team, taking into account the obligation of auxiliary work stipulated in subsection 7.2.4.</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Some of the storage facilities shall be heated during the cold season.</td>
<td></td>
</tr>
<tr>
<td>The employer shall deliver the supplies to the unloading locations agreed upon with the contract team.</td>
<td>An agreement on unloading locations shall be made.</td>
</tr>
<tr>
<td>The employer shall separately hire on-site stock-keepers well in advance, for management of any storage facility that is the primary one used by more than 20 employees for at least two months.</td>
<td>Minor tasks include unpacking supplies, making work-time markings on cables and group circuits, adjusting equipment upon completion of a task, making final alignment checks, etc.</td>
</tr>
<tr>
<td>Once work is completed, and by order of the employer also during the work, any excess supplies shall be returned from the work site. The contract price includes arrangement of returned goods such that they are in reclaimable condition, and performing of sorting and packaging, along with the on-site transfers required for this. In the case of heavy items, the contract includes supervision only.</td>
<td></td>
</tr>
<tr>
<td>See the attached measurement of remnant supplies.</td>
<td>The employer and employee may perform measurement and calculation, alongside preparation of a return list for remnants, either jointly or separately. When these tasks are carried out on behalf of the employer, compensation shall be paid in excess of the contract-stipulated amount, equal to the contract-interruption pay. The measurement must be completed within two weeks of the end of the contract. A return list or a copy thereof that is signed by the persons responsible for the measurement result shall be provided to both parties.</td>
</tr>
</tbody>
</table>

**NOTE:**
If the team’s tasks are increased in excess of the additional orders referred to in Table 7.2.3, this shall be agreed upon in an appendix to the work-site agreement that states the pricing for the greater work load.
### 7.2.4 Auxiliary work

<table>
<thead>
<tr>
<th>The employer’s duties</th>
<th>Duties of the team and foreman</th>
</tr>
</thead>
<tbody>
<tr>
<td>The employer shall be responsible for the necessary auxiliary work performance.</td>
<td></td>
</tr>
<tr>
<td>The employer shall assign enough auxiliary labour to the team that at least the following functions are carried out via auxiliary labour:</td>
<td></td>
</tr>
<tr>
<td>Machines weighing more than 25 kg, and supplies of more than 40 kg, shall be moved to storage and installation sites by means of auxiliary labour. The same applies to materials that are difficult to handle, such as large shipments of supplies, lighting fixtures and cable ducts, distribution boards, and cable reels.</td>
<td></td>
</tr>
<tr>
<td>A large batch of materials is deemed to be, for example, a Finnish Railways pallet or a rack of supplies or lighting fixtures. ‘Installation site’ means the area in which the above-mentioned quantity of supplies shall be installed.</td>
<td></td>
</tr>
</tbody>
</table>

**NOTE:**

Any deviation from the employer obligations stated here shall be separately agreed on in an appendix to the work-site agreement. In the same connection, the grounds agreed upon for payment for auxiliary work shall always be at least in line with section 4.

### 7.2.5 Scaffolding and equipment

<table>
<thead>
<tr>
<th>The employer’s duties</th>
<th>Duties of the team and foreman</th>
</tr>
</thead>
<tbody>
<tr>
<td>The employer shall provide the team with the required and agreed stands and scaffolding appropriate for the work.</td>
<td>Notification of the need for scaffolding and movement of lightweight scaffolding for one employee. Movement of movable scaffolding as specified in Part 22, under the section on piece-rate pricing. Other movement of scaffolding shall be agreed upon job-specifically.</td>
</tr>
</tbody>
</table>
The employer shall provide the employees with appropriate, up-to-date, and safe tools and instruments, in sufficient quantities.

Ordering and receiving of tools, transfers of these or supervision of transfer, and care for tools on the site.

The employee is responsible for all tools he or she has signed out.

### 7.2.6 The team

Adverse changes in the team – in particular, excessive demand for labour toward the end of the work period – shall be avoided through joint efforts.

The staffing level of a contract-work site shall not be increased solely because the enterprise’s employees have been freed from other sites and are out of work.

Situations comparable to the above that lead to reduction in the piece-rate earnings of installers already present at the site shall be avoided to the fullest extent possible.

In forming of a contract team, employees in wage groups S to 5 shall be favoured.

Employees belonging to wage groups other than S to 5 shall not be assigned to a contract team unless otherwise agreed with the team, and such employees shall not participate in the contract work or its distribution.

The employer shall determine the composition of the team and agree with the foreman upon any changes during the work. The employer is also responsible for ensuring that changes during work do not compromise the contractual nature of the work or cause loss of time with regard to the performance of piece-rate work.

### 7.2.7 The foreman

The employer shall designate a foreman for each new construction site, who shall represent the team at the site. The foreman’s tasks do not include actual supervision of work.

The foreman must be in an employment relationship with the enterprise.

The views of the enterprise’s employees shall be taken into account in the appointment of foremen.

An employee shall be a foreman for no more than one team at a time. An exception is the case of a foreman moving to a new work site and attending to foreman’s tasks at both sites during the transition.

A deputy shall be appointed for the foreman in the event of temporary absence. When a deputy is appointed, the team shall be notified of the reason for this action, and the duration of the deputy foreman’s task shall be agreed upon.

During the task, the deputy shall have the same rights and obligations as the foreman proper.

Negotiations pertaining to a second foreman shall be initiated when the number of team members exceeds eight installers. When the number of members of the team exceeds 11, a second foreman must be appointed.

It may be necessary to appoint several foremen for large work sites. Such procedure is subject to separate agreement.

The first foreman appointed to the team, or his or her deputy, shall receive a foreman’s allowance for handling the tasks specified later, in accordance with the following table, from the pay period commencing on the specified date or soonest thereafter.

<table>
<thead>
<tr>
<th>Foreman’s allowance for piece-rate work</th>
<th>1.3.2015</th>
<th>1.2.2016</th>
<th>1 August 2016–31 January 2017*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of team members</td>
<td>EUR/hour</td>
<td>EUR/hour</td>
<td></td>
</tr>
<tr>
<td>1–2</td>
<td>0.35</td>
<td>0.35</td>
<td></td>
</tr>
<tr>
<td>3–6</td>
<td>0.56</td>
<td>0.56</td>
<td></td>
</tr>
<tr>
<td>7–10</td>
<td>0.88</td>
<td>0.88</td>
<td></td>
</tr>
</tbody>
</table>
The foreman’s allowance for a second foreman and subsequent foremen appointed in addition to the first foreman as of the pay period commencing on 1 September 2012 or soonest thereafter shall be as follows.

<table>
<thead>
<tr>
<th>Number of employees within the scope of responsibility of a foreman other than the first foreman</th>
<th>1.3.2015 EUR/hour</th>
<th>1.2.2016 EUR/hour</th>
<th>1 August 2016–31 January 2017*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1–2</td>
<td>0.35</td>
<td>0.35</td>
<td></td>
</tr>
<tr>
<td>3–6</td>
<td>0.56</td>
<td>0.56</td>
<td></td>
</tr>
<tr>
<td>7–10</td>
<td>0.88</td>
<td>0.88</td>
<td></td>
</tr>
<tr>
<td>more than 10</td>
<td>1.13</td>
<td>1.13</td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

When the number of members of the contract team reaches three, the team shall be compensated beyond the scope of the contract for a proportion of the first foreman’s working hours in accordance with the average hourly earnings for the contract.

<table>
<thead>
<tr>
<th>Number of team members</th>
<th>Proportion of foreman’s working hours for which the team shall be compensated</th>
</tr>
</thead>
<tbody>
<tr>
<td>3–6</td>
<td>10%</td>
</tr>
<tr>
<td>7–10</td>
<td>20%</td>
</tr>
<tr>
<td>11–15</td>
<td>30%</td>
</tr>
<tr>
<td>16–20</td>
<td>40%</td>
</tr>
<tr>
<td>more than 20</td>
<td>50%</td>
</tr>
</tbody>
</table>

If the primary location of electrification work supervision is at the work site, no percentages beyond the contract’s scope shall be paid. Commencing payment of a foreman’s allowance or changing the amount of the allowance when the number of team members increases to the minimum for the next row of the table requires that the number of team members remain at the minimum shown as required in the table for at least one week.

If the number of team members declines, the amount of the foreman’s allowance shall change in two-week steps such that the allowance called for by the next step shall be paid when the above-mentioned time has elapsed. It is consid-
ered circumvention of grounds for payment of foreman’s allowance if the foreman is replaced in the course of the work for the sole reason of changing the foreman’s allowance.

No foreman’s allowance shall be paid for travel time, waiting time, and the like.

7.2.7.1 A foreman’s duties
a) distribution of work to employees, along with provision of technical guidance and supervision of work performance;
b) writing of the team’s orders for supplies as needed;
c) receipt and acknowledgement of the supplies delivered to the site;
d) monitoring of the distribution of the team’s working hours and the correct amounts for various billing criteria, and ensuring that the hours worked are properly recorded on the timesheets to be submitted to the employer;
e) ensuring that the team members with employment contracts are provided with the contract-work distribution report referred to in subsection 9.2
f) when no labour-protection delegate has been appointed for the work site, supervision of the team’s occupational health and safety conditions as the employees’ representative and, where appropriate, negotiation on these issues with the person responsible for the contract and the employer’s occupational health and safety representative (for the purpose of performing these tasks, the employer shall provide the foreman and the labour-protection delegate (who is not included in the scope of a training agreement) with adequate written material and the required training); and
g) participation in the team’s work to the fullest extent possible in addition to catering for foreman’s tasks.

NOTE: Neither the foreman nor any representative of the team shall represent the employer at occasions such as work-site, contract, or schedule meetings without separately agreed compensation.

If the team’s duties are increased through participation in work-site or contractor meetings, this shall be agreed upon in an appendix to the work-site agreement, showing how the greater work load shall be priced.

The agreement must specify the type of financial-agreement authority that the foreman is allowed to exercise at such meetings.

If the foreman’s other duties are increased, this shall be agreed upon in an appendix to the work-site agreement, showing how the pricing for the greater work load shall be handled.

The foreman’s additional tasks under this exception may include, for example,
a) participation in work-site meetings and contractor meetings;
b) management of supplies and supply definitions;
c) management of tools;
d) care for scaffolding and lifting equipment, and ensuring of their safety;
e) addressing quality and inspections in a timely manner; and
f) other such duties.

8 Payment settlement for a contract

8.1 Calculation of the contract amount for unit-priced work

In this context, ‘unit pricing’ refers to cases in which the contract amount is determined on the basis of piece-work rates or unit prices agreed upon for each job.

8.2 Preparation

Already during the course of contract work, the parties shall start to review the work load such that consensus on the contract amount can be reached within the time limit.

8.3 Contract calculations

At the beginning of the work, the parties shall agree on whether the contract calculations shall be performed jointly or separately.

The final contract payment in relation to unit-priced work shall be calculated upon completion of the work by means of calculations prepared on the basis of the volume of work performed.

Criteria such as the following shall be used for determination of the volume of work:
a) the work-site agreement, with appendices
b) dispatch and return lists for supplies
c) final drawings made for the work

d) work-time notes and site accounting handled by the work-supervision staff and employees

e) other grounds, such as measurements performed on the site

Unless otherwise agreed, the final settlement for work performed at piece-work rates shall be prepared in the order specified in the piece-rate pricing calculations in terms of partial sums but in such a way that the itemised installation prices can be verified (distribution board, appliance, lighting fixture, etc.).

The above-mentioned contract calculations shall be drawn up at unit prices for contract work (without multipliers).

If the parties prepare their contract calculations separately, the party completing the detailed final settlement first may present it to the other party, who is required to provide proof of the date on which the calculation was presented. The other party shall present a counter-calculation within not more than two months of this. If said counter-calculation has not been presented within the prescribed period, the matter shall be brought to resolution in accordance with the negotiation procedure specified in the collective agreement.

8.4 Payment settlement for a contract

If the parties prepare their calculations for final settlements separately, the final contract price shall be determined via comparison of these calculations.

If the parties recognise only minor differences in the preliminary comparison of calculations, the final contract amount may be agreed upon without more detailed comparison. For the purpose of detailed comparison, each party is entitled to review the other’s calculations in accordance with the previous paragraph.

If comparison does not lead to unanimity, the parties shall jointly deal with the individual differences by preparing a difference memorandum and correcting any errors in the calculations.

If no agreement can be reached on the final contract amount, a dispute memorandum shall be drawn up, recording the differences in the calculations and the parties’ comments on them.

The team may appoint a person for the task of contract settlement if the site’s foreman is transferred to another site before settlement for the contract.

8.5 Measurement

If consensus on the final value of the contract cannot otherwise be reached, the parties shall perform measurements for the items showing a difference; calculations based on drawings, including all of the pricing items; and control measurements of actual installation sites. Before the measurement is undertaken, the amount of compensation for the work and the way of taking it into account shall be agreed upon in writing. The measurement result shall constitute the ultimate resolution to the dispute.

The parties to the collective agreement have jointly prepared a form for the purpose of measurement.

8.6 Taking the collective-agreement periods into account

8.6.1 Pay in line with piece-rate pricing

The piece-rate price obtained from the contract-settlement calculation shall be adjusted by piece-rate multipliers in accordance with the collective agreements as follows:

The contract price shall be divided into parts in proportion to the hours worked in the individual pricing periods.

The piece-rate prices so calculated for each pricing period shall be increased by the piece-rate multipliers for that pricing period. The contract prices for each pricing period thus obtained are then summed together. Time wages and/or extra wages payable for work during interruption shall be included in the division of pay under the contract unless otherwise agreed, added to the total amount to be divided in calculation of the contract profit coefficient. This amount shall be divided to each installer in proportion to the agreed dividing wage of the contract sum and hours worked.

An example of allocation of piece-rate work

1. Period multiplier

   Hours included in contract-amount distribution for the period
   Hours included in contract-amount distribution for all periods

   Contract price for 1st period = period multiplier × total piece-rate price × period 1 piece-rate multiplier

2. Period multiplier

   Hours included in contract-amount distribution for the period
   Hours included in contract-amount distribution for all periods
Contract price for 2nd period = period multiplier × total piece-rate price × period 2 piece-rate multiplier

Total price for contract = contract price for 1st period + contract price for 2nd period + time-based wages and/or extra wages payable for work during interruption for periods 1 and 2

Contract profit coefficient = Total price for contract / installer’s hours included in contract-amount division × grounds for division

Installer’s share = contract profit coefficient × installer’s grounds for division × installer’s hours included in contract-amount division

Installer’s final bases = installer’s share – (advances + intermediate bases paid)

If the contract work is divided across more than two contract pricing coefficients, the following periods shall be included in the total contract price similarly to period 2, for example.

8.6.2 Other work at piece-work rates

The amount of other work agreed upon as to be done at piece-work rates shall be adjusted for collectively agreed wage increases in the manner specified in the collective agreement. Work shall be settled and paid for in the manner specified in section 8.

9 Payment of the contract price

9.1 Procedures after completion of the work

If the parties have incorrectly estimated the productivity during the contract work and the final settlement shows that the advances paid exceed the amount called for by the final contract price, the error shall be corrected in connection with the wage instalments payable in the contract settlement or later, as prescribed in Chapter 2, section 17 of the Employment Contracts Act (55/2001).

9.2 Settlement and allocation for contract work

After the work is completed and the contract calculations have been presented, the undisputed part of the contract amount shall be distributed and paid to the employees in connection with normal wage payments without undue delay.

The remaining part of the contract amount shall be fully settled within 30 working days of the above-mentioned date. In short-term work, final settlement shall be done within 10 working days of said date.

If contract settlement that has been jointly agreed upon in the work-site agreement has not been performed within the specified settlement times, the matter shall be brought to resolution in accordance with the negotiation procedure specified in the collective agreement.

Under the contract, 10 working days, calculated from the completion of the work and the presentation of the contract calculations, shall be the settlement time. Short-term work refers to work of less than 30 man-days (240 h).

The contract price shall be divided among the employees involved in proportion to their dividing hourly wage of the contract sum and the number of hours worked for the contract in question.

The dividing wage of the contract sum shall be the employer’s base hourly wage unless subsection 9.2.1 demands otherwise.

Regardless of whether the grounds for division are formed of the base hourly wage or the agreed dividing wage of the contract sum specified in subsection 9.2.1, the contract-amount division shall use said wages as valid at the beginning of the work unless the case involves a change due to an increase in wage group.

After settlement, the contract amount shall be paid in full in connection with the next normal payment of wages.

The members of the team shall be provided with a written ‘contract-distribution settlement’ in connection with the payment of the final contract amount, provided that the employee has approved this in the work-site agreement. The contract-distribution settlement shall state each employee’s hours worked for the contract, and base hourly wage; the piece-rate multiplier and contract profit coefficient; the advances paid; the grounds for division; and the amounts paid as final bases. The corresponding material shall be given to the chief shop steward upon request.

Other pay based on contractual assignment

The enterprise’s or site’s employees with a permanent employment relationship may, by majority decision and written notice to the employer, agree upon deviation from subsection 9.2 and on use of some other grounds for contract-amount division than the employee’s base hourly wage.
A decision on distribution shall apply to contract-work sites whose work commences within the next 12 months.

9.3 Delays in settlement and payment

If the final settlement of a contract is delayed for more than the period stated in subsection 9.2 (10 working days), employees participating in the above-mentioned work shall be compensated for the excess time as for work interrupting a contract.

If the payment of the remaining part of the contract amount is delayed beyond the agreed settlement time (30/10 working days) and the normal time of wage payment, interest shall be added to the amount in accordance with the Interest Act, unless otherwise agreed.

10 The case of an interrupted contract

10.1 A temporarily interrupted contract

Interruption is considered to be temporary when the contract is interrupted for reasons attributable to the client and known of in advance, for up to three months, if the same contract team will continue the work after the interruption. In this case, the volume of the work done shall be calculated by comparison of the hours worked with the estimated total hours. The share thus calculated shall be paid in the same manner as the contract amount and taken into account in contract settlement.

10.2 A permanently interrupted contract

A contract is permanently interrupted if the same contract team cannot continue work for the employer after the interruption. A contract shall also be deemed permanently interrupted when interruption continues for more than three months.

A contract is permanently interrupted when one can reasonably conclude that work cannot be continued.

The contract amount in the case of an interrupted contract shall be determined and settled in a manner similar to that applied for a normally completed contract.

11 Compensation and bonuses payable outside the contract

In addition to separately mentioned activities, the following shall not be included in the contract price and time:

a) wages and/or compensation for travel time or travel costs
b) per diem allowances and meal allowances
c) overtime and Sunday-work bonuses
d) allowances under section 8 B 7.2.7., section 11, and section 12 of the collective agreement
e) transport costs for supplies
f) induction meetings arranged by the client or primary implementer
g) time spent for orientation training given by an instructor designated by the employer

12 Interruption of piece-rate work, and work not covered by the contract

12.1 Work at a contract-work site

An employee is required to interrupt contract work temporarily by order of the employer on account of work that shall be performed at the contract work site but not included in the contract.

Such work includes

1. transfers of material between storage facilities as referred to in subsection 7.2.3 or supervision of such transfers;
2. transfers of material stocks from place to place, or the supervision of such transfers and any stock arrangements arising on account of these;
3. measurement and calculation of remaining supplies to be returned from the site, and preparation of a return list on the employer’s order;
4. tasks of collecting, returning, and transporting supplies outside the contract site;
5. additional work and changes required in deviation from the drawings and work specifications;
6. dismantling and repair of existing installations;
7. participation in other inspections than the final inspection of work;
8. additional work and repairs ordered in connection with intermediate, final, or post-project inspections that are not due to an employee’s error or an incorrect method of installation;
9. arrangements due to hot work and subsequent fire watch;
10. arrangements arising from requirements related to material-safety data sheets, such as protection and other measures;
11. guidance in accordance with section 14 of the Occupational Safety and Health Act;
12. supervision of electrical-safety-related actions;
13. live-voltage work and so-called proximity work on live equipment;
14. commissioning measurements; and
15. cleaning up of packaging waste and the like.

12.2 Work beyond the contract-work site

An employee may have to interrupt contract work temporarily on account of tasks that must be performed at some other site, returning to the contract-work site after the completion of the latter work.

12.3 Remuneration for work done during interruption

When an employee performs work referred to directly above that cannot be done at piece-work rates, he or she shall be paid for said work in accordance with section 4.

12.4 Working hours beyond the scope of the contract

It may also be agreed that time-based work performed at the contract work site shall be compensated for such that the time-based pay is used for increasing the final contract amount before its distribution, meaning that hours of work at hourly rates shall be taken into account in the distribution as equal to hours of piece-rate work.

The same provision applies to other wages paid in accordance with section 4.

Entry in the records:
The organisations shall establish a task force with the duty of agreeing upon a reform of section 8 B and section 8 C by 31 December 2013. The task force shall also agree upon the date of implementation of the new provisions.

§8 C Unit-price-based piece-rate pricing under the collective agreement

The unit-price-based piece-rate pricing to be used in accordance with this collective agreement (under section 8 B 5.1) shall be
- for work tendered to clients on or before 31 May 2015, the piece-rate pricing for the electrical installation sector as of 1 June 2002 and
- for work tendered to clients on or after 1 June 2015, the piece-rate pricing for the electrification industry as of 1 June 2015.

Specification of the piece-rate pricing for the electrification industry as of 1 June 2015 is appended to this collective agreement as Appendix 3 (on p. 135).

§9 AVERAGE HOURLY EARNINGS FOR PURPOSES OF CALCULATION OF BENEFITS

9.1 The average earnings for purposes of calculation of benefits shall be the average earnings for annual holiday calculated in accordance with section 17, subsection 4, which shall be increased by a percentage agreed upon between the organisations that are parties to this collective agreement.

9.2 The last pay period for a holiday-determination year is the one ending on, or soonest before, 31 March.

From the beginning of the next pay period, the new average earnings for purposes of benefit calculation shall be used, with the provisions in subsections 9.4 and 9.5 taken into account also.
9.3 The percentage increase agreed upon between the organisations for 1 April 2015 to 31 March 2016 is 0.7%.

9.4 If an employee’s wage group changes during the agreement period, his or her average hourly earnings for purposes of benefit calculations shall be reviewed in such a way that they are increased in proportion to his or her base hourly wages.

9.5 The average hourly earnings for purposes of benefit calculations must be at least equal to the employee’s personal hourly rate.

9.6 If average hourly earnings for calculation of annual holiday have not yet been calculated for an employee, the average hourly earnings for this purpose shall be calculated for every other pay period since the beginning of the employment relationship, as required by section 17, subsection 4 for the calculation of annual holiday compensation.

The average hourly earnings figure for annual holiday purposes thus obtained shall be used, as it stands, as the employee’s average hourly earnings for purposes of benefit calculations for the next two pay periods.

The employee shall be retroactively compensated from the beginning of employment for the number of hours worked for the average earnings applicable for benefit calculations, with the first value calculated for average hourly earnings for purposes of annual holiday used, as soon as it can be calculated.

§10 WAITING TIME AND COMPENSATION FOR IT

10.1 When work is completed and an employee has to wait a short while for a new project in the interim, while work arrangements are being made, he or she shall be compensated for the waiting time at the base hourly rate.

10.2 If, through no fault of his or her own, an employee has to wait at a work site where work is in progress and he or she is to be paid a personal time-based rate, that rate shall apply to the waiting time. If it has been agreed that the employee shall receive a special-work bonus for the work in question, this shall be taken into account in the amount of compensation for the waiting time.

10.3 If, through no fault of his or her own, an employee has to wait at a contract-work site where work is in progress, he or she shall be compensated for waiting time at the rate corresponding to the average hourly earnings applicable for calculation of benefits in accordance with section 9, above. This amount shall not be deducted from the final contract price.

Such waiting situations include, for example,

a) Waiting for installation supplies, tools, drawings, supervisors, etc.;

b) interruption of work that is site-wide or affects a substantial part of the site and is caused by an obstacle arising from frost, storms, or another force of nature; and

c) unforeseen delay due to the progress of construction work.

The employee or the team’s foreman is required to notify his or her immediate supervisor of the waiting situation without delay.

The employer shall provide an employee in a waiting situation with work in the employee’s field either at the work site in question or at another work site, and the employee is required to perform that work.

If the enterprise does not have any other work to offer in the field and the waiting period becomes extended to at least one week, the employee may be laid off for a fixed term, by written notice served on the previous day during working hours.

However, the provisions of Chapter 2, section 12, subsections 2 and 3 of the Employment Contracts Act (155/2001) that pertain to the employer’s obligation to pay wages shall be taken into account.

The concept of waiting time does not encompass work interruptions at a contract-work site that are due to the nature of work in the electrification industry.

When work is suspended for longer than one working day, the employee shall be called away from the site, or the employee may be laid off in the manner described above.

However, if the employee is given instructions to remain at the site, he or she shall be paid compensation in accordance with the average hourly earnings applicable for calculation of benefits.

§11 BONUSES

Bonuses shall be itemised on pay slips.
11.1 Further-qualification allowance

An employee shall receive an allowance for a further qualification or specialist further qualification gained in his or her sphere of tasks in accordance with the following table, from the pay period commencing on the specified date or soonest thereafter:

<table>
<thead>
<tr>
<th></th>
<th>1.3.20 15 EUR/hour</th>
<th>1.2.20 16 EUR/hour</th>
<th>1 August 2016–31 January 2017* EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Further-qualification allowance</td>
<td>0.52</td>
<td>0.52</td>
<td></td>
</tr>
<tr>
<td>Specialist further-qualification allowance</td>
<td>0.94</td>
<td>0.94</td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

‘Further qualification’ and ‘specialist further qualification’ refer to successfully completed qualifications approved by the National Board of Education in accordance with the Act on Vocational Qualifications in a field corresponding to the tasks of the employee.

Previously completed vocational qualifications for which the above-mentioned allowance has been paid are within the scope of the allowance.

The allowance shall only be paid on the basis of one further qualification or specialist further qualification approved in the electrical industry, and an employee receiving a specialist further-qualification allowance shall not receive an additional allowance for a further qualification.

The allowance shall be paid from the beginning of employment if the employee has presented a certificate of a completed qualification at the beginning of the employment relationship. Otherwise, the allowance shall be paid as of the beginning of the next pay period after the employee has presented a certificate of qualification.

The allowance shall be paid separately in all forms of remuneration and shall not be taken into account in distribution of work under a joint contract among the participating employees.

Completion of a vocational qualification

The employee shall be compensated for any loss of earnings caused by participation in an examination for a further qualification or specialist further qualification in accordance with the average hourly earnings applicable for benefit purposes and for related actual costs, provided that the employee has agreed with the employer in advance on his or her participation.

Said compensation shall be paid in accordance with the minimum number of occasions needed for completing the qualification and not for re-sitting of failed demonstrations of skill.

The employee is entitled to release from work for re-sitting a qualification or part thereof after having notified the employer at least one week in advance.

11.2 Bonus for unusually dirty and unusually hard work

When an employee has to work under special circumstances that are considered unusually dirty or unusually heavy, he or she shall be paid a separate bonus for the hours of performing such work in accordance with the following table, from the pay period commencing on the specified date or soonest thereafter:

<table>
<thead>
<tr>
<th></th>
<th>1.3.2015 EUR/hour</th>
<th>1.2.2016 EUR/hour</th>
<th>1 August 2016–31 January 2017* EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.42</td>
<td>0.42</td>
<td>0.42</td>
<td></td>
</tr>
</tbody>
</table>
* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

The minimum daily bonus for unusually dirty work is the above bonus multiplied by four.

No list of examples of unusually heavy work can be prepared. However, the lack of a list must not present an obstacle to the payment of a bonus if the work is substantially heavier than the tasks usually considered heavy in the industry.

If the work is both unusually dirty and unusually heavy, the above bonuses shall not be doubled.

2 No bonus shall be paid for unusually dirty work if the employee is provided with necessary and sufficient protective clothing.

3 Unusually dirty work sites include uncleaned animal shelters and waste treatment facilities that have been or currently are in use, old workshops, forging mills, coal and coke storage rooms, foundries, washing of dirty motors, repair of dirty unwashed motors, cable extensions and repairs carried out in manholes, changing the oil in oil circuit breakers and transformers, work performed at a fire scene after a fire, very dirty cellars in old houses, handling of freshly impregnated poles, oily large casting moulds, machine and steering rooms and bilges on old ships, as well as oiled vaults, where comparable to oiled large casting moulds.

4 Very dirty jobs may also be situated at sites such as car-maintenance pits (or involve the maintenance and repair of oil-burner equipment), oil harbours, etc. The dirty-work bonus shall be paid for these if the degree of dirtiness is comparable to that of the jobs listed in section 3.

5 Unusually heavy work refers to jobs that differ substantially from the tasks usually considered heavy in the industry. Unusually heavy work includes the replacement of larger motors and drive gears.

6 The principle presented in subsection 4, above, shall apply also to unusually dirty and unusually heavy work performed in tight quarters in connection with work on ships and ground cables.

7 At workplaces where other work can be considered to be unusually dirty work, electrification work shall not be considered to be so on that basis alone.

8 Before the work begins, the employer and employee shall agree upon the work items for which the bonus shall be paid.

11.3 Bonus for demanding and complicated work

1 Before proceeding to carry out work in which a bonus for demanding and complex work may be applicable, the employer and the employee shall jointly note the grounds for the bonus and agree upon its payment.

In cases wherein the procedure described above cannot be applied practically, the employee is obliged to give a detailed explanation of why he or she believes that eligibility for the bonus exists, upon request. Claiming of the bonus shall be noted on the next timesheet submitted. The employer is not obliged to take any late claims into account.

2 The amount of the bonus is in accordance with the following table as of the pay period commencing on the specified date or soonest thereafter:

<table>
<thead>
<tr>
<th>1.3.2015</th>
<th>1.2.2016</th>
<th>1 August 2016–31 January 2017*</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR/hour</td>
<td>EUR/hour</td>
<td>EUR/hour</td>
</tr>
<tr>
<td>1.67</td>
<td>1.68</td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

The bonus is additional compensation for the demanding nature of the task.

Work covered by this subsection can be considered to include, for example,
1. Installation work carried out on sloped roofs of buildings of at least two storeys or on external walls at similar heights;
2. Precautionary measures called for by electrical safety regulations pertaining to high-voltage equipment;
3. Work on a ladder or swing (boatswain’s chair) when the work item is at least 4 m above the floor or other platform; and
4. Climbing to high work sites: masts, chimneys, or special columns. The bonus shall be paid for the time spent climbing up and down and for the work itself.

Lists of tasks considered sensible in this connection can be prepared at the enterprise or site level.

11.4 Driver’s bonus

An employee who in addition to his or her assigned work drives the employer’s car on the basis of an agreement shall receive a bonus for each day of driving in accordance with the following table, from the pay period commencing on the specified date or soonest thereafter:

<table>
<thead>
<tr>
<th>Date Range</th>
<th>1.3.2015</th>
<th>1.2.2016</th>
<th>1 August 2016–31 January 2017*</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR/day</td>
<td>EUR/day</td>
<td>EUR/day</td>
<td></td>
</tr>
<tr>
<td>1.3.2015</td>
<td>2.56</td>
<td>2.57</td>
<td></td>
</tr>
<tr>
<td>1.2.2016</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 August 2016–31 January 2017*</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

This does not apply to an employee hired as a driver.

The bonus is paid on the condition that the driver monitors the condition of the vehicle and reports any defects or deficiencies.

11.5 Foreman’s allowance for work payable at time-based rates

If the employer appoints a foreman for a work site where work is done at time-based rates and at least two other employees are involved, the foreman shall receive a foreman’s allowance in accordance with the table below.

The same applies to a situation wherein the circumstances show that an installer performs foreman’s duties at the site.

The foreman must be in an employment relationship with the enterprise.

The tasks of the foreman in work done at time-based rates shall be agreed upon with the foreman, or otherwise his or her tasks shall be determined in accordance with the terms of the collective agreement’s section 8 B, subsection 7.2.7.1 as appropriate.

The foreman’s allowance for work done at time-based rates shall be paid in accordance with the following table, from the pay period commencing on the specified date or soonest thereafter:

<table>
<thead>
<tr>
<th>Number of team members</th>
<th>1.3.2015</th>
<th>1.2.2016</th>
<th>1 August 2016–31 January 2017*</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>EUR/hour</td>
<td>EUR/hour</td>
<td>EUR/hour</td>
</tr>
<tr>
<td>3–6</td>
<td>0.56</td>
<td>0.56</td>
<td></td>
</tr>
<tr>
<td>7–10</td>
<td>0.88</td>
<td>0.88</td>
<td></td>
</tr>
<tr>
<td>11–12</td>
<td>1.13</td>
<td>1.13</td>
<td></td>
</tr>
<tr>
<td>13–20</td>
<td>1.51</td>
<td>1.52</td>
<td></td>
</tr>
<tr>
<td>more than 20</td>
<td>2.40</td>
<td>2.41</td>
<td></td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.
Provisions applicable to the foreman for work sites where piece-work rates apply are found in section 8 B, subsection 7.2.7 ‘The foreman’.

§12 ON-THE-JOB LEARNING AND ON-SITE INSTRUCTOR’S BONUS

Student workers and similar learners are not covered by the collective agreement.

Before employing a learner in this category, the enterprise shall verify that the Employment Contracts Act does not prevent the use of such a person.

The parties recognise the importance of ensuring that the on-the-job learning period of 20 credit units for students pursuing a basic qualification in electrification is carried out in such a way that the students are provided with the best possible conditions for learning practical work skills in accordance with their personal course plan.

The parties further state that the enterprise shall have the facilities to implement the on-the-job learning in accordance with the personal course plan.

Becoming an on-site instructor is voluntary. The person must be willing and be motivated in the task.

The training for the instructor’s task shall be carried out in cooperation with educational institutions and should emphasise, for example, the significance of safety-related practices as part of a person’s skill set.

An employee whose tasks include guiding, advising, teaching, and supervising learners at work in addition to his or her primary tasks shall receive an instructor’s bonus in accordance with the following table, from the pay period commencing on the specified date or soonest thereafter:

<table>
<thead>
<tr>
<th>Date Range</th>
<th>EUR/hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.3.2015</td>
<td>0.42</td>
</tr>
<tr>
<td>1.2.2016</td>
<td>0.42</td>
</tr>
<tr>
<td>1 August 2016–31 January 2017*</td>
<td>0.42</td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

§13 VOCATIONAL TRAINING

If the employee participates, as instructed by the employer, in training events related to the employee’s profession, the following shall be paid for the duration of participation in the training:

a) for participants on time-based rates, payment in line with their personal hourly wage

b) for participants performing contract work, payment in accordance with the extra pay for work done during interruption

Entry in the records:

This shall apply to training time during and outside working hours.

Training time shall include the time spent participating in the training or lectures, not a common evening programme or similar activities.

No overtime compensation is to be paid for training time.

The compensation for the travel expenses incurred for the training event shall be subject to the provisions of section 14 of this agreement – however, such that travel time outside working hours is not subject to reimbursement.

The time used by the employee during his or her regular working hours for participation in vocational training arranged by the employer is equivalent to time spent working for purposes of accumulation of annual holiday.

Training must not be arranged solely outside working hours.
§14 TRAVEL EXPENSES

A COMPENSATION FOR WORK PERFORMED OUTSIDE THE PLACE OF RECRUITMENT

‘Place of recruitment’ shall refer to a location belonging to an enterprise’s operating organisation on a permanent basis (head or branch office) where the employee was recruited.

An employee shall be required to travel for work when his or her duties so require. Travel expenses shall be subject to compensation in accordance with the provisions of this section.

For *per diem* allowances, foreign *per diem* amounts, meal money, night-time travel allowances, and mileage allowances, the current amounts in euros and numbers of hours determined by the Finnish Tax Administration for travel expenses to be considered exempt from tax shall be observed.

Details related to trips, such as the means of transport (transportation arranged by the employer, public transport, the employee’s personal vehicle, or a vehicle managed by the employee) and the start and end location of the travel, shall be determined before the trip commences.

The employee shall prepare an account of the business travel on the timesheet or by means of a separate travel invoice, indicating the origin and destination of the travel, the amount of travel expenses, and the duration of the travel.

1 Meal allowance

1.1 A meal allowance shall be paid to employees who, in any one day, work or participate in employer-assigned training for at least four hours outside the place of recruitment. This number of hours may also be composed of several short stints of work outside the place of recruitment.

Interpretation: The place of recruitment (the building and its yard) shall also include the following premises: office, store, workshop, storage area, and the like.

It shall be required for payment of the meal allowance that no *per diem* allowance be paid for the business travel.

The amount of the meal allowance shall be ¼ of the amount confirmed by the Tax Administration for the *per diem* allowance.

As of 1 January 2015, the meal allowance is EUR 10.00 per day.

1.2 A double meal allowance is paid for a work trip that lasts at least 10 hours. If the duration of the business travel is at least 14 hours, three times the meal allowance shall be paid.

1.3 The meal allowance shall not be paid for an employee hired as a chauffeur.

1.4 The meal allowance shall not be paid if the employee has been provided with proper free food in the workplace.

2 Payment of *per diem* allowance

2.1 Full and partial *per diem* allowances shall be payable only for a day on which the temporary place of employment is at least 40 kilometres from the employee’s place of recruitment and at least 15 kilometres from the employee’s home.

The full *per diem* allowance shall be paid if the duration of the work travel is over 10 hours, and the partial *per diem* allowance when the work travel lasts less than this but more than six hours.

2.2 When the last full day of the trip is exceeded by more than six hours, the full *per diem* allowance is paid.

2.3 When the last full day of the trip is exceeded by more than six hours, the partial *per diem* allowance is paid.

2.4 A travel day is a period not exceeding 24 hours that begins when the employee departs for the business trip from the place of departure specified in subsection 3.2 from which the travel actually starts.

The last travel day shall end when the employee returns from the business trip to the above-mentioned place of departure.

2.5 If the working day has ended in terms of the company’s customary practice and the employee must return to work, the trip is considered a new business trip if the travel time is at least four hours.

In that case, reimbursement shall be paid in line with the above terms, in view of the fact that a meal allowance and/or partial *per diem* allowance cannot be paid for one day in excess of the amount of the full *per diem* allowance.
3 Compensation for travel expenses

3.1 Travel allowance as referred to in this subsection shall mean the compensation of expenses accrued via travelling to and from a temporary place of employment and in business travel done at the beginning or end of a work assignment, or during interruption to it (see subsection 3.7, below).

3.2 The point of departure for purposes of travel expenses’ reimbursement shall be either the home or the place of recruitment.

   Travel expenses shall be compensated for on the basis of the actual travel from whichever point of departure is closer to the place of work.

3.3 Travel expenses shall include, for example, bus and similar tickets; railway, airline, and ferry tickets with berth, if any, in second class; and other costs of transportation and luggage fees.

3.4 For other travel ordered by the employer within or outside working hours, validated, legitimate travel expenses shall be reimbursed.

3.5 In the case of public transport, travel expenses shall be compensated for on the basis of the single-ticket price.

   If serial, monthly, or similar tickets are used, the employer shall acquire these.

3.6 If, in the absence of suitable public transportation, a vehicle owned or managed by the employee must be used or the use thereof has been agreed upon, the reimbursement for travel expenses shall follow the maximum amounts stated in the relevant decision of the Tax Administration.

3.7 For time in the location of the work assignment, the employee shall be reimbursed for the travel expenses incurred, including compensation for travel time, for the distance between the residence and place of work as section 14, below, provides.

4 Compensation for travel time

4.1 For travel time, compensation in accordance with the base hourly wage shall be paid.

4.2 The travel time shall be paid for on the basis of the travel times of the mode of transport for which the travel-expense remuneration is paid.

4.3 Should an employee have to switch to a different mode of transport, the transfer time shall be deemed travel time.

4.4 If the total time spent, as indicated by the regular travel time of the transport, in the mornings and evenings exceeds one hour but not two, travel-time remuneration shall be paid for one hour.

   Correspondingly, if the time used for the work travel exceeds two hours but not three, travel-time remuneration shall be paid for two hours, etc.

4.5 Travel time shall not be considered part of working hours for three travel hours outside the working hours customary for the company.

4.6 For work-assignment locations where there is an overnight stay, the travel-time remuneration shall be paid for the beginning, the end, and any interruption of the work assignment in line with the actual travel time, the provisions of subsection 4.4 notwithstanding.

4.7 Compensation shall not be paid for time between 10pm and 7am if a sleeping berth has been arranged for on behalf of the employee.

4.8 In determination of the remuneration for travel time, the place of departure for the business travel shall be the points of departure determined according to subsection 3.2, and the place of termination of the business travel shall be the staff facility of the employee at the place of work.

4.9 Any remuneration for time in travel to the work site that may be paid shall be determined as soon as work commences.

   In unclear situations, the determination shall be carried out with a ‘test drive’, which shall be done at the time when the travel to and from the work site regularly takes place. The ‘test drive’ shall be performed by means of the transport for which the employer pays the travel expenses.

4.10 For travel time during working hours, the same wage shall be paid as for work carried out.
5  Accommodation compensation

If accommodation is necessary during the travel, accommodation expenses shall be managed in line with the following options:

5.1 Primarily free accommodation paid and arranged for by the employer.

Should the employer or orderer arrange for free lodging, accommodation with a public accommodation business or in a residential flat or room, a guest room, etc. may be used.

The standard of accommodation at the work site must be such that for each person accommodated there is at least 10 m² of residence space and no more than two people are accommodated in one room. In addition, staff and recreation facilities sufficient for the circumstances shall be arranged for.

In work assignments continuing for longer than one week, accommodation shall be arranged in single rooms, where possible, with local conditions taken into account.

The provisions applicable to the standard of accommodation for travelling employees are appended to this collective agreement as Appendix 5 (on p. 156).

5.2 Should the employer not have arranged accommodation for the employee, the employee shall arrange it him- or herself and charge the accommodation expenses to the employer in line with the receipt from the accommodation establishment.

In cases wherein the employee has rented a residence from a private person, the procedures by which the accommodation costs are reimbursed shall be agreed upon between the parties.

5.3 Night-time travel allowance in line with the annual decision of the Tax Administration shall be paid for accommodation without receipt. The night-time travel allowance shall be paid for an overnight stay qualifying for daily allowance for which the employee has not been provided with free accommodation or the employee has not received the accommodation remuneration or berth referred to in the subsection above.

The night-time travel allowance shall not, however, be paid if the employee has, without cause, not used an accommodation opportunity reserved by and communicated to the employer.

6  Application of the per diem system in special cases

6.1 Free food

Should the employee on one travel day receive a free meal or a meal included in a travel-ticket price, the maximum amount of the per diem allowance shall be half the full per diem allowance. Free food shall, in the case of the full per diem allowance, refer to two free meals and, for the partial per diem allowance, one free meal.

6.2 Training events and the like

With respect to training arranged for by the employer, the travel-related provisions of this section shall apply, but the travel time outside the working hours related to the training shall not be subject to remuneration (see section 13).

6.3 Trips home for certain public holidays

Should the employee, before Easter Sunday, Midsummer Saturday, or Christmas Day, continuously have worked at a non-local locality for at least four weeks, the employee shall be entitled to travel home for the public holiday(s) and be remunerated for the travel expenses, per diem allowance, and travel-time compensation in keeping with the provisions of this section 14.

6.4 Absence without leave

In the event of the employee in the locality of the work assignment being absent from work for a full day or part thereof without the absence having been cleared with the employer or been caused by illness, reserve training, or a comparable factor, the following shall be done in relation to the per diem allowance:

6.4.1 Per diem terms for non-working days adjacent to absence

Should the absence be directly connected to a day off before or after the working day in question, the per diem allowance shall not be paid for said day off.

Should the employee be absent from work on both the working day before and that after a day off or a part thereof, the per diem allowance shall not be paid at all.

6.4.2 Per diem allowance for a working day
The amount of the *per diem* allowance shall be reduced relative to the time the employee was not working (the smallest reduction is 1/8 of the *per diem* allowance).

**B  Transport arranged by the employer**

The employer may arrange common transportation for the employees to the location of work (the work site or the locality of the work assignment) from a point of departure specified in subsection 3.2 of section 14.

When the employee’s travel allowance is determined from the place of recruitment, the employee is paid for the increased expenses incurred by participation in the common transport, including travel time (see Drawing 3, page 118).

For employees whose travel allowance is determined by travel from home and who take part in transportation arranged by the employee from the place of recruitment or from a location between that place and the place of work, all expenses incurred in use of the common transportation shall be paid.

Should the employee drive the vehicle referred to herein in addition to his or her work, the travel time shall be deemed to be part of the employee’s working hours.

**C  Use of a personal vehicle**

1.1 When a vehicle under the management of the employee is used against compensation paid by the employer, the parties shall agree on this separately.

   It is recommended that the agreement be prepared in writing.

1.2 Instructions applicable to the use of a personal car

   Unless otherwise provided for in the usage agreement for the personal car, work-site-specific agreements may be made for the arrangement of carpooling. For employees using their own car or a car they manage, travel-expense remuneration shall be paid for the return travel between the place of departure for the business trip, as specified in subsection 3.2 of section 14, and the work site, in conformance with the maximum amounts confirmed by the Tax Administration.

   It shall be required for the agreement that the participants in the work-site carpool live in such an area that it does not substantially increase the travel time of the employees.

   The employer and those employees of the work site that participate in the carpool shall agree on the use of the carpool.

   Should an agreement not be reached in the case described above, the employer shall not have the authority to rule on the use of the carpool.

   Participants in the carpool shall be reimbursed for their actual return travel expenses to the point of assembly.

1.3 Should the employees live in different directions from the place of work and carpooling therefore not be possible, the employer shall pay each employee in accordance with the collective agreement’s provisions for the use of a personal car.

**D  Work abroad**

1.1 The employer and employee shall conclude a written assignment agreement for work carried out abroad. The agreement shall address issues related to salary and other matters related to the assignment, such as working hours, accommodation, insurance, illness, taxation, home visits, annual holiday, and interruption in the work.

1.2 This collective agreement shall cover short-term assignments, including maintenance and repair work or short-term installation work of comparable duration, unless the conditions in the country of posting differ fundamentally from those of the home country. Travel-time wages shall not, however, be paid for the part of a trip outside regular working hours. For travel performed on a day off, the simple base hourly wage shall be paid for eight hours at most, and not between 10pm and 7am.

1.3 Should the scope, duration, number of employees, etc. at the work site so require, the parties to the collective agreement shall agree on the general terms of employment of the employees working at the site. These terms shall address wages, working hours, annual holiday, pay for illness, interruption, home visits, and insurance issues.

   The agreement between the parties may also be a tripartite one, with the employer performing the work being one of the signatories.
Should an agreement not have been concluded between the organisations prior to commencement of the employee’s trip, this shall not prevent the employee from starting the assignment and performing the work under the agreement referred to in subsection 1.1.

1.4 An employee shall not be posted abroad without his or her permission, unless the employment is specifically based upon such work.

Strikes, lockouts, and other industrial action in Finland shall not extend to work sites abroad.

1.5 Should the employee die while on a work assignment abroad, the employer shall, at its own expense or by acquiring insurance cover, see to the repatriation of the deceased. Similarly, should the employee become seriously ill on a work assignment abroad, the employer shall, at its own expense or by acquiring insurance cover, see to transportation of the employee to Finland whenever necessary for treatment or when the employee cannot, after treatment, continue working and has to return to Finland.

2 Per diem allowance abroad

Per diem allowance shall be paid as follows:

2.1 The per diem allowance in each country is the tax-exempt allowance determined annually by the Tax Administration. Should the employee on one travel day receive two free meals or meals included in the price of a travel ticket, the maximum amount of the per diem allowance shall be half that of the full per diem allowance.

2.2 For long-term work assignment abroad, per diem allowances may be agreed upon differently at the company.

2.3 In determination of the amount of the per diem allowance, agreement shall also be reached on which part of the allowance is to be paid in the local currency and which in euros. Similarly, there shall be agreement on which part of the per diem allowance is to be paid to the employee at the work site and which via the employee’s bank in the home country.

E Tax deduction of travel expenses

Should the remuneration referred to herein exceed the amounts confirmed as tax-free by the Tax Administration, the employer shall perform withholding and deduct social security contributions for the excess amount. These excess items shall be recorded as wages for the employee as separate items not included in the wages for hours worked.

F Local agreements

Member companies of the Electrotechnical Employers’ Union STTA may deviate from the provisions of section 14, pursuant to section 4. The agreement shall be prepared in writing and must be signed by the chief shop steward.
Figure 1: Interpretation of terms for meal allowance

Should the installation technician of electrical contractor A work at least four hours at customer companies B and C, meal allowance shall be paid.

Should the installation technician work in a separate space (i.e., a warehouse) behind a fence with access via the street, meal allowance shall be paid.

Should there not be a fence between the place of recruitment and the warehouse and there be direct access to the warehouse, no meal allowance shall be paid.

Figure 2: Travel remuneration

Work site A = Meal remuneration, and expenses for time and travel from the place of recruitment

Work site B = Meal remuneration, and expenses for time and travel from home

Work site c = Per diem allowance for 10 h, and expenses for time and travel from home, with partial per diem allowance if the duration is at least 6 h

Work site D = per diem allowance for 10 h, and expenses for time and travel from the place of recruitment, with partial per diem allowance if the duration is at least 6 h

Work sites C and D = if the time conditions are not met, payment of meal allowance

Figure 3: Transport arranged by the employer

The distance between the place of recruitment and the work site is 120 km.

The employer has arranged transport from the place of recruitment to the work site.

– Installation technicians 1, 2, and 3 arrive at the place of departure of the transport (the place of recruitment) at the stated time of departure at their own expense.

– Should the employer oblige the employee to participate in common transportation such that the employee incurs additional costs (money/time), the employer shall compensate for the increase in expenses.

– An assembly point along the way has been agreed upon.

– Installation technicians 4 and 5 are paid for travel expenses from home to the assembly point and back.

– Installation technician 6 steps in from a stop on the way.

– The employer pays installation technicians 7 and 8 for travel expenses from home to the work site and back.

Figure 4: Carpooling

For carpooling, it has been agreed that the assembly point is at the place of recruitment or is a site other than the place of recruitment (e.g., the installation technician’s home).

Installation technicians travelling to the point of assembly shall be remunerated for travel from home to the assembly point.

The installation technician driving from the point of assembly to the place of work shall be paid a kilometre allowance according to the annual decision of the Tax Administration plus an additional remuneration according to the number of installation technicians transported (in 2015): EUR 0.44 per kilometre + EUR 0.03 per kilometre).

§15 TIMESHEETS

In both time-based and contract work, the employee shall regularly record the quality of the work performed, the hours spent, meal allowance, per diem allowances, travel expenses, bonuses, etc. on a timesheet to be presented to the employer.

The distribution of the contract work shall be in line with the collective agreement and based on the information provided on the timesheets.

If work is not included in the contract between the orderer and the employer, written approval from the orderer or a representative thereof must be given for the timesheet, or a corresponding receipt supplied. The same applies to work performed entirely as invoicing work.
The employee shall be informed, before commencement of the work, of which approval procedure must be adhered to at any given time.

The timesheet entries must not be adjusted in connection with salary payments in such a way that the original entry can no longer be determined.

If entries made on a timesheet must be adjusted, the employee is to be notified of the adjustment and its reason as soon as possible.

The filling in of timesheets shall take place during working hours.

The employer shall provide the employees with timesheet forms or the tools for filling in an electronic timesheet.

The employee must receive a copy of each timesheet completed.

§16 PAY DAY

1 The salary-payment day shall be Friday unless another day of payment has been agreed upon in the company, and the salary-payment period shall be two weeks except for monthly salary.

2 In addition to the salaries, compensation for expenses, etc. for the salary period shall be paid in connection with salary payments.

3 The arrangements shall be implemented such that the payment of salary earned is not delayed unreasonably because of the start and end times of accounting periods and factors related to payroll accounting and payment measures.

4 The salary calculation time is primarily five business days and shall be no more than seven business days.

5 Should the Friday be a public holiday, the salary shall be paid on the preceding day. The salary must be available for withdrawal on the payment date. Upon termination of employment, however, the final accounting shall be performed without delay, regardless of the general salary-payment day.

6 The employee shall be given an itemisation of the salary and compensation for expenses by salary-payment period, where the grounds for salary composition are sufficiently clearly indicated, including separately the base hourly wage, personal salary element, time-based- and contract-work salaries, average hourly earnings for calculation of annual holiday and also of compensation, special bonuses, overtime, Sunday-work and weekly-rest compensation, travel allowance, meal allowance, and per diem allowances, along with tax and other withholding items.

7 The salary itemisation must also, where possible, indicate the working hours accumulated in reductions and itemise the contract- and time-based-work salaries by work site.

§17 ANNUAL HOLIDAY

Overview

1 In addition to this agreement, the provisions of the Annual Holidays Act shall apply.

2 The annual holiday shall start and end at the employee’s place of departure for purposes of travel-expense compensation conformant to subsection 3.2 of section 14.

3 Prior to the commencement of the annual holiday, any on-going assignment must be interrupted or terminated and the employee shall be ordered to return to the place of departure for purposes of travel-expense compensation conformant to subsection 3.2 of section 14, unless otherwise agreed with the employee.

In determination of the length of the annual holiday, days equivalent to days at work shall include the days specified in Chapter 2, section 7 of the Annual Holidays Act and the time for which the employee has been released from work for participating in meetings of the delegates of the Finnish Electrical Workers’ Union, meetings of the board and the directorate, the collective bargaining of the organisations that are parties to this collective agreement, and negotiations of committees established on the basis of agreements between the organisations. Similarly, time equivalent to time at work shall include time for which release from work has been granted for participation in the meetings of the delegates or council of a central organisation of which the Finnish Electrical Workers’ Union is a member or for the meetings of corresponding administrative bodies. The employee shall, upon requesting the release, present an appropriate account of the time required for participation in the meeting.

Similarly, days equivalent to days at work shall include the days when the employee has, according to the time-tracking system, been away from work for levelling off of the average weekly working hours or has been prevented from performing work because of travel taking place on the employer’s order.
Annual holiday pay and holiday compensation

The employee’s average hourly earnings shall be the basis for calculating the holiday pay and holiday compensation for an employee. These shall be calculated such that the pay received by the employee, or the employee’s pay in arrears, for the time at work during the holiday credit year, excluding any increase payable for emergency work and statutory or agreed overtime work on top of the basic salary, is divided by the number of corresponding working hours.

Productivity rewards divided among the employees in proportion to their work hours shall be considered in the calculation of an employee’s annual holiday pay and compensation. In other cases, when the entire productivity or profit reward is paid to the employee as a one-off payment, it shall not affect the employee’s annual holiday pay or compensation.

The employee’s holiday pay and holiday compensation shall be calculated by multiplication of his or her average hourly earnings as referred to in subsection 4 by a multiplier determined by the number of days of holiday referred to in sections 5 and 6.1 of the Annual Holidays Act (162/2005) per the following table:

<table>
<thead>
<tr>
<th>Number of days holiday</th>
<th>Multiplier</th>
<th>Number</th>
<th>Multiplier</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>16.0</td>
<td>16</td>
<td>116.0</td>
</tr>
<tr>
<td>3</td>
<td>23.5</td>
<td>17</td>
<td>123.6</td>
</tr>
<tr>
<td>4</td>
<td>31.0</td>
<td>18</td>
<td>131.2</td>
</tr>
<tr>
<td>5</td>
<td>37.8</td>
<td>19</td>
<td>138.8</td>
</tr>
<tr>
<td>6</td>
<td>44.5</td>
<td>20</td>
<td>146.4</td>
</tr>
<tr>
<td>7</td>
<td>51.1</td>
<td>21</td>
<td>154.4</td>
</tr>
<tr>
<td>8</td>
<td>57.6</td>
<td>22</td>
<td>162.4</td>
</tr>
<tr>
<td>9</td>
<td>64.8</td>
<td>23</td>
<td>170.0</td>
</tr>
<tr>
<td>10</td>
<td>72.0</td>
<td>24</td>
<td>177.6</td>
</tr>
<tr>
<td>11</td>
<td>79.2</td>
<td>25</td>
<td>185.2</td>
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<tr>
<td>12</td>
<td>86.4</td>
<td>26</td>
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<td>15</td>
<td>108.8</td>
<td>29</td>
<td>214.8</td>
</tr>
<tr>
<td></td>
<td></td>
<td>30</td>
<td>222.4</td>
</tr>
</tbody>
</table>

If the number of days of holiday exceeds 30, the multiplier is increased by 7.2 for each day of holiday.

If, however, the number of regular daily working hours during the holiday-accumulation year has been less than eight hours, holiday pay and holiday compensation shall be calculated through corresponding multiplication of the average hourly earnings by the figure obtained by multiplying the above multipliers by the quotient from division of the number of regular working hours per week by 40.

Holiday bonus

Fifty per cent of the employee’s holiday salary shall be paid to the employee as a holiday bonus.

A third of the holiday bonus shall be paid at the time of leaving for the holiday, and the remaining 2/3 shall be paid in connection with the salary payment when the employee’s salary for the day of returning from holiday is normally paid.

Should the employee so request, an advance shall be paid for this 2/3 portion of the holiday bonus in cases wherein its payment on a normal salary-payment day would be postponed by more than five business days from the return from annual holiday. The amount of the advance may be no more than half of the full amount of this 2/3 portion of the holiday bonus.

If the annual holiday has been split, the holiday bonus is paid separately for each break in conformance with the provisions above. It may be agreed locally that the entire holiday bonus shall be paid in connection with the last holiday stint granted.
An employee going on old-age, disability, early-old-age, or individual early-retirement pension shall be paid the holiday bonus at the above percentage of the annual holiday pay sum and compensation, if any, to which the employee is entitled.

The holiday compensation payable is increased by 50% as mentioned above when the holiday that, because of continuing incapacity for work, has not been granted is compensated for by payment of holiday compensation to the employee in accordance with section 26 of the Annual Holidays Act (162/2005).

An employee commencing service under the Conscription Act (1438/2007) or Non-Military Service Act (1446/2007) shall be paid the holiday compensation and 1/3 of the holiday bonus. The employee shall have the right to receive the 2/3 of the holiday bonus if, when returning to work, he or she acts as the Act on the Continuation of the Employment and Tenure of a Person Fulfilling His Obligation to Defend the Country (305/2009) requires.

Should the employer, for a reason not attributable to the employee, have terminated the employee’s work contract to end in such a way that the end of employment renders the employee unable to return to work from the annual holiday, the employee shall not lose the right to the holiday bonus for this reason. Neither shall the employee lose the right to the holiday bonus in the case of the employer’s bankruptcy.

A local agreement may be concluded on granting the holiday bonus or part of it as paid leave equivalent to time at work.

Increased holiday-bonus compensation upon termination of employment

At the end of the employment, the employee shall be paid a holiday-compensation amount increased by 50% from normal. The above shall not, however, apply when the employer is terminating the employment for a reason attributable to the employee or when the employee him- or herself terminates the employment in violation of a law or agreement.

For the annual holiday pay and holiday bonus of an employee to whom the Posted Workers Act (1146/1999) is applied, the provisions of section 21, below, shall be applied, the above notwithstanding.

§18 SICKNESS, MATERNITY AND PATERNITY LEAVE AND TEMPORARY CHILD CARE LEAVE

An employee shall be paid compensation for loss of income for incapacity for work caused by illness or accident for the working days included in the period of time shown in the table below.

<table>
<thead>
<tr>
<th>Length of continuous employment</th>
<th>Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>less than 3 years</td>
<td>28 calendar days</td>
</tr>
<tr>
<td>3 years but less than 5 years</td>
<td>35 calendar days</td>
</tr>
<tr>
<td>5 years but less than 10 years</td>
<td>42 calendar days</td>
</tr>
<tr>
<td>10 years or longer</td>
<td>56 calendar days</td>
</tr>
</tbody>
</table>

If an employee becomes ill during the working day, sick pay shall also be paid for the remaining hours of the work day. This day is not included in the above compensation periods.

Compensation for loss of earnings is paid in line with the average hourly earnings applicable for calculation of benefits.

In employment that has continued for less than a year, the day of commencement of the incapacity or, should the incapacity commence during a working day, the following day shall not be paid for, except in cases of an occupational accident. Should the incapacity for work caused by illness continue for at least six business days following the day of falling ill, the employer shall pay salary from the beginning of the incapacity.

Pay during illness shall be made only if the disability does not result from the employee’s gross negligence, negligent lifestyle, or paid work performed elsewhere and the employee did not fail to disclose this or a related illness when signing the employment contract.

An employee who becomes incapacitated for work shall be obliged to notify the employer of this and of the expected duration of the incapacity, without delay.

Upon the employer’s demand, the employee shall present a certificate issued by an occupational health care physician or other physician approved by the employer or another account approved by the employer regarding the illness.
Should the employee’s incapacity because of the same illness resume within 30 days of the day on which the employee most recently was paid salary for illness, the employee shall not be entitled to a new period of salary for the duration of the illness as referred to above.

The employer shall be entitled to withdraw the employee’s *per diem* allowance in line with the Health Insurance Act (1224/2004) for the corresponding time. Should the *per diem* allowance or comparable compensation not be paid, for reasons attributable to the employee, or should the compensation paid be lower than the level to which the employee was entitled by law, the employer shall have the right to deduct the *per diem* allowance or part thereof from the salary for illness or childbirth leave by the amount not paid in view of the employee’s negligence.

**Statutory medical examinations**

During paid working hours, the employee may undergo a health check related to the employee’s work and required by the employer, a law, or an official ruling. The travel to such a check, the following study, and a follow-up check shall be reimbursed for as work travel.

**Other medical examinations**

1. Employees’ pay is not reduced for the time lost in attending medical examinations that are essential for diagnosing an illness, if the need for medical attention is acute and an appointment cannot be made within a reasonable time outside working hours.

2. Screenings related to the studying of health and wellness and prevention of health problems and other, similar screenings can be carried out during paid working hours if the visits are not possible outside working hours.

3. The employee shall have the right to participate in a separate medical examination related to conscription during paid working hours.

4. Neither shall the salary be reduced in cases of
   a) examination by a specialist physician for purposes of obtaining a health aid;
   b) examination performed by an occupational health care physician, a specialist physician, or a clinic in a specialist field in order to determine treatment for a chronic illness;
   c) laboratory or x-ray examination related to a physician’s examination subject to compensation;
   d) examination necessary for obtaining a certificate from a health-care centre as required by the Health Insurance Act for receiving maternity allowance or other pre-birth medical examination;
   e) visit to a dentist if an acute dental illness causes incapacity that requires treatment during the same shift (the urgency shall be proved by a dentist’s certificate); and
   f) incapacity caused by treatment of cancer or related illness.

5. Procedures related to medical examinations can be agreed upon with the chief shop steward in accordance with company-specific needs, in conformance with section 4, above.

**Maternity, paternity, parental and child care leave**

1. In cases of employment continuing steadily for at least six months directly before birth-giving, salary shall be paid for the maternity leave for 56 days. The employer shall be entitled to withdraw the employee’s *per diem* allowance under the Health Insurance Act for the corresponding amount of time.

An employee who adopts a child of less than school age shall be granted three months of paid leave equivalent to maternity leave, to be taken immediately at the time of adoption and under the same conditions as maternity leave.

For a paternity-leave period of one week (five business days), the salary for regular working hours shall be paid on the basis of the average hourly earnings. The same provisions apply to the payment of paternity leave wages as to the payment of maternity leave wages.

**Short temporary paid absence**

1. For sudden illness of a child of less than 10 years of age regularly living in the employee’s household, the employee shall be paid compensation for time caring for the child / arranging care or for necessary, short, and temporary absence related to the care, but not for more than four business days, in line with sick-leave provisions complying with this collective agreement.
It shall be required for the payment of compensation that there be a physician’s certificate of the child’s illness, that both custodians of the child perform paid work, and that an account of the absence complying with the provisions for payment of salary for time of illness according to the collective agreement be given.

On the same grounds, equivalent compensation shall be paid to the custodian of a child if, for reasons of illness, distance, work, study or participation in training, living in another locality, or a similar temporary obstacle, the other custodian cannot participate in the care of the ill child and care cannot be arranged otherwise pursuant to this subsection. For purposes of this subsection, studies shall be equivalent to paid work.

For purposes of the agreement, a person who without a separate ruling of separation or divorce has permanently entered separate living from the spouse is considered a single parent. This also applies to a person whose spouse is, because of fulfilment of conscription duties or reserve training, not capable of participating in the care of the child.

Care for a severely ill child
By prior agreement with the employer, an employee whose child suffers from a serious illness referred to in Chapter 10 of the Health Insurance Act shall be entitled to leave of absence for taking part in the paediatric treatment, rehabilitation, or treatment instruction referred to in said law.

Absence and annual holiday
Paid days off owing to a child’s illness shall be deemed equivalent to working-days as referred to in the Annual Holidays Act (162/2005).

§19 MISCELLANEOUS COMPENSATION

1 Compensation for loss of income caused by municipal duties
The employer shall pay compensation to an employee working as a member of a municipal council or executive board for loss of income caused by a meeting of said council or board in such a way that, in combination with the compensation paid by the municipality for loss of income included, the employee receives full salary benefits.

The compensation shall be payable after the employee has provided the employer with an account of the compensation and fee paid by the municipality.

2 Celebration of birthdays during paid days off
An employee of the company shall be entitled to paid leave on his or her 50th and 60th birthday that corresponds to regular working hours, if the birthday coincides with a work day for the employee.

3 Compensation for loss of income caused by conscription
The employer shall pay an employee with a current employment relationship for the loss of income caused by being summoned in connection with conscription.

4 Salary for military-reserve training time
The employer shall pay salary for military-reserve training time for an employee in such a way that a married person or a person otherwise liable for providing maintenance receives, inclusive of the reserve pay paid by the state, full salary benefit and a person without said liability receives 2/3 of this amount. This provision shall also be applied to those who, as reserve members, have been summoned to civil-protection training. The employer shall not have the right to reduce the salary paid for reserve training time on Saturdays and Sundays in the amount of the state reserve salary.

5 Death of a close relative
The employer shall give its employee the right to a paid day off in the event of the death of any of the employee’s parents, spouse, or children.

The corresponding right to a paid day off shall be granted in cases wherein the employee must personally carry out measures resulting from the death of a parent of a brother, sister, or spouse.

6 Amount of compensation and beneficiaries
The compensation referred to in subsections 1–5 shall be paid in line with the average hourly earnings for purposes of compensation.

7 Topping-out parties
The employee shall have the right to participate in a topping-out party held at his or her work site during regular working hours. The salary for the party shall be the base hourly wage of the employee in question.

§20 OCCUPATIONAL SAFETY

The employer must arrange the work in such a way that it complies with the Occupational Safety and Health Act (738/2002) as valid at the time, the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006), and the decrees and provisions based thereon – such as the Government Decree on the Safety of Construction Work (205/2009) and the SFS 6002 electrical-work safety standard.

All necessary measures must be taken for avoidance of accidents and occupational illness and to protect the employees.

More detailed provisions on ensuring that electrical equipment is dead and for electrical work are provided in the Electrical Safety Act (410/1996) and provisions and decisions issued on the basis thereof.

When a committee representative participates, as agreed with the employer, in an occupational safety tour arranged at a work site, that representative shall be paid salary in line with the average hourly earnings for compensation for the time thus spent.

To avoid accidents, employees are not only entitled but also obliged to require that all necessary measures be taken for achieving safety.

Refusal to perform work in which appropriate safety measures have not been taken shall not be deemed to be refusal to work.

When working on traffic routes and in similar places where traffic poses a risk of accident, the measures necessary for avoiding the danger must be taken. At the employee’s request, the employer shall see to guarding. The guard may not leave his or her post before the work ends.

In the use of chemical agents or solvents, the protection instructions provided by the manufacturer shall be adhered to.

§21 POSTED EMPLOYEES

If the employment is subject to the Posted Workers Act (1146/1999), work performed by the employee in Finland shall be subject to the provisions of this collective agreement with the following exceptions.

1. The wage group of a posted worker shall, for the first six months, be at least WG 2. During this time, the wage group of the posted worker shall be determined on the grounds set forth in section 8 A of this collective agreement.

2. A posted worker’s accumulated time off, annual holiday pay, and holiday bonus shall be paid in connection with each salary payment for regular working hours on the basis of itemised calculations. Regular working hours shall also include hours for which the employer, on the basis of a law or this collective agreement, pays salary or compensation for loss of income.

3. The compensation for accumulated time off is 6.3% and the annual holiday pay and holiday bonus together 18.5% of the amount due for the working hours’ salary and compensation for loss of income. Said items (6.3% and 18.5%) shall be shown separately in the salary itemisation provided to a posted employee. In addition, at least the provisions of sections 5–19 of the Annual Holidays Act (162/2005) shall be applied in the determination of the posted worker’s annual holiday, annual holiday pay, and holiday bonus.

4. Any agreement between the employer and the employer of the posted worker on subcontracting or use of temporary labour as referred to in this collective agreement shall include the following terms of contract (covering all of subsections 4.1–4.3):

   4.1 The subcontractor or company providing temp workers shall apply the provisions of this collective agreement in work referred to in section 1 of this agreement unless the organisation of the company in question or legislation requires otherwise;

   4.2 The subcontractor or company providing temp workers and its employees shall, when the Finnish Electrical Workers’ Union so requests, provide the representative of said union with the following documents pertaining to the work performed by the employee:

      a) a copy of the personnel card identifying each employee
      b) the work-hours information confirmed by the employee
      c) information on the salary paid to the employee and other items payable under the collective agreement
d) receipts for payment of the salary and the other payable items mentioned directly above

4.3 The subcontractor or company providing temp workers (i.e. temporary labour) may only use employees who, prior to the commencement of their work in Finland, have provided written consent to the disclosure of the information specified in subsection 4.2.

§22 TOOLS AND PROTECTIVE CLOTHING

1 The employer shall, at no charge, make available appropriate, up-to-date, and safe tools as required for each work task.

2 Protective gear

Employees with employment relationship shall be given or assigned a protective suit, safety shoes, a safety helmet, hearing protection, and protective goggles (adjusted as eyesight demands), if necessary.

On average, two protective suits and one pair of safety shoes per year shall be provided, unless circumstances require otherwise. Different, corresponding procedure and work-clothing maintenance may be agreed upon at the company.

The employee shall further be given or assigned the appropriate protective clothing, depending on the work conditions:

a) thermal overalls required by cold weather or similar gear and footwear that meets the requirements set for the work clothing, such as thermal safety shoes

b) rainwear and waterproof footwear required by wet environments

The safety clothing shall conform to the fire safety required by the working conditions.

The employee shall use the equipment assigned to him or her in compliance with occupational safety regulations and the requirements of the work site.

§23 STAFF FACILITIES

1 Should the size of the work site and continuity of operations there so require, the employer shall see to it that the employees have the opportunity to use the staff facilities referred to in section 48 of the Occupational Safety Act (738/2008).

§24 DISPUTES AND THEIR RESOLUTION

1 In the event of lack of clarity or a dispute related to an employee’s salary / application of laws or agreements related to the employment relationship, the chief shop steward must be provided with all information pertinent for resolution of the case.

2 A dispute between the employer or a representative thereof and one or more employees shall be settled primarily through local negotiations between said parties.

3 Should agreement not be reached, the employer or a representative thereof and the chief shop steward shall carry out the negotiations. Once the performance for the work site has been completed, the chief shop steward shall not be entitled to agree on any dispute related to said work with retroactive effect in such a way that it would mean concluding a local agreement with new content on such work. ‘Local agreement’ refers to an agreement based on the authoritative standards of law or the collective agreement that allows, for such work, derogation from the otherwise mandatory terms and conditions applicable by law or under the collective agreement.

4 Should the local parties jointly so request, organisations connected to the collective agreement shall have the right to send their representatives to the local dispute negotiations.

5 If no agreement is reached in the local negotiations, the matter may be referred for settlement by organisations that are parties to this collective agreement, at the request of either party.

6 Each party shall prepare a memorandum on the matter that caused the dispute, specifying its point of view on the issue and its opinion on the reasons for the dispute. The memoranda shall be submitted without delay to the organisations that are parties to this collective agreement, and the local entities shall be provided with their own copies.

7 Should the organisations that are parties to this collective agreement not reach agreement in their negotiations, the matter may be referred to a court of law by either organisation.
§25   COLLECTION OF TRADE UNION FEES

1 When so authorised by an employee, the employer shall withhold the membership subscriptions of the trade associations and shall credit the said subscriptions in each pay period to the bank accounts designated by the said organisations.

2 Withholding shall be arranged in the manner agreed on by the Finnish Employers’ Confederation (STK) and the Central Organisation of Finnish Trade Unions (SAK) in the accord signed on 13 January 1969.

3 For taxation purposes, the employee shall be given a certificate of the sum withheld, after the end of the calendar year or the end of employment. If the employee does not submit a notice of cancellation of the agreement for payment of the membership dues at the end of the employment, the employer shall remind the employee to do so.

§26   GROUP LIFE INSURANCE

The employer shall, at its expense, employ a group life insurance policy in the manner agreed upon among the central organisations. Insurance terms and conditions are available from the insurance company and the employer.

§27   VALIDITY OF THE AGREEMENT

This collective agreement shall be valid from 1 March 2015 to 31 January 2017. The dates of implementation of pay increases are specified in the signature protocol.

The agreement shall remain in force also after 31 January 2017, for one year at a time, unless written notice of its termination is served by either of the parties no later than two months before said date of expiry.

The provisions of this collective labour agreement will apply during negotiations for a new agreement, until the moment a new agreement is reached or when negotiations otherwise come to an end.

The organisations that are parties to this collective agreement shall convene by the end of October 2015 to review the progress of the work of the work groups mentioned in section 19 of the signature protocol (the work groups for contract work, time-based rates, external labour, and nuclear power) and the degree of compliance with the objectives set for those groups.

After the review referred to in the foregoing paragraph, each organisation that is a party to this collective agreement shall be entitled to terminate the collective agreement with effect from 31.1.2016 if believing that the objectives set for the work groups have not been achieved. The notice of termination shall be served in writing with a minimum of a month’s notice.

If the central labour organisations have not reached agreement by 15 June 2015 on the contractual pay increases for the second period of the employment and growth agreement signed on 30 August 2013, the organisations that are parties to this collective agreement shall negotiate on the collective-agreement wage adjustments for the period 1 August 2016 – 31 January 2017. Should no agreement be reached in these negotiations on wage adjustments, each organisation that is party to the collective agreement is entitled to give notice of termination in writing by 31 March 2016 with effect from 31 July 2016.

Espoo, 27 February 2015

The Electrotechnical Employers’ Union STTA
Jussi Kuusela       Esa Larsén

The Finnish Electrical Workers’ Union
Martti Alakoski     Hannu Luukkonen       Tero Heiniluoma
Vehicle, maximum amount of compensation:

- EUR 0.44 per kilometre, increased by
- EUR 0.07 per kilometre for transporting a trailer connected to the car
- EUR 0.11 per kilometre when performance of the work requires the transport of a mobile home connected to the car
- EUR 0.21 per kilometre when performance of the work requires the transportation of a break facility or another heavy load connected to the car
- EUR 0.03 per kilometre for machines or other items transported in the car whose weight exceeds 80 kg or that are large
- EUR 0.03 per kilometre if the salary-earner transports a dog in the car because of the duties involved in his or her work
- EUR 0.09 per kilometre when the performance of the work requires moving with the car on a forest-truck road or other road-construction site closed to traffic, for the relevant kilometres
- 78¢/km for a motorboat, max. 50 hp
- EUR 1.14 for a motorboat, over 50 hp
- EUR 1.06/km for a snowmobile
- 100¢/km for an all-terrain vehicle
- 33¢/km for a motorbike
- 17¢/km for a moped
- 10¢/km for some other vehicle

If other people travel in the vehicle owned or managed by the salary-earner and their transportation is that employer’s responsibility, the maximum amount of the compensation shall be increased by 3¢/km for each person transported.

The per diem, training and meal allowance and accommodation compensation as of 1 January 2015:

- Full *per diem* allowance EUR 40
- Partial *per diem* allowance EUR 18
- Meal allowance EUR 10

The decision of the Tax Administration shall be reviewed annually.
APPENDIX 2

§5

Model list of matters to be considered in continuous co-determination proceedings

In application of the continuous co-determination procedure referred to in section 6, subsection 6 of the collective agreement for the electrification industry, at least the themes listed below shall be discussed.

Finances:
- reports
- plans

The situation of projects / work sites:
- tendered projects, unless the client requires non-disclosure
- project contracts won
- projects in the calculation phase, unless the client requires non-disclosure
- project contracts lost, and who has won them
- processing of client feedback and the actions agreed upon

Personnel resources:
- staffing needs (resource predictions, by work site)
- the need for layoffs and existing layoffs
- vacations and working-hour-reduction leave
- subcontracting and agency workers

Personnel development:
- training plans and their implementation
- the situation of performance reviews
The Electrotechnical Employers' Union STTA
The Finnish Electrical Workers' Union

PIECE-RATE PRICING FOR THE ELECTRIFICATION INDUSTRY AS OF 1 JUNE 2015

The piece-rate pricing for the electrification industry as of 1 June 2015 is based on the piece-rate pricing for the electrical installation sector as of 1 June 2002. The textual changes and combinations of tables agreed upon by the Electrotechnical Employers' Union (STTA) and the Finnish Electrical Workers' Union are incorporated into the piece-rate pricing. Many of these changes have dealt with integrating into the same unit price work stages that are typically included in the work. A related objective has been to simplify the pricing structure and application.

Changes have been made in the following tables:
- 2401.07 — 2710.11.4 and 2710.11.5
- 2410.11, 2410.12, and 2410.13 — 2810.02
- 2501.11 — 2811.11 and 2811.12
- 2510.11 and 2510.12 — 2820.03
- 2521.11 — 2821.11 and 2821.12
- 2601.06 — 2901.07, including changes to numbering
- 2610, columns 1 and 2 — 2910.11, 2911.12, 2910.13, and 2910.14
- 2701.01 and 2701.13 — 2911.14 and 1911.15

The piece-rate multiplier has been updated in the unit prices such that the multiplier at the time of pricing implementation is 1.000.

The piece-rate pricing for the electrification industry shall be implemented for work tendered to clients on or after 1 June 2015.
The Electrotechnical Employers' Union STTA  The Finnish Electrical Workers' Union
The Electrotechnical Employers’ Union (STTA) and the Finnish Electrical Workers’ Union have agreed on the following with regard to piece-rate pricing for the electrical installation sector under the collective agreement:

1. The starting point for piece-rate pricing has entailed consideration of the tables for both low-voltage and high-voltage work, along with extension of the price listings in the tables to cover larger task entities. Another objective is to avoid complex issues of interpretation of the details in the pricing of work related to materials and the equipment installed that might lead to a need for negotiations between the organisations that are parties to the collective agreement.

2. The piece-rate pricing shall not change the industry’s subcontracting practices and, therefore, shall not be applied for work performed by several contractors or via several partial-entity contracts pertaining to different systems.

At sites referred to above, piece-rate pricing may be used in accordance with the procedure for agreement on contract provisions (see, for example, subsection 3.2).

Nor shall the piece-rate pricing cause changes to the subcontracting practice agreed upon or otherwise applied at the enterprise level.

The Electrotechnical Employers’ Union STTA  The Finnish Electrical Workers’ Union

### PART 21: INTRODUCTION

<table>
<thead>
<tr>
<th>2101</th>
<th>VALIDITY OF PRICING AND PRICE LEVELS</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>This piece-rate pricing is associated with the collective agreement between the Electrotechnical Employers’ Union STTA and the Finnish Electrical Workers’ Union. The provisions of the collective agreement pertaining to times and the like apply to piece-rate pricing as well.</td>
</tr>
<tr>
<td>20</td>
<td>All additions or other changes to piece-rate pricing during the agreement period shall be agreed upon between the organisations that are parties to the collective agreement.</td>
</tr>
<tr>
<td>30</td>
<td>This piece-rate pricing shall apply to work tendered to clients on or after 1 June 2015.</td>
</tr>
</tbody>
</table>

The piece-rate multipliers for this piece-rate pricing are

- as of 1 June 2015 and to the pay period commencing on 1 February 2016 or soonest thereafter: 1.000
- as of the pay period commencing on 1 February 2016 or soonest thereafter: 1.004
Each piece-rate price can be expressed as a numerical code consisting of three groups of numbers (for example, 2710.11.4).

The pricing scheme is divided into 11 segments. For each segment, there are tables according to which the work shall be priced.

Numbering in the pricing scheme:

<table>
<thead>
<tr>
<th>Table number</th>
<th>Table row</th>
<th>Table column</th>
</tr>
</thead>
<tbody>
<tr>
<td>2710</td>
<td>1</td>
<td>11.4</td>
</tr>
</tbody>
</table>

Column: Work item

Row: Substrate, cross-section, or equivalent element

Table: Quality of the work

Part: General designation of tables

Table 2710

Row 11: Conductor cross-section of 2.5 mm² or less

Column 4: Straightened to the cable route
### ADDITIONAL EXPLANATIONS

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>10</strong></td>
<td>Piece-rate pricing has been prepared for use in construction-site conditions for high- and low-voltage installation work. Piece-rate pricing may be applied to high-voltage installations of more than 1 kV by case-specific agreement.</td>
</tr>
<tr>
<td><strong>20</strong></td>
<td>Piece-work rates require that the employee be provided with modern and adequate tools suitable for the various work methods.</td>
</tr>
<tr>
<td><strong>21</strong></td>
<td>The team’s tool resources shall be dimensioned such that lack of tools does not cause a change or other difficulty in the natural order of the work performance, or any waiting time.</td>
</tr>
<tr>
<td><strong>22</strong></td>
<td>Piece-work rates require the use of auxiliary labour for any moving of heavy objects and scaffolding.</td>
</tr>
</tbody>
</table>
| **23** | If work is carried out with installation methods, materials, or tools not mentioned in the pricing scheme, comparison shall be made with the most closely matching volume of work.  
If the installation methods, materials, or tools speed up or slow down the performance of the work, the table-specific prices may be increased or decreased through the agreement procedure specified in section 8 B 5.5 of the contract’s provisions. |
| **30** | The application of the tables requires that work be carried out with readily available installation supplies and parts. |
| **31** | The installation price for distribution boards, appliances, lighting fixtures, etc. includes the opening of blanks if this can be done without drilling. The above does not apply to flange blanks. |
| **32** | The installation prices under these piece-work rates include one-time verification that touchable parts are de-energised for the sake of electrical safety. This may be done via Schuko tester or DUSPOL testing or by means of the continuity measurements specified in the instructions for commissioning-time inspections.  
The pricing does not include documentation of the testing. |

### PART 22: DEFINITIONS

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2201</strong></td>
<td>INSTALLATION METHODS AND SUBSTRATES</td>
</tr>
</tbody>
</table>
| **10** | **Flush-mounted installation**  
Flush mounting is an installation method in which the pipes and boxes are contained |
within building material or covered with it. If covered installation has been performed with surface-mounting methods, the corresponding prices shall apply.

11 A flush-mounted installation covered by and attached to structures

A pipe or pipe bundle is fastened to a structure with drilled plugs or by means of a stud gun, and the work is not done with the same precision as surface-mount work (slabs, installations above suspended ceilings, etc.).

20 Surface-mounted installation

The installation methods referred to in definitions 21, 22, and 23 are the actual surface-mounting methods in accordance with this pricing scheme, wherein cables are fastened to a substrate at regular intervals of approximately 20 to 100 cm (20 to 25 times the cable diameter) and pipes are fastened in place similarly.

When cables, pipes, and equipment are installed for various substrates, the piece-work rates also include any marking of fastening points. Holes for attachment to masonry materials and metal shall be made with a suitable machine.

21 Installation on wood refers to a method of fastening cables, pipes, boxes, and equipment in place without separate drilling of a hole. Substrates under this definition’s scope also include, for example,

- all substrates that have ready-made attachment holes or threading;
- a sliding screw, hook, or similar fastening; and
- metal, when the fastening is performed with self-drilling screws and a power tool with a variable speed control and an adjustable torque-release device.

When the material’s thickness is greater than 3 mm, attachment with self-drilling screws is priced in accordance with Part 23.

22 Installation on masonry refers to a method of fastening cables, pipes, boxes, and equipment to a structure by making attachment holes in the substrate. Substrates falling within the scope of this definition include, for example,

- prefabricated and regular concrete;
- various kinds of lightweight concrete, such as LECA and Minerit;
- brick of various kinds, such as perforated bricks, sandstone bricks, and aerated concrete (Siporex);
- plasterboard with board anchors;
- Luja boards; and
- fastening in place with a stud gun and glue.

23 Installation on metal refers to a method of fastening cables, pipes, and equipment to a structure by drilling holes in metal or a similar substrate and using a pop rivet, self-tapping screw, anchor, through bolt, or similar.
Similar substrates falling within the scope of this definition include, for example,

– Dutch tiles and ceramic tiles,
– clinker bricks,
– natural stone,
– materials to which attachment is performed by welding, and
– a material thicker than 3 mm in cases of fastening via self-drilling screws.

30 Installation on cable routes

31 Straightened on cable routes, cable trays, or a lighting suspension rail refers to an installation method in which the cables are straightened so as to be parallel, with only the necessary crossings being allowed. Bonds that installers use to facilitate their work at, for example, the corners of trays, are not considered to be fastenings.

32 Fastened on cable routes is an installation method in which cables are straightened so as to be parallel side by side and on top of each other, if necessary. The cables are attached at intervals of 20 to 100 cm either individually or in a bundle.

33 Fastened on cable routes at fixed distance refers to an installation method in which cables are installed such that the distance between them is measured and attachment is carried out in the manner described in the previous definition.

40 Other installation methods and definitions

41 Installation in the ground refers to a work method in which a cable is installed in the ground.

42 Installation in a pipe, cavity, or duct refers to a work method in which a cable is installed in a space with a closed cross-section and the work is performed from the ends of the cable route via pushing or by use of a pulling tool, or in a duct that is primarily open on one side but may have obstacles in its structure, such as support brackets, that have to be bypassed via threading.

43 Pipeless flush-mounted installation

Pipeless installation refers to an installation method in which the cable is embedded within a structure or covered by it and fastening is not carried out otherwise than at the ends of the cables by means of clamping devices.

50 When cables or pipes are installed via multiple installation methods or on several substrates, the pricing shall be based on the completed installation.

60 The cable allowances required for the connection of distribution boards, appliances, lighting fixtures, and boxes shall be priced in accordance with the installation method most di-
The connection work covered by the various tables requires bringing a cable into connection condition and/or performing connection work.

---

**MOVABLE STANDS**

11 The term ‘non-powered movable stand’ refers to lightweight free-standing scaffolding created from standard components.

The scaffolding shall have lockable castor wheels suitable for the underlying surface, along with a work platform sufficient for the work performance.

12 The term ‘powered stand’ refers to a stand with which the work platform is raised, lowered, and moved by driving from the work platform, with the actual moving of the stand carried out by the team working on the stand.

13 The installation price increased by the multiplier in Table 2210 includes the following work:

- informing the relevant persons of the requirement for stands
- getting on and off the stands
- moving stands in accordance with this table’s items 11–12 horizontally on an unobstructed concrete or similar surface by the team working on the stands
- setting up railings and support feet in connection with moving of the stands

---

**WORK PERFORMED ON MOVABLE STANDS**

Unit prices of completed installation (metres, pieces, etc.) are as stated below:

11 Installation at a height of less than 4 m   1.00
12 Installation at a height of 4–m   1.15
13 Installation at a height of 7–9 m   1.25
14 Installation at a height of 9–11 m   1.40

Installation at heights of over 11 m shall be agreed upon separately.

20 Height shall be measured at the level where the stand is at the time of installation.

21 The above increases constitute compensation for time used for moving the stands, getting on them, and the like.
Deviations from the multipliers in Table 2210 may be agreed upon locally when access equipment is used that can be moved while the work platform is kept at working height. However, the multiplier agreed on may not be less than that in Table 2210’s row 11.

If installation at higher than four metres is performed on non-powered stands, the prices shall be increased by 5%.

PART 23: INSTALLATION OF DISTRIBUTION BOARDS

2301 Overview

1 This section is applied for pricing related to all distribution boards and similar connection and equipment boxes. Low-voltage switchgear equipment having a front-panel area of at least 0.03 m² is also considered to be a distribution board. Connecting prices for the installation are priced in accordance with Part 25.

2 The installation price of a distribution board fastened in place by the contract team is determined from its front-panel area.

Area is calculated as width × height. However, the minimum installation price for a distribution board is that for 0.2 m².

The area of a console-type distribution board is calculated as its planar surface such that the outer dimensions of the front panel are considered to be perpendicular (i.e., projection in the vertical plane).

A double-sided distribution board is priced in accordance with the aggregate area of the two front panels.

3 The installation price for a distribution board to be fastened in place includes at least some of the following steps:

– installation and attachment of a pre-assembled distribution board
– bringing it into connection condition
– installation of fuses and accessories
– installation of ready-made labels on a one-time basis
– a flush-mounted frame with stubs
– opening of blanks
– a protective cabinet / door system

4 The installation of a capacitor board is priced in accordance with this section. Separate capacitor batteries are priced in accordance with Part 24.

5 Interconnection of a distribution board with several parts on the site shall be priced on a case-by-case basis (employer/foreman).

6 Equipping or modifying a distribution board with a component weighing no more than 0.5 kg is priced in accordance with Part 31, the installation of a component weighing more than 0.5 kg in line with Part 24, and connection in accordance with Part 25.
The installation price for a fastened-in-place distribution board is determined in accordance with Table 2320. The installation price includes the steps required for the groups connected by the team.

This section is used for the pricing of frequency converters and related equipment such as filters.

This section addresses pricing for cross-connection cabinets and the like.

### Table 2310

**INSTALLATION OF DISTRIBUTION BOARDS TO BE FASTENED IN PLACE**

<table>
<thead>
<tr>
<th>Price, EUR/m²</th>
<th>1</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Distribution board</strong></td>
<td>47.67</td>
<td>51.64</td>
</tr>
</tbody>
</table>

Additional price, EUR / distribution board

Reservation in lieu of a flush-mounting frame or distribution board, or supervision of such a reservation

Dimensioning of the attachment area for a distribution board to be fastened to a structure, and supervision of the performance (example: wood)

Attachment of a distribution board with loose mounting brackets, separate rails, or supports, or installation of a fire-protection plate.

### Table 2320

**INSTALLATION OF FIXED-IN-PLACE DISTRIBUTION BOARDS**

<table>
<thead>
<tr>
<th>Cables to be connected to the distribution board</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR/piece</td>
<td></td>
</tr>
<tr>
<td><strong>First cable</strong></td>
<td>5.82</td>
</tr>
<tr>
<td><strong>Subsequent cables</strong></td>
<td>2.91</td>
</tr>
</tbody>
</table>

The installation cost of a distribution board covered by this table may not exceed the full price in Table 2310.

### PART 24: INSTALLATION OF EQUIPMENT

**2401 Overview**

This section is used for the pricing of equipment not dealt with in the other parts of the pricing
scheme. Connection work for the installation is priced in accordance with Part 25.

2 Equipping or modifying a piece of equipment with a component weighing no more than 0.5 kg is priced in accordance with Part 31, the installation of a component weighing more than 0.5 kg in line with Part 24, and connection work in keeping with Part 25.

3 Installation of a safety switch or similar switch of over 63 A is priced in accordance with Part 23, and connections are priced in line with Part 25.

4 A piece of equipment to be fastened in place or installed without fastening is one that the contract team installs at the point of use and connects to the electrical network.

If the device is connected with a plug or the like, the price paid for the work shall be in accordance with Table 2420, line 13, column 1.

The installation of a plug-connected tabletop device weighing less than 0.5 kg that does not require electrical safety testing shall be priced in accordance with item 2420.13.1.

5 The term ‘fastened or free-standing piece of equipment’ refers to a piece of equipment that is installed at the point of use by someone other than the contract team and that is to be connected to the electrical network by the contract team.

6 The installation price for a fastened or free-standing piece of equipment is determined by the number of cables to be connected to it.

The prices in Table 2410 include at least some of the following steps:

- work with fuses and accessories
- opening and/or closing of the covers of connection spaces for up to four connection points, and removal and/or moving of the strips of a connecting part
- a press-fitted diaphragm or rubber seal
- strain relief with cable ties
- appliance markings
- mounting with threaded or sealing locknut installation.

Additional connection points are priced in accordance with Table 2410, line 22, column 1.

8 The pricing for explosion-protected equipment shall be agreed upon locally (employer/foreman).

9 If a piece of equipment is attached to a separate suspension or wall mount, the equipment and the mount constitute an assembly, and fastening shall be priced in accordance with the number and weight of the shared attachment points.

10 The installation of wallpaper-type heating elements is priced in accordance with Table 2430.

11 The pricing for antenna, mast, and support tubes shall be agreed upon on a case-by-case basis (employer/foreman).

12 Earthing-related work is priced in accordance with Table 2441.

13 Contact-rail installation and related work is priced in accordance with Table 2451.
### ATTACHMENT

<table>
<thead>
<tr>
<th>Number of fastening points: 1–4</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EUR/piece</strong></td>
<td>Wood</td>
<td>Masonry or metal</td>
<td>Not attached</td>
</tr>
<tr>
<td>11 Weight not exceeding 3 kg</td>
<td>5.43</td>
<td>6.75</td>
<td>4.64</td>
</tr>
<tr>
<td>12 Weight not exceeding 6 kg</td>
<td>6.93</td>
<td>8.78</td>
<td>5.34</td>
</tr>
<tr>
<td>13 Weight not exceeding 12 kg</td>
<td>8.25</td>
<td>11.69</td>
<td>6.93</td>
</tr>
<tr>
<td><strong>EUR / pc. or kg</strong></td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21 Additional price for each additional 5 kg starting</td>
<td>2.12</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22 Excess fastening points</td>
<td>1.59</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### 2420 INSTALLATION OF FASTENED-IN-PLACE OR FREE-STANDING EQUIPMENT

<table>
<thead>
<tr>
<th><strong>EUR/piece</strong></th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 First cable</td>
<td>3.98</td>
</tr>
<tr>
<td>12 Subsequent cables</td>
<td>2.25</td>
</tr>
<tr>
<td>13 Equipment with plug connection</td>
<td>1.32</td>
</tr>
<tr>
<td>14 Unit in a closed equipment room, additional price</td>
<td>2.64</td>
</tr>
</tbody>
</table>

#### 2430 INSTALLATION OF WALLPAPER-TYPE HEATING ELEMENTS

<table>
<thead>
<tr>
<th><strong>EUR/m²</strong></th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 Element installation per square metre or part thereof</td>
<td>4.77</td>
</tr>
</tbody>
</table>

*The price includes installation of the roof-element connecting cable.*

*Special resistance measurement for the heating element and entries in the records are priced in accordance with Table 3110, row 28.*

#### 2440 EARTHING AND EQUIPOTENTIAL BONDING
Work related to earthing is priced in accordance with this table, and connections are priced in line with Part 25.

Earthing-rail installation is priced in accordance with Table 2410 and the connection work in accordance with Part 25.

The price on row 13 includes at least some of the following steps:

- welding
- drilling
- threading
- use of self-drilling screws
- the mechanical cleaning required

The connection of an earth wire to a device, piece of equipment, or structure is called an earthing point.

When a formable, factory-made connector or earthing point is ready for connection, the price on row 13 shall not be paid.

The pricing of earthing electrodes and rods at the work site is agreed upon case-specifically (employer/foreman).

### Table 2441: Earthing

<table>
<thead>
<tr>
<th>EUR/piece</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Installation of a factory-made earthing connector</td>
<td>1.59</td>
</tr>
<tr>
<td>Forming and installation of an earthing connector</td>
<td>4.77</td>
</tr>
<tr>
<td>Earthing point</td>
<td>3.98</td>
</tr>
</tbody>
</table>

### Table 2450: Contact Rails and Related Installation Work

1. The length of a contact rail in metres shall be calculated per feed box for every two metres or part thereof.

2. Connections performed in conjunction with contact-rail installation work are priced in accordance with Part 25.

3. COMBI-type combination rails are priced in accordance with this section.
### CONTACT RAILS AND RELATED INSTALLATION WORK

<table>
<thead>
<tr>
<th></th>
<th>EUR/piece</th>
<th>1</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>Rail installation, for each 2 m or part thereof</td>
<td>10.60</td>
<td>11.92</td>
</tr>
<tr>
<td>12</td>
<td>COMBI rail installation, for each 2 m or part thereof</td>
<td>11.92</td>
<td>13.24</td>
</tr>
<tr>
<td>13</td>
<td>Suspension, for each 1.5 m or part thereof</td>
<td>2.64</td>
<td>3.18</td>
</tr>
<tr>
<td>14</td>
<td>Cutting of rails</td>
<td>3.18</td>
<td></td>
</tr>
</tbody>
</table>

### PART 25: CONNECTION OF DISTRIBUTION BOARDS AND EQUIPMENT

#### Overview

1. The prices in this section apply to connections of distribution boards, devices, and equipment falling under parts 23 and 24 that are not mentioned in other parts of this pricing scheme.

2. The connection price includes at least some of the following steps:
   - threading a cable through one seal
   - opening the cable end
   - bringing into condition for connection and/or performing a connection
   - (The connection price shall be paid also for unconnected cable ends.)

In cases wherein a cable is threaded through two separate seals, the pricing for the greater work load shall be agreed upon on a case-by-case basis (employer/foreman).

3. For the prices in the tables to apply, conductor-specific connection drawings must be supplied. So-called standard connections, such as the control of a contactor for a single remote control point, lighting control units, reversal, and star-delta connections are included in the prices given in the table.

4. An additional amount for a separate connector shall be paid in the following cases:
   - a conductor end of less than 1.5 mm² that is stripped and/or a connector that is crimped with a tool
   - a conductor end of at least 1.5 mm² on which a connector is crimped with a tool

5. Preparation of the N and/or PE or similar conductors in MCMK and armoured or similar cables for connection condition is included in the prices given in Table 2510, column 3.
Connections of cables shielded in pairs or as individual conductors, along with connections for wax wires, are priced in accordance with Table 2510, column 3.

Connections performed by soldering shall be priced on a case-specific basis (employer/foreman).

Table 2512 is used for pricing of network connections of wires and cables with conductor cross-sections of less than 1 mm² in distribution and equipment boxes, sheath joints, or connection racks. Closing a sheath joint and connecting it to a substrate is included in the installation price.

The assembly of various connection racks and their fastening to a substrate is priced in accordance with Part 24.

For distribution boards referred to in tables 2310 and 2320, the partial work performance of connection includes at least some of the following steps:
- opening the distribution board cover/door to enable threading a cable in
- threading of cables through a seal into the distribution board with or without stripping of the outer jacket of the cable

The work shall be priced as follows:
1. Distribution board fastened in place by others than the contract team
   - first cable in line with 2320.11.1
   - subsequent cables from the row in Table 2510 corresponding to the cable type, with a multiplier of 0.5
2. Distribution board fastened in place by the contract team
   - distribution board installation in accordance with Table 2310
   - cable connections from the row in Table 2510 corresponding to the cable type, with a multiplier of 0.5

The length of a cable end to be opened is determined by the length of the longest conductor.

Connection work is priced in accordance with Table 2510 in terms of actual cross-sections, with the exception that the pricing for connections of more than 1.0 mm² but at most 2.5 mm² is given on row 13.

*MLJM-, MLJRM-, MJAM-, and FRHF-type cable connections are priced in accordance with column 3.*

Installation of a C connector
- 2 x connection price, in accordance with the size of the conductor to be connected
- Separate connector in accordance with the larger conductor to be connected (if different sizes are used).
<table>
<thead>
<tr>
<th>Conductor cross-section, mm²</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wires</td>
<td>Cables</td>
<td>MCMK, armoured or similar</td>
<td>Separate connector</td>
<td></td>
</tr>
<tr>
<td>EUR/conductor</td>
<td>EUR/conductor</td>
<td>EUR/conductor</td>
<td>EUR/conductor</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>up to 1.0</td>
<td>0.32</td>
<td>0.39</td>
<td>0.44</td>
</tr>
<tr>
<td>12</td>
<td>Row removed</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>up to 2.5</td>
<td>0.73</td>
<td>1.15</td>
<td>2.00</td>
</tr>
<tr>
<td>14</td>
<td>up to 6</td>
<td>1.01</td>
<td>1.37</td>
<td>2.52</td>
</tr>
<tr>
<td>15</td>
<td>up to 16</td>
<td>1.37</td>
<td>2.01</td>
<td>3.18</td>
</tr>
<tr>
<td>16</td>
<td>up to 35</td>
<td>2.28</td>
<td>3.05</td>
<td>4.23</td>
</tr>
<tr>
<td>17</td>
<td>up to 70</td>
<td>3.07</td>
<td>3.98</td>
<td>5.43</td>
</tr>
<tr>
<td>18</td>
<td>up to 120</td>
<td>3.98</td>
<td>4.89</td>
<td>6.89</td>
</tr>
<tr>
<td>19</td>
<td>up to 185</td>
<td>4.92</td>
<td>5.85</td>
<td>8.07</td>
</tr>
<tr>
<td>20</td>
<td>up to 300</td>
<td>7.25</td>
<td>8.18</td>
<td>10.85</td>
</tr>
<tr>
<td>21</td>
<td>up to 500</td>
<td>10.85</td>
<td>11.20</td>
<td>12.19</td>
</tr>
<tr>
<td>22</td>
<td>up to 800</td>
<td>17.38</td>
<td>17.77</td>
<td>18.01</td>
</tr>
</tbody>
</table>

2511 PARTIAL CONNECTIONS \( k = 0.5 \)

Table 2510, rows 11–22 and columns 1–3

2512 NETWORK CONNECTION

<table>
<thead>
<tr>
<th>Total number of conductor ends</th>
<th>1</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cables</td>
<td>Shielded in pairs or individually</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>up to 25</td>
<td>6.62</td>
</tr>
<tr>
<td>12</td>
<td>up to 50</td>
<td>12.71</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>-----------------------------------------------------------------</td>
<td>---</td>
</tr>
<tr>
<td>13</td>
<td>up to 100</td>
<td>22.51</td>
</tr>
<tr>
<td>14</td>
<td>up to 150</td>
<td>32.31</td>
</tr>
<tr>
<td>15</td>
<td>up to 200</td>
<td>39.73</td>
</tr>
<tr>
<td>16</td>
<td>For each set of 10 ends or part thereof</td>
<td>2.12</td>
</tr>
<tr>
<td>21</td>
<td>Separate connector</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>EUR/piece</td>
<td>0.19</td>
</tr>
</tbody>
</table>

### ADDITIONAL WORK RELATED TO CONNECTIONS

<table>
<thead>
<tr>
<th>EUR/piece</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>Additional price for handling the ends of steel-strip protected cables (through soil and/or water) of less than 1.5 mm²</td>
<td>3.60</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Additional price for handling braided sleeves for cables of less than 1.5 mm²</td>
<td>2.39</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Connection of an antenna branch with or without connector</td>
<td>1.86</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Sleeving or taping of conductors or conductor groups, for each 50 cm or part thereof</td>
<td>1.19</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>When the length of the cable end to be opened is more than 100 cm, an additional price shall be paid for each 50 cm or part thereof</td>
<td>1.32</td>
<td></td>
</tr>
</tbody>
</table>

### TERMINATIONS AND JOINTS OF LESS THAN 1 kV

1. Connection work done in relation to work in this table is priced in accordance with Part 25.
2. In cases wherein a joint or junction is created in a box, the pricing shall be as follows:
   Box installation and connection are priced in accordance with Part 28 and the notes thereto, and pouring of cast resin in accordance with this table.
3. Joints and terminations of heating cables are priced in accordance with Table 2521, row 11, and connections in accordance with Table 2510, row 13.

### SHRINKABLE AND CAST-RESIN TERMINATIONS AND JOINTS

<table>
<thead>
<tr>
<th>For cables</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR/piece</td>
<td>Multi-conductor</td>
<td>1-johtimiset</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Up to 6 mm²</td>
<td>5.85</td>
<td>7.80</td>
</tr>
<tr>
<td>12</td>
<td>Up to 16 mm²</td>
<td>11.69</td>
<td>15.60</td>
</tr>
<tr>
<td>13</td>
<td>Up to 35 mm²</td>
<td>19.49</td>
<td>25.34</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td></td>
<td>Up to 95 mm²</td>
<td>27.28</td>
<td>35.09</td>
</tr>
<tr>
<td>15</td>
<td>Up to 185 mm²</td>
<td>38.98</td>
<td>50.67</td>
</tr>
<tr>
<td>16</td>
<td>Up to 300 mm²</td>
<td>46.78</td>
<td>58.46</td>
</tr>
<tr>
<td>17</td>
<td>Up to 800 mm²</td>
<td>82.09</td>
<td>87.39</td>
</tr>
<tr>
<td></td>
<td>Pouring cast resin into termination or joint</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Up to 35 mm²</td>
<td>5.85</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>up to 95 mm²</td>
<td>11.69</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>up to 300 mm²</td>
<td>23.39</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Preparation allowance:</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>For the first termination or joint</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>per work location or occasion</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**PART 26: PIPING AND RELATED WORK**

**2601 Overview**

1. The price for installing a pipe includes at least some of the following steps:
   - element connection
   - marking of the piping direction
   - tube cutting, extension, and bending
   - fastening to the substrate as the method of installation dictates
   - installation of prefabricated bends (bends available to the team)

2. If the piping work for elements is carried out on the site, the prices in Table in 2610 shall be applied.

3. When piping is carried out by drilling of holes in a metal frame, the work shall be priced in accordance with Table 2610, column 5.

4. The term ‘protective pipe’ refers to a pipe used for protecting a cable against mechanical damage. Pipe ends are included in the installation price. If a pipe is mounted such that it is partially lower than 1.5 m from floor or access-platform level, it is considered to be a protective pipe.

5. A lead-through pipe is a separate pipe serving as a cable route or protective pipe when an installation passes through a wall, a beam, or another structure. Piping from a tray to a piece of equipment
is considered to involve a protective pipe.

Installing pipes in masonry walls (specifically, a brick structure), in log walls, in grooves created in on-site work, in cavities or structures between cavities, in slabs, and with drilled plugs or a gun, along with surface installation on wood or on a tray, shall be priced in accordance with Table 2610, column 2. The drawing of grooves is included in the prices in the table. Pipes that are flush mounted and installed above suspended ceilings shall be priced in accordance with column 1. The drilling of holes in light partitions (Gyproc) with a material thickness of up to 26 mm and with a diameter of up to 30 mm shall be included in the prices in column 1, rows 11 and 12.

The pricing for cable routes of the moulding installation type is in accordance with Table 2620. The pricing for cable routes with a maximum width of more than 70 mm or a maximum height of more than 25 mm, or that are made of metal, is given in accordance with Part 30.

The prices in this part of the scheme do not include items such as differing methods of installing expansion joints, moisture barriers of various kinds, making reservations in various structures for piping, etc.

When one is installing metal pipes that require bending with a special pipe bender (not a spring or clamp) and threaded metal pipes, their pricing is obtained from the row directly following their actual size.

When one is installing factory-made curves through arches and the like that are not extended to the normal piping, the pricing follows 2610.21.1.

When one is installing a pipe in an ACO element, it is priced in accordance with Table 2610, column 2 and the appropriate row.

The installation of ducts is priced in accordance with Table 2630.

<table>
<thead>
<tr>
<th>Outer diameter of pipe</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR/m</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Flux or false ceilings</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 Up to 21 mm</td>
<td>0.96*</td>
<td>0.98</td>
<td>1.73</td>
</tr>
<tr>
<td>12 Up to 28 mm</td>
<td>1.19*</td>
<td>1.27</td>
<td>1.93</td>
</tr>
<tr>
<td>13 Up to 45 mm</td>
<td>1.48</td>
<td>2.25</td>
<td>2.64</td>
</tr>
<tr>
<td>14 Up to 70 mm</td>
<td>1.83</td>
<td>2.75</td>
<td>3.18</td>
</tr>
</tbody>
</table>
2620 MOULDING INSTALLATION

The pricing for moulding installation work is given in accordance with Table 2610. The row is selected in accordance with the largest side of the moulding’s cross-section, and the mounting substrate from column 2 or 3.

2630 CONDUITS

<table>
<thead>
<tr>
<th>Outer diameter of conduit</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EUR/m</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surface-mounted installation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Flush</td>
<td>Masonry, grooved, in log, cavities, shell panels, false ceilings, wood, or tray</td>
<td>Stone or metal</td>
<td></td>
</tr>
<tr>
<td>Up to 21 mm</td>
<td>0.88</td>
<td>1.27</td>
<td>1.93</td>
</tr>
<tr>
<td>Up to 28 mm</td>
<td>1.48</td>
<td>2.25</td>
<td>2.64</td>
</tr>
<tr>
<td>Up to 45 mm</td>
<td>1.83</td>
<td>2.75</td>
<td>3.18</td>
</tr>
<tr>
<td>More than 45 mm</td>
<td>2.17</td>
<td>3.26</td>
<td>4.50</td>
</tr>
</tbody>
</table>

PART 27: INSTALLATION OF CABLES AND WIRES

2701 Overview
A comparison chart for multi-conductor cables (more than five conductors) and cables smaller than 1.5 mm² is presented at the end of this pricing description.

The pricing for flat cables of less than 1.5 mm² is 0.8 x maximum outer diameter. Fibre-optic and hybrid cables shall be priced by cable type and in accordance with the largest diameter, on the basis of the comparison chart.

The use of mechanical pulling mechanisms shall be agreed upon locally (employer / foreman).

Before a cable route is drawn, the employer shall provide a cable list or level drawings with group numbers, or provide cable or wire sizes and numbers in some other way.

The installation of two or more conductors in a conduit as a single work performance is priced in accordance with column 1.

The pricing for the following installation methods complies with Table 2710, column 5 and the appropriate row:
- tying onto concrete reinforcements
- fastening to wire rope

The following installation method is priced in accordance with Table 2710, column 8 and in the appropriate row:
- gluing to the substrate

When other than conductors are being installed via pulling, the pricing follows Table 2710, row 11, column 3.

The installation of a connecting cord is priced in accordance with Table 2710, column 2.

When one is installing cables that have control wires in addition to outer wires, the work is priced in line with the cross-section of the outer wires.

The installation of a heating cable on a moulding is priced in accordance with Table 2710, column 6 and the appropriate row. The price includes the installation of the moulding.

The pricing for insulation measurements for the heating element and entries in the records is in accordance with Table 3110’s row 28.

Rows 16–19 of Table 2710 do not apply to copper cables, for which the pricing follows Table 2711.

The installation price in Table 2710, row 11, column 4 (straightened) also includes installation of cable routes fastened in place.
### 2710 INSTALLATION OF CABLES AND WIRES

<table>
<thead>
<tr>
<th>Conductor cross-section, (\text{mm}^2)</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>maximum EUR/m</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Flush-mounted installation</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Installation of wires in pipes and cavities</td>
<td>2.5 mm²</td>
<td>0.11</td>
<td>0.28</td>
<td>0.63</td>
<td>0.51</td>
<td>0.51</td>
<td>1.12</td>
<td>1.12</td>
</tr>
<tr>
<td>Installation of cable or wire in pipe</td>
<td>6 mm²</td>
<td>0.16</td>
<td>0.39</td>
<td>0.80</td>
<td>0.61</td>
<td>1.09</td>
<td>1.32</td>
<td>1.37</td>
</tr>
<tr>
<td>Surface-mounted installation</td>
<td>16 mm²</td>
<td>0.24</td>
<td>0.39</td>
<td>0.93</td>
<td>0.67</td>
<td>1.24</td>
<td>1.59</td>
<td>1.67</td>
</tr>
<tr>
<td><strong>Straightened</strong></td>
<td>35 mm²</td>
<td>0.35</td>
<td>0.73</td>
<td>1.16</td>
<td>0.97</td>
<td>1.78</td>
<td>2.04</td>
<td>2.13</td>
</tr>
<tr>
<td>Installation of wires in pipes and cavities</td>
<td>70 mm²</td>
<td>0.43</td>
<td>0.88</td>
<td>1.31</td>
<td>1.21</td>
<td>2.04</td>
<td>2.39</td>
<td>2.71</td>
</tr>
<tr>
<td>Installation of cable or wire in pipe</td>
<td>120 mm²</td>
<td>0.61</td>
<td>1.21</td>
<td>1.67</td>
<td>1.67</td>
<td>2.59</td>
<td>3.10</td>
<td>3.75</td>
</tr>
<tr>
<td>Installation of wires in pipes and cavities</td>
<td>185 mm²</td>
<td>1.52</td>
<td>1.83</td>
<td>2.10</td>
<td>3.36</td>
<td>4.02</td>
<td>4.66</td>
<td>6.46</td>
</tr>
<tr>
<td>Installation of cable or wire in pipe</td>
<td>300 mm²</td>
<td>1.83</td>
<td>2.13</td>
<td>2.84</td>
<td>4.26</td>
<td>5.24</td>
<td>5.57</td>
<td>7.67</td>
</tr>
<tr>
<td>Installation of wires in pipes and cavities</td>
<td>800 mm²</td>
<td>2.13</td>
<td>2.74</td>
<td>3.86</td>
<td>5.63</td>
<td>7.37</td>
<td>7.71</td>
<td>9.75</td>
</tr>
</tbody>
</table>

* See 2701.13.

### 2711 INSTALLATION OF COPPER CABLES AND WIRES, cross-sections of 120–800 mm²

<table>
<thead>
<tr>
<th>Conductor cross-section, (\text{mm}^2)</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
</tr>
</thead>
<tbody>
<tr>
<td>maximum EUR/m</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Flush-mounted installation</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Installation of wires in pipes and cavities</td>
<td>120 mm² Cu</td>
<td>0.61</td>
<td>1.21</td>
<td>1.67</td>
<td>1.83</td>
<td>2.84</td>
<td>3.10</td>
<td>3.75</td>
</tr>
<tr>
<td>Installation of cable or wire in pipe</td>
<td>185 mm² Cu</td>
<td>1.52</td>
<td>1.83</td>
<td>2.32</td>
<td>3.69</td>
<td>4.02</td>
<td>4.66</td>
<td>6.46</td>
</tr>
<tr>
<td>Installation of wires in pipes and cavities</td>
<td>300 mm² Cu</td>
<td>1.83</td>
<td>2.13</td>
<td>3.13</td>
<td>4.69</td>
<td>5.24</td>
<td>5.57</td>
<td>7.67</td>
</tr>
<tr>
<td>Installation of cable or wire in pipe</td>
<td>800 mm² Cu</td>
<td>2.13</td>
<td>2.74</td>
<td>4.25</td>
<td>6.20</td>
<td>7.37</td>
<td>7.71</td>
<td>9.75</td>
</tr>
</tbody>
</table>

### 2715 PUTTING CABLES OR WIRES IN PIPES INSTALLED BY OTHERS

<table>
<thead>
<tr>
<th>Conductor cross-section (mm)²</th>
<th>1</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td>maximum EUR/m</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Installation of wires in pipes/cavities</strong></td>
<td>2.5 mm²</td>
<td>0.13</td>
</tr>
<tr>
<td>Installation of cable or wire in pipe</td>
<td>6 mm²</td>
<td>0.20</td>
</tr>
<tr>
<td>Installation of cable or wire in pipe</td>
<td>16 mm²</td>
<td>0.31</td>
</tr>
<tr>
<td>PART 28: INSTALLATION AND/OR CONNECTION OF FLUSH- OR SURFACE-MOUNTED EQUIPMENT AND DISTRIBUTION BOXES, PLUG CONNECTORS, AND JUNCTION BOXES OR SIMILAR</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td><strong>2801 Overview</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>When one is installing an equipment box only, the work is priced in accordance with Table 2811; distribution boxes are dealt with correspondingly in Table 2821.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Attaching and/or connecting only a box-mounted device is priced in accordance with Table 2811, and distribution boxes are addressed correspondingly in Table 2821.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>The adjustment and testing of systems is priced locally (between employer and foreman).</td>
<td></td>
</tr>
</tbody>
</table>
| 4 | An additional price is paid for the installation of a box in accordance with Table 2830, row 13 in the following cases:  
  – installation of a box in a floor enclosure  
  – installation within log or masonry material  
  – alignment with tiles  
  – installation in grooves |  |
| 5 | The installation prices include connections in the manner specified in the tables. |  |
| 6 | If work not included in the prices in tables 2811 and 2821 is required, it is priced in accordance with other tables. An example is cable shielding and connectors (crimped with a tool). |  |
| 7 | When a device or instrument priced under this part of the scheme is equipped with parts not supplied with it (for example, sealing nipples), those parts’ pricing follows Part 31. |  |
| 8 | When one is installing a box by drilling holes in a metal frame, the work shall be priced in accordance with Table 2811 or 2821, column 2 and the appropriate row. |  |
The pricing for ready-made box sets is in accordance with 2811.3.4.5, along with the 2821.3 columns.

<table>
<thead>
<tr>
<th>2810 INSTALLATION AND/OR CONNECTION OF FLUSH-MOUNTED BOXES, BOX-MOUNTED EQUIPMENT, PLUG CONNECTORS, OR SIMILAR SURFACE-MOUNTED ITEMS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overview</strong></td>
</tr>
<tr>
<td><strong>1</strong></td>
</tr>
<tr>
<td><strong>2</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
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<tr>
<td></td>
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<tr>
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<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td><strong>3</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td><strong>4</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td><strong>5</strong></td>
</tr>
<tr>
<td><strong>6</strong></td>
</tr>
</tbody>
</table>

| 2811 INSTALLATION AND/OR CONNECTION OF FLUSH-MOUNTED BOXES, BOX-MOUNTED EQUIPMENT, OR SIMILAR SURFACE-MOUNTED ITEMS |
### 2815 IT SYSTEM INSTALLATION AND/OR CONNECTION

#### Overview

1. This table is used for pricing the installation of IT systems from cross-connection to a box (RJ45).

2. The prices in the table may include the following steps:
   - installation of a box with stubs
   - attachment and/or connection of box-mounted equipment
   - riser screws
   - riser ring(s) with screws
   - box support(s)
   - removal and/or attachment of as many as four parts supplied with the equipment
   - installation of a cable between the panel and the box
   - panel-end connection (cable going to the box)
   - attachment of ready-made labels
   - cover plate

3. The point referred to in the table is a one- or two-piece box.
The prices are calculated for Cat 5 to Cat 7 cable and connector types.

If newer categories cause an increase in work load, the additional price shall be agreed upon locally (employer / foreman).

Measurement is not included in the prices.

If the enterprise or unit’s professional skill or labour situation so requires, the work may be outsourced.

<table>
<thead>
<tr>
<th>2816</th>
<th>IT CONNECTION POINT INSTALLATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>EUR/piece</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>First 100 boxes</td>
</tr>
<tr>
<td>11</td>
<td>Unshielded</td>
</tr>
<tr>
<td>12</td>
<td>Shielded</td>
</tr>
</tbody>
</table>

2820 INSTALLATION AND/OR CONNECTION OF FLUSH- OR SURFACE-MOUNTED DISTRIBUTION BOXES, JUNCTION BOXES, OR SIMILAR

Overview

1. This part of the scheme is used for pricing the attachment and connection of flush and surface-mounted distribution boxes. The network connection of conductors with a cross-section of less than 1 mm² is priced in accordance with Table 2512, and box installation in Table 2821, row 12 and the appropriate column.

2. The pricing for larger-diameter conductors is as follows:
   Connection in accordance with Part 25 and box mounting in line with Table 2821, row 12 and the appropriate column.

3. The prices in the table may include the following steps:
   - installation of a box with stubs
   - connection of branches to the box
   - box cover
   - riser ring(s) with screws
   - connection of up to 25 conductor ends
   (the pricing for excess conductor ends is given on row 21)
- box support(s)
- preparation and attachment of box label
- strain relief of cables with cable ties

The pricing for roof outlets or similar devices that are installed on top of a connected distribution or equipment box complies with Table 2811 in addition to the pricing for the box connected.

### 2821 INSTALLATION AND/OR CONNECTION OF FLUSH- OR SURFACE-MOUNTED DISTRIBUTION BOXES OR SIMILAR

<table>
<thead>
<tr>
<th>EUR/piece</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flush or wood</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stone or metal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junction box (fastened) with connecting plugs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11 Row removed</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12 1.0–1.5 mm²</td>
<td>10.66</td>
<td>12.11</td>
<td>6.90</td>
</tr>
<tr>
<td>13 6.0 mm²</td>
<td>11.55</td>
<td>12.99</td>
<td></td>
</tr>
<tr>
<td>EUR/piece</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21 Excess conductors</td>
<td>0.71</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 2830 ADDITIONAL WORK RELATED TO TABLES 2811 AND 2821

<table>
<thead>
<tr>
<th>EUR/piece</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 Preparation of MCMK, MLJM, MLJRM, MJAM, and FRHF or similar cables and conductor ends for connection</td>
<td>3.92</td>
</tr>
<tr>
<td>12 The additional work in handling braided sleeves</td>
<td>2.60</td>
</tr>
<tr>
<td>13 Reservation for a box or the additional work of box installation in accordance with Table 2801, row 04</td>
<td>2.16</td>
</tr>
<tr>
<td>14 Installation of a connection cover, paid for only upon a change of installation method (the price includes the cable clamp, if any)</td>
<td>1.89</td>
</tr>
<tr>
<td>15 Smoke detector coding</td>
<td>1.74</td>
</tr>
</tbody>
</table>
Overview

1. Lighting fixtures' installation price may include the following steps:
   - installation of the lighting fixture in its place
   - connection of the group cable
   - installation of lamps or fluorescent tubes
   - removal and/or attachment of as many as four parts supplied with the lighting fixture
   - fasteners for the components
   - screws required for assembly
   - nuts and washers
   - pipe endings

2. The installation price for a lighting fixture is based on its weight and the length of the longest side. The latter refers to the length of the reflector housing or the actual lighting entity, or, for a circular fixture, the diameter. The means of hanging the fixture are not taken into account in the determination of the length. The weight of the fixture shall be deemed to be the weight specified by the manufacturer.

3. The lighting fixture is supplied as an assembled unit ready to be mounted and connected. This requires that internal wiring, drilling, or similar measures will not be required on the site for bringing the lighting fixture into installable condition. If such work has to be performed, this shall be agreed upon case-specifically (between employer and foreman).

4. Connections related to the lighting fixture, other than group cable connections, are made in accordance with Part 25.

5. Any special grille exceeding the external dimensions of the fixture shall be priced individually (between employer and foreman).

6. When one is fastening a lighting fixture to a support rail or similar without drilling, the work is priced in accordance with the column pertaining to wood.

7. Column 3 is used for pricing the installation of a lighting fixture by lifting it into place.

   The fixture can be connected to the network either in a semi-fixed fashion or with a plug. This column is also used for pricing related to a lighting fixture connected to a contact rail through a power take-off unit.
If a lighting ramp is delivered to the site as a prefabricated element, the price of installation is determined on the basis of the element’s length and weight.

If a lighting ramp is assembled on the site from separate fixtures before being installed in its place, the installation price is formed of installation of separate lighting fixtures.

If a wire blank in the lighting fixture has to be opened by drilling, the work is priced in accordance with Part 31.

Area lighting installation carried out under a separate contract shall be priced locally (agreed upon between employer and foreman).

The installation price for a pole includes supervision of transport to the place of installation, supervision of the creation of cable openings in the concrete base, and alignment of the cable for its place when the pole is lifted.

Pole length refers to the total length of the pole as specified by the manufacturer.

Cables drawn along the pole shall be paid for in accordance with Part 27. Attachment of equipment in the connection space is priced in accordance with Part 24, and connections in accordance with Part 25.

### INSTALLATION OF A LIGHTING FIXTURE

<table>
<thead>
<tr>
<th>Maximum side length: 175 cm</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of fastening points: 1–4</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>EUR/piece</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Weight not exceeding 3 kg</td>
<td>7.00</td>
<td>2.62</td>
</tr>
<tr>
<td>12</td>
<td>Weight not exceeding 6 kg</td>
<td>9.44</td>
<td>3.79</td>
</tr>
<tr>
<td>13</td>
<td>Weight not exceeding 12 kg</td>
<td>10.78</td>
<td>4.66</td>
</tr>
<tr>
<td>14</td>
<td>Separate wall arm or plate</td>
<td>3.91</td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Additional price per additional 5 kg or part thereof</td>
<td></td>
<td>1.75</td>
</tr>
<tr>
<td>22</td>
<td>Additional price per additional 50 cm or part thereof</td>
<td></td>
<td>1.86</td>
</tr>
<tr>
<td>23</td>
<td>Excess fastening points</td>
<td></td>
<td>1.59</td>
</tr>
</tbody>
</table>
### ADDITIONAL WORK RELATED TO INSTALLATION OF LIGHTING FIXTURES

<table>
<thead>
<tr>
<th></th>
<th>EUR/piece</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>Extension of group cable with up to 2.5 mm² cable</td>
<td>2.39</td>
</tr>
<tr>
<td>12</td>
<td>Extension of group cable with up to 4–6 mm² cable</td>
<td>3.44</td>
</tr>
<tr>
<td>13</td>
<td>Preparation of the ends of MCMK, FRHF, and similar conductors for connection</td>
<td>3.60</td>
</tr>
<tr>
<td>14</td>
<td>Row removed</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Row removed</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Additional work for a lighting fixture that also has a socket or switch</td>
<td>1.56</td>
</tr>
<tr>
<td>17</td>
<td>Installation of a snow or drip shield (e.g., a canopy)</td>
<td>1.46</td>
</tr>
<tr>
<td>18</td>
<td>Excess parts</td>
<td>0.53</td>
</tr>
<tr>
<td>19</td>
<td>Installation and cutting of a rail for mounting below a lighting fixture, by metre</td>
<td>3.98</td>
</tr>
<tr>
<td>20</td>
<td>Additional price for the installation of a fluorescent lamp in waterproof holders</td>
<td>0.90</td>
</tr>
<tr>
<td>21</td>
<td>Shielding of wires specific to the lighting structure</td>
<td>1.19</td>
</tr>
<tr>
<td>22</td>
<td>Cutting and preparation of a suspension rod, chain, or wire cable</td>
<td>0.80</td>
</tr>
<tr>
<td>23</td>
<td>Removal of protective plastic from reflectors, per lighting fixture</td>
<td>0.80</td>
</tr>
</tbody>
</table>

### INSTALLATION OF LIGHTING POLES

<table>
<thead>
<tr>
<th></th>
<th>EUR/piece</th>
<th>1</th>
<th>2</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Wood</td>
<td>Stone or metal</td>
</tr>
<tr>
<td>11</td>
<td>Fastening of an arm to a pole</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Arm length for each 1.5 m or part thereof</td>
<td>4.69</td>
<td>6.25</td>
</tr>
<tr>
<td>11</td>
<td>Pole installation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Pole length for each 1.5 m or part thereof</td>
<td>2.94</td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>Lighting-fixture installation</td>
<td>9.80</td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>Separate sleeve for installing the lighting fixture and its arm</td>
<td>1.56</td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Attachment of a heating outlet box is priced in accordance with Part 24, and connections in accordance with Part 25.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**PART 30: INSTALLATION OF CABLE ROUTES**

### 3001 Overview

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Overview</td>
<td>This part of the scheme is used for pricing the installation of cable trays, lighting-fixture suspension rails, and cable and outlet conduits.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td>The employer and the team are obliged to negotiate to determine whether the scope of work and the schedule allow the team to carry out the installation of the cable routes.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>Unless special factors demand otherwise (see the terms of agreement on the use of external labour), the installation of cable routes is included in the contract at sites where the total length of cable routes is no more than 1,500 metres.</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>Per-metre prices are calculated along the centre line of the cable routes.</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>The installation prices include assembly of prefabricated parts, along with the necessary fastening and cutting to finished and usable condition.</td>
<td></td>
</tr>
</tbody>
</table>

### 3010 INSTALLATION OF CABLE ROUTES

<table>
<thead>
<tr>
<th></th>
<th>EUR</th>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>EUR/m</td>
<td>1–200 m</td>
<td>201–800 m</td>
<td>801–1,500 m</td>
</tr>
<tr>
<td>11</td>
<td>Installation of a cable tray</td>
<td>6.09</td>
<td>4.77</td>
<td>4.23</td>
</tr>
<tr>
<td>12</td>
<td>Installation of a lighting suspension rail</td>
<td>4.23</td>
<td>3.71</td>
<td>2.91</td>
</tr>
<tr>
<td>13</td>
<td>Installation of a cable duct</td>
<td>5.82</td>
<td>5.30</td>
<td>4.50</td>
</tr>
<tr>
<td>14</td>
<td>Installation of a heavy cable tray (weight: more than 4 kg/m)</td>
<td>7.62</td>
<td>5.97</td>
<td>5.30</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>EUR / piece or metre</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>19</td>
<td>Installation of a cable-duct cover (m)</td>
<td>0.53</td>
</tr>
<tr>
<td>20</td>
<td>Construction of a branch or change of direction, installation of a ready-made cable-duct angle, or construction of a change of direction instead (piece)</td>
<td>4.23</td>
</tr>
<tr>
<td>21</td>
<td>Installation of a plate for mounting of equipment (piece)</td>
<td>1.73</td>
</tr>
<tr>
<td>22</td>
<td>Installation of a protective plate on trays (piece)</td>
<td>9.27</td>
</tr>
<tr>
<td>23</td>
<td>Installation of a base plate on trays, per 2 m or part thereof</td>
<td>1.32</td>
</tr>
<tr>
<td>24</td>
<td>A covering panel, partition, or cover plate for cable ducts (m)</td>
<td>0.93</td>
</tr>
<tr>
<td>25</td>
<td>Making a cable hole in a duct (piece)</td>
<td>2.64</td>
</tr>
<tr>
<td>26</td>
<td>A cable-duct collar or installation of a piece of sound insulation</td>
<td>0.53</td>
</tr>
<tr>
<td>27</td>
<td>Separate base moulding for a box (piece)</td>
<td>0.98</td>
</tr>
</tbody>
</table>
PART 31: PRICING SUPPLEMENT

3101 Overview

1 Additional work, repairs, and supplements and other modifications to installations listed in the tables in parts 23 to 30 of this pricing scheme are priced in accordance with this table if not already covered by the prices in the above-mentioned tables.

2 The material thickness for drilling is up to 3 mm. The drilling price on row 11 includes threading, if applicable.

3110 SUPPLEMENTARY PRICES

<table>
<thead>
<tr>
<th></th>
<th>EUR/piece</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>A hole with a diameter of up to 10 mm</td>
<td>0.93</td>
</tr>
<tr>
<td>12</td>
<td>A hole with a diameter of up to 30 mm</td>
<td>1.59</td>
</tr>
<tr>
<td>13</td>
<td>A hole with a diameter of up to 40 mm</td>
<td>1.86</td>
</tr>
<tr>
<td>21</td>
<td>Determination of the location for a hole to be drilled by measurement (cavities and beams)</td>
<td>0.53</td>
</tr>
<tr>
<td>22</td>
<td>Opening of a flange blank up to hole III</td>
<td>1.32</td>
</tr>
<tr>
<td>23</td>
<td>Removal and/or mounting of an end flange or other flange</td>
<td>3.98</td>
</tr>
<tr>
<td>24</td>
<td>Removal or mounting of a threaded or checknut-installed seal, expansion/reduction collar, hose fitting, or similar element</td>
<td>1.06</td>
</tr>
<tr>
<td>25</td>
<td>A press-fitted diaphragm or rubber seal</td>
<td>0.66</td>
</tr>
<tr>
<td>26</td>
<td>Replacement of a thermal relay and connections</td>
<td>10.60</td>
</tr>
<tr>
<td>27</td>
<td>Basic adjustment of a thermal relay</td>
<td>3.98</td>
</tr>
<tr>
<td>28</td>
<td>Notification related to protection of a motor against excessive current / surges – performance of the measurements required for the table – completion of the relevant row of the table</td>
<td>4.77</td>
</tr>
<tr>
<td>29</td>
<td>Basic adjustment of a time, fault, or supervision element (the price includes two adjustments per appliance or device – for example, programming of two circuits)</td>
<td>3.98</td>
</tr>
<tr>
<td>30</td>
<td>Verification of the functionality of a point pre-installed in an element and notification of any associated fault</td>
<td>3.18</td>
</tr>
<tr>
<td>31</td>
<td>Setting of sauna heater stones for each 9 kW or part thereof</td>
<td>3.98</td>
</tr>
<tr>
<td></td>
<td>Description</td>
<td>EUR / piece or metre</td>
</tr>
<tr>
<td>---</td>
<td>-----------------------------------------------------------------------------</td>
<td>----------------------</td>
</tr>
<tr>
<td>32</td>
<td>Moving of a sauna heater thermostat or a change in its handedness</td>
<td>6.62</td>
</tr>
<tr>
<td>33</td>
<td>Installation of a thermostat capillary tube and sensing element</td>
<td>4.77</td>
</tr>
<tr>
<td>34</td>
<td>Separate attachment to a structure via a hook</td>
<td>1.06</td>
</tr>
<tr>
<td>35</td>
<td>An equipment connector, terminal block, or terminal strip</td>
<td>0.53</td>
</tr>
<tr>
<td>36</td>
<td>Installation of a fuse box, tray, or diagram enclosure, with accessories</td>
<td>6.62</td>
</tr>
<tr>
<td>37</td>
<td>Supplementation of a distribution board, piece of equipment, or appliance</td>
<td>0.53</td>
</tr>
<tr>
<td></td>
<td>with a loose component of less than 0.5 kg (by pressing into place or</td>
<td></td>
</tr>
<tr>
<td></td>
<td>attachment via two ready-made fixing points, either with or without use of</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a tool)</td>
<td></td>
</tr>
<tr>
<td>38</td>
<td>Strain relief with cable ties</td>
<td>0.35</td>
</tr>
<tr>
<td>39</td>
<td>Strain relief with a clamp</td>
<td>0.71</td>
</tr>
<tr>
<td>40</td>
<td>Tightening of a strain-relief element (for example, for a kitchen stove’s</td>
<td>0.71</td>
</tr>
<tr>
<td></td>
<td>cord)</td>
<td></td>
</tr>
<tr>
<td>41</td>
<td>A box hole in a board wall</td>
<td>1.86</td>
</tr>
</tbody>
</table>

3120 **MARKING AND LABELLING OF CABLES, WIRES, DISTRIBUTION BOARDS, AND EQUIPMENT**

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>EUR / piece or metre</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>‘Ready-made label’ refers to a label that can be attached in a single</td>
<td></td>
</tr>
<tr>
<td></td>
<td>action. Preparing elements of a label to be assembled on a separate label</td>
<td></td>
</tr>
<tr>
<td></td>
<td>body is priced in accordance with row 11.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>If the attachment of a label requires opening and redoing a connection,</td>
<td></td>
</tr>
<tr>
<td></td>
<td>the connection price shall be paid also.</td>
<td></td>
</tr>
</tbody>
</table>

3121 **MARKING AND LABELLING OF CABLES, WIRES, DISTRIBUTION BOARDS, AND EQUIPMENT**

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>EUR / piece or metre</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>Assembling a label, for each four characters or part thereof</td>
<td>0.66</td>
</tr>
<tr>
<td>12</td>
<td>Attaching a ready-made wire or cable label EUR/piece)</td>
<td>0.66</td>
</tr>
<tr>
<td>13</td>
<td>Preparing a label (EUR/piece)</td>
<td>0.66</td>
</tr>
<tr>
<td>14</td>
<td>Attaching a ground cable identification tape (EUR/m)</td>
<td>0.16</td>
</tr>
<tr>
<td>15</td>
<td>Installing a plastic protective channel (EUR/m)</td>
<td>0.35</td>
</tr>
</tbody>
</table>

**Equipment labels**
16. Attaching a ready-made label with screws or rivets (EUR/piece) 1.59
17. Attaching a ready-made label with glue or self-adhesive (EUR/piece) 0.80

**Marking of the length of a cable in the installation list**

18. Cable/wire with length to be indicated in metres (EUR/piece) 0.53
19. Cable/wire that is pulled through a measure (EUR/piece) 0.80

---

**The pricing for diameters up to 16 mm is given on row 11**

<table>
<thead>
<tr>
<th>KLM</th>
<th>2 x 0.8 – 4 x 0.8</th>
<th>MMO</th>
<th>7 x 1.5</th>
</tr>
</thead>
<tbody>
<tr>
<td>KLMA</td>
<td>2 x 0.8 + 0.8 –</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4 x 0.8 + 0.8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NOMAK, REDAK</td>
<td>1 x 2 x 0.5 + 0.5 –</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>12 x 2 x 0.5 + 0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>JAMAK, KJAAM</td>
<td>1 x (2+1) x 0.5 –</td>
<td>MMO</td>
<td>7 x 1.5</td>
</tr>
<tr>
<td></td>
<td>12 x (2+1) x 0.5</td>
<td>MCMO</td>
<td>7 x 1.5</td>
</tr>
<tr>
<td>MHS</td>
<td>1 x 4 x 0.5 –</td>
<td>MCMO</td>
<td>7 x 2.5</td>
</tr>
<tr>
<td></td>
<td>50 x 2 x 0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VMOHBU</td>
<td>1 x 4 x 0.5 –</td>
<td>MKMO</td>
<td>7 x 1.5</td>
</tr>
<tr>
<td></td>
<td>20 x 2 x 0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TELLU</td>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>12</td>
<td>MJAM</td>
<td>7 x 1.5</td>
</tr>
<tr>
<td></td>
<td>13</td>
<td></td>
<td>12 x 1.5</td>
</tr>
<tr>
<td></td>
<td>17</td>
<td></td>
<td>7 x 2.5</td>
</tr>
<tr>
<td>MMSA</td>
<td>4 x 0.8 + 0.8 –</td>
<td>MJAM-ARM</td>
<td>7 x 1.5</td>
</tr>
<tr>
<td></td>
<td>40 x 0.8 + 0.8</td>
<td>MLOM</td>
<td>7 x 2.5</td>
</tr>
<tr>
<td>MMPMA</td>
<td>4 x 0.8 + 0.8 –</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>12 x 0.8 + 0.8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MCUM</td>
<td>1.1/7.3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Item</td>
<td>Dimensions</td>
<td>Quantity</td>
<td>Price</td>
</tr>
<tr>
<td>------------</td>
<td>---------------------</td>
<td>----------</td>
<td>-------</td>
</tr>
<tr>
<td>MHDS</td>
<td>4 x 2 x 0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2 x (4 x 2 x 0.5)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>25 x 2 x 0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MDS</td>
<td>4 x 2 x 0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MKMO</td>
<td>3 x 0.75 –</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>12 x 0.75</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MSMO</td>
<td>3 x 0.75 –</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>19 x 0.75</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MSMSO</td>
<td>3 x 0.75 – 7 x 0.75</td>
<td></td>
<td></td>
</tr>
<tr>
<td>KLMAM</td>
<td>2 x 2 x 0.6</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4 x 2 x 0.6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AJS</td>
<td>75 – 5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RG</td>
<td>58 C/U</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>59 B/U</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>62 A/U</td>
<td></td>
<td></td>
</tr>
<tr>
<td>KJMS</td>
<td>All</td>
<td></td>
<td></td>
</tr>
<tr>
<td>JAMAK-ARM</td>
<td>4 x (2+1) x 0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>KJAAM-ARM</td>
<td>4 x (2+1) x 0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>8 x (2+1) x 0.5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The pricing for diameters 16–20 mm is given on row 12

<table>
<thead>
<tr>
<th>Item</th>
<th>Dimensions</th>
<th>Quantity</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOMAK, REDAK</td>
<td>24 x 2 x 0.5 + 0.5</td>
<td></td>
<td>MMO 19 x 1.5</td>
</tr>
<tr>
<td>JAMAK-ARM</td>
<td>8 x (2 + 1) x 0.5</td>
<td></td>
<td>MCMO 12 x 1.5</td>
</tr>
<tr>
<td>KJAAM-ARM</td>
<td>12 x (2 + 1) x 0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MHS</td>
<td>100 x 2 x 0.5</td>
<td></td>
<td>MSMO 19 x 1.5</td>
</tr>
<tr>
<td>VMOHBU</td>
<td>30 x 2 x 0.5</td>
<td></td>
<td>MSMSO 12 x 1.5</td>
</tr>
<tr>
<td></td>
<td>Diameter</td>
<td>Unit(s)</td>
<td>Price</td>
</tr>
<tr>
<td>----------------</td>
<td>------------------</td>
<td>---------</td>
<td>-------------</td>
</tr>
<tr>
<td>TELLU</td>
<td>5</td>
<td>MJAM</td>
<td>19 x 1.5</td>
</tr>
<tr>
<td>MMPMA</td>
<td>20 x 0.8 + 0.8</td>
<td>MJAM-ARM</td>
<td>12 x 1.5</td>
</tr>
<tr>
<td>MHDS</td>
<td>50 x 2 x 0.5</td>
<td></td>
<td>7 x 2.5</td>
</tr>
<tr>
<td>MSMO</td>
<td>27 x 0.75</td>
<td>MLORM</td>
<td>7 x 1.5</td>
</tr>
<tr>
<td>MSMSO</td>
<td>12 x 0.75</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>19 x 0.75</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The pricing for diameters 20–24 mm is given on row 13

<table>
<thead>
<tr>
<th></th>
<th>Diameter</th>
<th>Unit(s)</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>JAMAK, KJAAM</td>
<td>24 x (2 + 1) x 0.5</td>
<td>MMO</td>
<td>27 x 15</td>
</tr>
<tr>
<td>JAMAK-ARM</td>
<td>12 x (2 + 1) x 0.5</td>
<td></td>
<td>37 x 1.5</td>
</tr>
<tr>
<td>KJAAM–ARM</td>
<td>24 x (2 + 1) x 0.5</td>
<td></td>
<td>19 x 2.5</td>
</tr>
<tr>
<td>MHS</td>
<td>200 x 2 x 0.5</td>
<td>MCMO</td>
<td>27 x 1.5</td>
</tr>
<tr>
<td>VMOHBU</td>
<td>50 x 2 x 0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TELLU</td>
<td>3</td>
<td></td>
<td>19 x 2.5</td>
</tr>
<tr>
<td>MMPMA</td>
<td>40 x 0.8 + 0.8</td>
<td>MSMO</td>
<td>27 x 1.5</td>
</tr>
<tr>
<td>MHDS</td>
<td>100 x 2 x 0.5</td>
<td>MSMSO</td>
<td>19 x 1.5</td>
</tr>
<tr>
<td>MLVMU</td>
<td>5 x 4 x 0.8</td>
<td>MJAM-ARM</td>
<td>19 x 1.5</td>
</tr>
<tr>
<td>MSMO</td>
<td>37 x 0.75</td>
<td>MLORM</td>
<td>12 x 1.5</td>
</tr>
<tr>
<td>MSMSO</td>
<td>27 x 0.75</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Diameters 24–28 mm are priced on row 14

<table>
<thead>
<tr>
<th></th>
<th>Diameter</th>
<th>Unit(s)</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOMAK, REDAK</td>
<td>48 x 2 x 0.5 + 0.5</td>
<td>MMO</td>
<td>37 x 2.5</td>
</tr>
<tr>
<td>KJAAM</td>
<td>48 x (2 + 1) x 0.5</td>
<td>MCMO</td>
<td>37 x 1.5</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>27 x 2.5</td>
</tr>
<tr>
<td>JAMAK-ARM</td>
<td>24 x (2 + 1) x 0.5</td>
<td>MSMSO</td>
<td>27 x 1.5</td>
</tr>
<tr>
<td>VMOHBU</td>
<td>100 x 2 x 0.5</td>
<td>MLOM</td>
<td>19 x 2.5</td>
</tr>
<tr>
<td>MLVMU</td>
<td>10 x 4 x 0.8</td>
<td>MLORM</td>
<td>27 x 1.5</td>
</tr>
<tr>
<td>-------</td>
<td>-------------</td>
<td>--------</td>
<td>---------</td>
</tr>
<tr>
<td>MSMSO</td>
<td>37 x 0.75</td>
<td></td>
<td>19 x 2.5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>12 x 4</td>
<td></td>
</tr>
</tbody>
</table>

The pricing for diameters 28–32 mm is given on row 15

<table>
<thead>
<tr>
<th>JAMAK</th>
<th>48 x (2 + 1) x 0.5</th>
<th>MCMO</th>
<th>37 x 2.5</th>
</tr>
</thead>
<tbody>
<tr>
<td>MLVMU</td>
<td>15 x 4 x 0.8</td>
<td>MLOM</td>
<td>27 x 2.5</td>
</tr>
<tr>
<td></td>
<td>MLORM</td>
<td>27 x 2.5</td>
<td></td>
</tr>
</tbody>
</table>

The pricing for diameters 32–36 mm is given on row 16

<table>
<thead>
<tr>
<th>JAMAK-ARM</th>
<th>48 x (2 + 1) x 0.5</th>
</tr>
</thead>
<tbody>
<tr>
<td>KJAAM-ARM</td>
<td>48 x (2 + 1) x 0.5</td>
</tr>
<tr>
<td>MHS</td>
<td>400 x 2 x 0.5</td>
</tr>
<tr>
<td>MLVMU</td>
<td>25 x 4 x 0.8</td>
</tr>
</tbody>
</table>

The pricing for diameters above 36 mm is given on row 17

<table>
<thead>
<tr>
<th>VMOHBU</th>
<th>200 x 2 x 0.5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>300 x 2 x 0.6</td>
</tr>
<tr>
<td></td>
<td>400 x 2 x 0.7</td>
</tr>
<tr>
<td></td>
<td>600 x 2 x 0.8</td>
</tr>
<tr>
<td>MHS</td>
<td>800 x 2 x 0.5</td>
</tr>
<tr>
<td>MLVMU</td>
<td>50 x 4 x 0.8</td>
</tr>
</tbody>
</table>
APPENDIX 4

§8 B 5.2.1

EXAMPLE DIAGRAMS SHOWING DETERMINATION OF BASIS POINTS IN HOUSING-PRODUCTION PRICING
APPENDIX 5

§14

STANDARD OF ACCOMMODATIONS FOR TRAVELING EMPLOYEES

The standard of accommodation in the assignment locality must correspond to the general level of accommodation businesses deemed reasonable or the standard generally applied at the work site.

For each person accommodated, there shall be 10 m² of residence space, with no more than two people in one room.

In work assignments continuing for longer than one week, accommodation shall be arranged in single rooms, where possible, with local conditions taken into account. The requirement for single rooms applies solely to sleeping quarters.

The accommodation premises must be lockable. The premises must be equipped with a desk and the necessary seats and must have sufficient light for reading and passing time. The accommodation premises or their immediate vicinity must have sufficient lavatory facilities, the possibility of washing with warm water, the necessary towels, and a toilet.

Accommodation for more than two people or its immediate proximity must have a common room that may not permanently be used for overnight accommodation. It must be equipped with regular common-room furnishings. The employer shall see to the cleaning of the accommodation at least once a week. The linens, sheets, and towels shall be replaced once a week.

However, the above provisions may be deviated from for a justified reason during a short-term assignment.
GENERAL AGREEMENT

GENERAL PROVISIONS

Starting points

The parties shall promote healthy negotiation relationships and contractual work in the workplace. The parties shall strive for these goals by employing the various forms of co-operation available to them and doing their part to monitor fulfilment of the agreements concluded.

Representatives for the collective agreement shall have the right to become familiar with the workplace conditions of the members they represent.

Fundamental rights

The right of organisation, part of citizens’ basic rights, shall not be infringed. This shall apply to both employers and employees. The employees shall have the right to establish trade-union organisations and be active in them, and they shall not be dismissed or discriminated against in their work for doing so. Personnel shall have the right to elect persons to represent them in addressing matters discussed within the company. The right of election of the representatives and their rights and obligations have been set forth by law and in this and other agreements. Health and safety, non-discrimination, and equal treatment of an individual employee shall be the premises for contract provisions.

Organisational and other changes

If the workplace’s operations are significantly reduced or expanded, or if there is a handover, merger, incorporation or other major organisational change, the cooperation organisation must be adjusted to correspond to the new size and structure according to the principles of this agreement.

CHAPTER 1: SHOP STEWARD AND LABOUR PROTECTION ORGANISATIONS

1 Shop steward organisation

1.1 Terms and concepts

1.1.1 Chief shop steward

The members of the membership organisation (union branch) of the signatory employees’ organisation shall have the right to elect a chief shop steward and a deputy chief shop steward for the place of recruitment unless a local agreement is made on the broader area of activity of the chief shop steward.

Also, local agreement may be made on the role of the chief shop steward as the occupational health and safety representative.

The chief shop steward must be an employee at the place of recruitment in question and have an employment relationship there and be familiar with the conditions of the place of recruitment as an employee there.

1.1.2 Shop steward

In addition to election of a chief shop steward, it can be agreed with the employer that a shop steward for a work department or work site may be elected.

When a shop steward is being elected for a work department, attention shall be paid to the agreed-upon areas of operation being appropriate and of such coverage as promotes the processing of matters matching the negotiation system. In the assessment, also the number of employees in the department in question and the capacity of the shop steward, including shift work, to meet the employees in the department shall be considered.

A work-site-specific shop steward may be elected if the work site is in another locality and employs at least 20 employees of the company.

A local agreement can be concluded on the role of the occupational health and safety representative as a shop steward.
The shop steward must be an employee of the work department or work site in question, have an employment relationship there, and be familiar with the conditions of the workplace as its employee.

1.1.3 The liaison for chief shop stewards

In an electrification company permanently active in several localities and of significant size and in a group formed of several electrification companies, an arrangement may be agreed upon wherein a liaison for chief shop stewards is elected for the company or group.

The agreement on electing a company- or group-specific chief shop stewards’ liaison is concluded in writing by the employer and in groups the employers and the chief shop stewards of the office locations. The agreement shall specify at least the following:

1 Whether one of the chief shop stewards of the sites or another employee of the company or group will be elected as the liaison. If a chief shop steward is elected as the liaison, agreement shall be reached also on whether he or she will continue to work as a chief shop steward in addition to having the duties of the liaison.
2 Whether the election of the liaison is carried out among the chief shop stewards of the sites or, instead, all employees of the company or group covered by the collective agreement for the electrification industry shall participate in the election.
3 The following for the liaison for chief shop stewards:
   - term duration
   - duties and division of work with the chief shop stewards
   - access to information
   - level of release from work
   - salary or compensation grounds
4 Should someone other than the chief shop steward of a site be elected as the liaison for the chief shop stewards, the other rights, the obligations, and job security in accordance with the provisions applicable to a site’s chief shop steward.

Entry in the records:

Organisations that are parties to the collective agreement consider important and monitor during the term of the agreement the development of the chief shop steward liaison system and the position of the chief shop stewards in general, particularly in companies where at least 500 employees are covered by the collective agreement. Matters are followed by means of controlling and informative discussions among the management, chief shop stewards, and organisation representatives in the companies in question.

1.2 Election of a chief shop steward and shop steward

The members of the membership organisation (union branch) of an employees’ organisation that is a signatory of this collective agreement shall have the right to carry out the election of a chief shop steward and, subject to the provisions of subsection 1.1.2, the election of a shop steward, to be held in the workplace.

When electing the chief shop steward, all members of the union branch and, correspondingly, when electing the shop steward of a work department, all members of the branch for the workplace must have an opportunity reserved to participate in the election.

When electing a work-site-specific shop steward, all employees of the work site that belong to a union branch that is a signatory of this collective agreement shall have a right to participate in the election reserved for them.

The employees shall have the right to arrange and hold the above elections in the workplace. The time and venue for the election shall be agreed with the employer no later than 14 days before the election takes place. The organisation and execution of the election must not interfere with work.

1.3 General principles of the duties of a chief shop steward and shop steward

The chief shop steward and shop steward shall represent employees and the organisation that is a signatory of this collective agreement in relation to matters of application of the collective agreement and labour legislation and generally in handling of issues pertinent to the relations between the employer and the employee. The shop steward shall also endeavour to maintain and improve negotiations and co-operation between the company and its staff.

The chief shop steward and/or shop steward may represent a temp worker on the basis of said worker’s written or oral authorisation in relationships between the orderer and temp worker unless the temp workers are represented by their own shop steward.
2 Occupational health and safety organisations

2.1 Terms and concepts

2.1.1 The occupational health and safety manager
The employer shall assign an occupational health and safety manager for work performed in co-operation.

2.1.2 The occupational health and safety representative
The employees’ right to elect an occupational health and safety representative and deputy representatives is determined by the terms of the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces.
Locally, agreement may be reached on
a) the role of the occupational health and safety representative as a chief shop steward or
b) the election of an occupational health and safety representative jointly representing the employees of several industries and/or several companies in one business group.
The employees shall have the right to elect an occupational health and safety representative. Election of an occupational health and safety representative is obligatory when there are at least 10 employees.

2.1.3 The occupational health and safety agent
On the employees’ initiative, agreement may be reached with the employer on the election of one or more occupational health and safety agents and on their numbers, duties, and area of activity, conforming to the principles for the election of a shop steward as referred to in subsection 1.1.2, where applicable. In this connection, occupational health and safety risks and other factors contributing to the work conditions shall be taken into consideration.
The occupational health and safety agent shall be elected among those employees with employment relationship at the workplace in question.

2.1.4 The occupational health and safety committee
A workplace that regularly has at least 20 employees shall establish, for a term of two calendar years, an occupational health and safety committee, unless establishment of another co-operative body promoting occupational health and safety has locally been agreed upon.

2.2 General principles related to the duties of the occupational health and safety manager, occupational health and safety representative, and occupational health and safety agent

2.2.1 Duties of the occupational health and safety manager
The duty of the occupational health and safety manager is, in addition to other duties covered by the occupational health and safety co-operation, to arrange, maintain, and develop occupational health and safety co-operation.

2.2.2 Duties of the occupational health and safety representative
The duties of the occupational health and safety representative shall be determined by the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006). Additionally, the occupational safety ombudsman shall perform other duties that he or she is subject to under other legislation and agreements.

2.2.3 Duties of the occupational health and safety agent
Unless other duties have been agreed on locally, the duty of an occupational health and safety agent shall be to participate in processing and implementing occupational health and safety co-operation falling within the sphere of responsibility of said agent. A deputy representative shall, when the occupational health and safety representative is incapacitated, handle those of the occupational health and safety representative’s tasks that cannot be postponed for management after the incapacity has ceased.

3 Notifications
The union branch shall report to the employer in writing as to the chief shop steward and deputy shop steward elected.
The election officials shall report on the election of the occupational health and safety representative and deputy representatives to the employer without delay, in writing.

The election of a shop steward and the work of a chief shop steward as an occupational health and safety representative or the work of an occupational health and safety representative as chief shop steward shall be reported to the employer as the agreement concluded with the employer specifies in relation to the election of the staff representative in question.

Work in the capacity of deputy to a chief shop steward or occupational health and safety representative shall be reported by the chief shop steward or occupational health and safety representative, in writing, to the employer.

The employer shall acknowledge the receipt of the reports referred to above.

The employer shall notify shop stewards in writing of the persons who will negotiate with them on behalf of the company.

CHAPTER 2: PROVISIONS FOR THE POSITION OF SHOP STEWARD, OCCUPATIONAL HEALTH AND SAFETY REPRESENTATIVE, OCCUPATIONAL HEALTH AND SAFETY AGENT, AND STAFF REPRESENTATIVE

2.1 General principles for release from work

Temporary, regular, or permanent release from work shall be arranged as necessary for the chief shop steward and the occupational health and safety representative for the purpose of attending to the duties associated with that role.

Temporary release from work, if necessary, shall be arranged for a shop steward, an occupational health and safety representative, or a member of an occupational health and safety committee or the co-operation body acting in that role.

Assessment of the need for such release from work shall allow for such factors as the number of employees in the staff group concerned, the nature of the production and operations, and the volume of duties required.

If a chief shop steward or an occupational safety and health representative has been released from work for regularly recurrent periods, then the chief shop steward or an occupational safety and health representative shall, as a principal rule, attend to the duties thereof at these times. The chief shop steward and the occupational health and safety representative shall have the right to temporary release from work in addition to regular release if the task, on account of its urgency and nature, cannot be dealt with during the regular release. Temporary release shall be agreed upon in advance with the employer, except in the urgent cases referred to in subsection 2.3.

When the local agreement negotiations referred to in Section 4 of the collective agreement are conducted in companies where no regular shop steward’s release has been specified for a chief shop steward in accordance with the table in this section, the chief shop steward shall, upon request, be given the opportunity of preparation and orientation at the company during working hours with respect to the matter being negotiated.

2.2 Regular release from work of the chief shop steward and occupational health and safety representative

The amount of regular release of the chief shop steward and the occupational health and safety representative is determined in accordance with the table below.

<table>
<thead>
<tr>
<th>Employees</th>
<th>Hours of release from work per year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Chief shop steward</td>
</tr>
<tr>
<td>1–4</td>
<td>48</td>
</tr>
<tr>
<td>5–9</td>
<td>52</td>
</tr>
<tr>
<td>10–14</td>
<td>80</td>
</tr>
</tbody>
</table>
The average number of employees shall be reviewed at the beginning of the calendar year. Should the number of employees change significantly in the course of the year, the review may be performed quarterly, for instance.

If the chief shop steward represents also temp workers, they shall be taken into account in calculation of the average number.

Should the same person have both chief shop steward’s and occupational health and safety duties, this shall be taken into account in the agreed manner as a factor increasing the amount of release from work.

Shop stewards and the occupational health and safety representatives may participate in seminars and other events within the scope of the agreement, arranged by the Finnish Electrical Workers’ Union, during regular release. The employer shall not be obliged to pay for expenses or other costs related to the events.

The travel time to sites agreed upon with the employer shall not be included in the regular release from work.

The time for a chief shop steward and an occupational health and safety representative’s duties shall be arranged in such a way that it is distributed sufficiently evenly by week throughout the year. A chief shop steward and an occupational safety and health representative shall present their time allocation plan for the approval of the employer.

2.3 Provisions for management of the duties of the chief shop steward and occupational health and safety representative

The employer’s permission shall be obtained for leaving one’s work site. The above-mentioned permission must always be given in urgent cases when the matter is related to a dispute, a labour conflict, or an occupational health and safety issue that poses immediate and serious danger to the life or health of an employee. Should the chief shop steward or occupational health and safety representative in the above situations not reach the employer or a representative thereof despite attempts to do so, that steward or representative shall have the right to leave the work site. In other cases, a local agreement shall be made on the time at which the chief shop steward or occupational health and safety representative may leave his or her work.

2.4 Compensation for loss of income

The employer shall compensate for the loss of income caused by the regular release from work referred to in subsection 2.2 and by temporary release from work referred to in subsection 2.1 and for the loss of income incurred by a staff representative referred to in this agreement when that representative works with duties agreed upon with the employer. The compensation for loss of income shall be determined in line with the average hourly earnings for purposes of compensation.

Should the staff representative referred to in the paragraph above carry out duties agreed upon with the employer outside his or her regular working hours, the time thus lost shall be subject to overtime compensation or other, additional compensation shall be agreed upon with the representative. For travel involved in the carrying out of the agreed-upon

<table>
<thead>
<tr>
<th>Subject to Separate Agreement</th>
<th>Headcount x 0.291 x 12</th>
</tr>
</thead>
<tbody>
<tr>
<td>15–19</td>
<td>110</td>
</tr>
<tr>
<td>20–29</td>
<td>150</td>
</tr>
<tr>
<td>30–39</td>
<td>200</td>
</tr>
<tr>
<td>40–79</td>
<td>260</td>
</tr>
<tr>
<td>80–139</td>
<td>340</td>
</tr>
<tr>
<td>140–199</td>
<td>430</td>
</tr>
<tr>
<td>200–279</td>
<td>520</td>
</tr>
<tr>
<td>280–339</td>
<td>630</td>
</tr>
<tr>
<td>340–2</td>
<td>subject to separate agreement</td>
</tr>
</tbody>
</table>
duties, the employer shall compensate for the travel expenses in accordance with section 14 of the collective agreement.

2.5 Separate compensation paid to the chief shop steward and the occupational health and safety representative

Separate compensation shall be paid to the chief shop steward and occupational health and safety representative of a company on the basis of the table below in line with the number of people in an employment relationship represented, from the beginning of the salary payment period closest to the day referred to.

<table>
<thead>
<tr>
<th>Number of employees represented</th>
<th>Chief shop steward’s separate compensation</th>
<th>The occupational health and safety representative’s separate compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>5–9</td>
<td>53.74</td>
<td>20.87</td>
</tr>
<tr>
<td>10–50</td>
<td>64.48</td>
<td>31.30</td>
</tr>
<tr>
<td>51–100</td>
<td>85.98</td>
<td>41.74</td>
</tr>
<tr>
<td>101–150</td>
<td>107.47</td>
<td>57.39</td>
</tr>
<tr>
<td>151–200</td>
<td>128.97</td>
<td>73.04</td>
</tr>
<tr>
<td>201–250</td>
<td>150.47</td>
<td>88.69</td>
</tr>
<tr>
<td>251–400</td>
<td>171.97</td>
<td>104.35</td>
</tr>
<tr>
<td>401–450</td>
<td>193.46</td>
<td>125.21</td>
</tr>
<tr>
<td>more than 450</td>
<td>subject to separate agreement</td>
<td>subject to separate agreement</td>
</tr>
<tr>
<td></td>
<td>subject to separate agreement</td>
<td>subject to separate agreement</td>
</tr>
<tr>
<td></td>
<td>subject to separate agreement</td>
<td>subject to separate agreement</td>
</tr>
</tbody>
</table>

* To be agreed upon during the term of the agreement; see section 17 of the signature protocol.

‘Chief shop steward’ shall refer to a shop steward of a company or workplace but not to a department shop steward elected for a department within a workplace.

The review of the grounds for compensation, if any, shall be executed in accordance with subsection 2.2.

Separate compensation shall be paid on the basis of the work-week review.

This compensation shall be paid for working weeks during which the chief shop steward or occupational health and safety representative entitled to separate compensation has worked.

Separate compensation shall not be paid if the chief shop steward or occupational health and safety representative has been absent from work the entire work week. The reason for the absence shall not be of significance in the review.

The separate compensation shall, however, be paid for a review period during which the chief shop steward or occupational health and safety representative has been absent from work because of participation in training conformant to a training agreement or arranged by the employer.

When separate compensation is paid for a single week because of, for example, absence from work, the compensation determined for a two-week salary period shall be halved.

Separate compensation shall not be paid to both the chief shop steward and the deputy thereof or to both the occupational health and safety representative and the deputy occupational health and safety representative for the same span...
of time. Should the absence of the chief shop steward or occupational health and safety representative end during the review period, he or she shall be paid separate compensation for that work week.

The deputy of the chief shop steward or occupational health and safety representative shall be paid compensation when having started to manage the duties as described above in section 1 of Chapter 1.

Should the same person have the duties of both the chief shop steward and occupational health and safety work, this shall be taken into account in a manner to be agreed upon with respect to the amount of the separate compensation.

The above-mentioned compensation shall be the amount of salary paid for working hours but shall not be considered in calculation of the average hourly earnings for purposes of annual holiday.

2.6 Employment and facilities of the shop steward, occupational health and safety representative, occupational health and safety agent, and other staff representatives

2.6.1 Facilities of the chief shop steward and occupational health and safety representative

The employer shall arrange an appropriate place for the chief shop steward and the occupational health and safety representative to keep the materials that are required for performance of their duties in this capacity. Should the size of the workplace require a designated office, the employer shall arrange appropriate premises at which the confidential discussions necessary for performance of duties in this capacity may be conducted.

The chief shop steward and the occupational health and safety representative shall be entitled to use office and similar equipment customarily used at the company, such as computer equipment, associated software, and Internet connections (e-mail) in general use at the company, to attend to chief shop steward’s and occupational health and safety representative’s duties. In this case, the number of employees represented by the chief shop steward or occupational health and safety representative may be taken into account. The practical arrangements shall be agreed locally.

The employer shall obtain the necessary copies of laws, decrees, and other occupational health and safety regulations and make them available to the chief shop steward, the occupational health and safety representative, occupational health and safety agent, and occupational health and safety bodies.

2.6.2 Employment

The shop steward, occupational health and safety representative, occupational health and safety agent, and other staff representatives shall have the same position in their employment with the employer whether they manage their positions of trust in addition to their work or are completely released from their work. They are liable for following the general terms for work, working hours, and orders on work-supervision and other arrangements.

2.6.3 Protection against transfer of a chief shop steward or occupational health and safety representative

A The opportunities of the chief shop steward or occupational health and safety representative for personal development and professional advancement must not be impaired on account of the duties involved. An employee serving as a chief shop steward or an occupational health and safety representative may not, while attending to these duties or on account thereof, be assigned to work at lower pay than at the time when said employee was elected to serve as a shop steward or an occupational health and safety representative. Nor may the said employee be transferred to work of lower value if the employer is capable of offering the employee other work corresponding to the vocational skills of the said employee.

B Should the employment of the chief shop steward or occupational health and safety representative have required both time-based and contract work, said person’s employment shall remain as it was in this respect.

C If the work duties of a person elected to serve as a chief shop steward or an occupational health and safety representative hamper his or her attendance to the duties of chief shop steward or occupational health and safety representative, other work shall be arranged for said employee, with conditions in the workplace and the person’s vocational skills taken into account. Arrangements of this kind may cause no reduction in the pay of the shop steward.

2.6.4 Development of the chief shop steward and occupational health and safety representative’s earnings

A The development of earnings of the chief shop steward or occupational health and safety representative must correspond to the workplace-specific development of earnings. The development of his or her earnings is compared to that of the average hourly earnings for regular work hours of other employees in the same wage group in the salary statistics by calendar year. If falling behind is detected, a local salary review shall be performed and adjustment measures taken. This comparison requires that the other employees of the relevant wage group at the place of recruitment have worked at least 6,000 hours during the calendar year in question. Should the above number of working hours not be reached, the comparison is done with the development of average hourly earnings for all company employees of the
relevant wage group. Should the above number of hours not be reached even with the latter comparison option, the development of the person’s earnings is compared to the development of average hourly earnings of employees in the same wage group nationally according to salary statistics (column I of EK’s salary statistics).

Development of earnings refers to the percentage change of the average hourly earnings from the end of one calendar year to the end of the next and, similarly, the percentage change of the average hourly earnings in the national salary statistics from the previous year to the corresponding figure of the next year’s statistics.

B Comparison of the development of earnings referred to above in item A shall not be carried out if the chief shop steward’s or occupational health and safety representative’s average hourly earnings are more than 30% higher than the average hourly earnings that are the object of the comparison.

2.6.5 Protection against transfer of the occupational health and safety representative

A In the event of temporary transfer of the occupational health and safety agent to outside his or her actual area of operation, an attempt shall be made for the transfer not to hinder the management of said employee’s duties in the capacity of occupational health and safety agent unreasonably.

2.6.6 Maintenance of professional competence

After the term of office of a chief shop steward or an occupational health and safety representative has ended, said employee and the employer shall jointly determine whether maintenance of the employee’s vocational skills requires vocational training for the employee’s former duties or for corresponding duties. The employer shall arrange any training that said determination shows to be necessary. When deciding the content of such training attention shall be paid to release from work, to the length of the term of office and to any changes in working methods that have occurred during the said period.

2.6.7 Assignment of the enterprise

The status of a chief shop steward and of an occupational health and safety representative shall continue as such, notwithstanding assignment of business operations, if the assigned business or part thereof retains its independence. If a business or part thereof to be assigned loses its independence, the chief shop steward and the occupational health and safety representative shall have the right to job protection after the term of office agreed upon in subsection 2.7.5 of this agreement, as of the end of the term of office arising from the assignment of business operations.

2.7 Job security

2.7.1 Layoff or dismissal for economic and production reasons

In the event that the workforce of the company is dismissed or laid off for reasons of finance or production, these measures must not affect the chief shop steward or the occupational health and safety representative unless the operations of the place of recruitment are entirely discontinued. This provision shall not amend the obligation of offering work conformant to section 4, Chapter 7 of the Employment Contracts Act (55/2001). The layoff or dismissal may, however, be carried out if it is jointly established with the chief shop steward / occupational safety or health representative that no work can be offered thereto that corresponds to his or her vocation or is otherwise suitable for said employee.

The employment contract of another shop steward than the chief shop steward or occupational health and safety representative may be terminated, or the shop steward may be laid off, under Chapter 7, section 10, subsection 2 of the Employment Contracts Act (55/2001) only when the work ceases entirely and the employer is unable to arrange work for the shop steward that corresponds to his or her vocational skills or is otherwise suitable for said employee or to retrain the employee for other duties in the manner referred to in Chapter 7, section 4 of the Employment Contracts Act.

2.7.2 Dismissal for a reason attributable to the worker

The employment contract of a chief shop steward, shop steward, or occupational health and safety representative must not be terminated for individual-specific reasons pertaining to the employee without the consent of most of the employees said employee represents, as Chapter 7, section 10, subsection 1 of the Employment Contracts Act (55/2001) requires.

The employment contract of a chief shop steward, shop steward, or occupational health and safety representative must not be cancelled in a manner contrary to the provisions in Chapter 8, sections 1 and 3 of the Employment Contracts Act. Cancellation of an employment contract on grounds that a shop steward or occupational health and safety representative has infringed administrative rules shall not be possible unless the employee has also repeatedly and sub-
stantially failed to perform his or her work obligations and has continued to do so despite being cautioned in this regard.

In assessment of the grounds for cancellation of the employment agreement of a chief shop steward, shop steward, or occupational health and safety representative, he or she must be not placed in a worse position than the other employees.

2.7.3 The obligation of negotiation

Should existence of the grounds for dismissal or layoff not have been mutually agreed upon between the employer and the chief shop steward, shop steward, or occupational health and safety representative, the employment of that chief shop steward, shop steward, or occupational health and safety representative may be terminated at a member company of the Electrotechnical Employers’ Union or he or she may be laid off only after the signatory organisations have first negotiated on the matter.

2.7.4 Protection of candidates

The provisions of subsections 2.7.1 and 2.7.2, above, on job security shall also apply to a candidate for the position of chief shop steward whose candidature has been reported in writing to the employer by the union branch and to a candidate for the position of occupational health and safety representative whose candidature has been reported in writing to an occupational health and safety committee or to some corresponding co-operation body.

However, protection of candidates shall begin no sooner than three months before the start of the term of office of chief shop steward or the occupational safety and health representative to be elected and shall expire with respect to a candidate who is not elected when the outcome of the election has been established.

2.7.5 Work protection after a term of office

The provisions on job security shall continue to apply to an employee who has served as a chief shop steward or occupational health and safety representative for a further six months after said employee’s duties as chief shop steward or occupational health and safety representative come to an end.

2.7.6 Compensation for termination of the employment of a chief shop steward or occupational health and safety representative in violation of the agreement

If the employment contract of a chief shop steward or an occupational health and safety representative has been terminated in a manner contrary to this agreement, then the employer shall pay compensation of no less than 10 months’ and no more than 30 months’ wages to the employee concerned. The compensation shall be determined according to the principles set out in Chapter 12, section 2 of the Employment Contracts Act (55/2001). Infringement of rights under this agreement shall be considered an aggravating factor that increases the compensation payable.

Should the number of employees, including office workers, regularly working at the place of recruitment be 20 or less, the above-mentioned compensation for the occupational health and safety representative shall be the salary of at least four and at most 24 months.

2.7.7 Deputies

The provisions of this chapter shall apply also to a deputy chief shop steward and deputy occupational health and safety representative for the time during which they are active as deputies as the notification required by this agreement specifies.

If the employer terminates the employment contract of the deputy chief shop steward or the first deputy of the occupational health and safety representative or lays off said employee at a time when the employee is not deputising for the chief shop steward or the occupational health and safety representative or does not otherwise enjoy the status of a chief shop steward or an occupational health and safety representative, the termination or layoff shall be deemed due to the employee’s duties as acting chief shop steward or occupational health and safety representative, unless the employer can prove that it was for some other reason.

CHAPTER 3: EMPLOYER’S DUTIES TO PROVIDE INFORMATION

3.1 Information on the enterprise

The employer shall present the following to the staff, a representative thereof, or the chief shop steward in compliance with the Act on Co-operation within Undertakings (334/2007)
a) after the confirmation of the company’s financial statement, an account of the company’s economic position based on the financial accounts

b) at least twice per financial year, a consistent account of the economic position of the company that indicates the development outlook for the company’s production, employment, profitability, and cost structure

c) an annual staff plan that includes forecasts of any changes in the number, quality and position of the staff

d) any fundamental changes to the above information, without delay

In companies where the number of staff regularly is at least 20, the employer must, upon request, provide the staff representatives with the company’s financial statement information referred to in sub-item 1 of paragraph 1 of section 10 of the Act on Co-operation within Undertakings (334/2007).

In connection with the presentation of the financial-statement information, accounts of the company’s economic position, and staffing plans, it is appropriate to communicate the result, production, and development outlook of the various operating units to the staff or their representative with the aid of indicators that clarify the matter.

The general principles or instructions adhered to in the company and the company’s operation and staff organisation shall be made known to the staff in the workplace.

The parties recommend that, in connection with the information on the company’s economy, the industry’s general economic outlook be commented upon, where possible.

3.2 Salary statistics and staff information

Unless otherwise locally agreed, a chief shop steward shall be entitled, for the purpose of attending to the duties of said office, to obtain information corresponding to the quarterly statistics of EK about the wage level and breakdown of the employees in the chief shop steward’s sphere of responsibility immediately after EK’s wage statistics have been compiled, provided that a suitable statistical grouping can be created for the relevant field from the wage information collected at the company. Wage information for groups of fewer than six employees shall not be given.

If the industry or workplace does not have wage statistics providing the information required above, the wage information to be given to the chief shop steward shall be agreed upon separately.

A chief shop steward and occupational health and safety representative shall be entitled to receive, in writing, the names and wage category or corresponding information, along with the date of commencement of employment, of the employees in his or her sphere of responsibility, unless otherwise agreed locally. The information shall be given to them whenever requested. For new employees, the above-mentioned information and the work-site address shall be provided within a week of the commencement of employment.

Chief shop stewards shall be provided with information from the payroll system company- or workplace-specifically on the employees’ division into wage groups and the average distribution of the amount of the base hourly wage and personal salary component (PTP+HPO) on a wage-group-specific basis. For contract-work sites, the shop steward shall have the right to receive the contract-work-distribution statement upon request.

A chief shop steward shall be entitled to examine the current work-pricing systems in the company and the rules governing the application and calculation of the work-conditions bonuses used in various manners of payment.

3.3 Information on the work pool and external labour

The chief shop steward shall, upon request, be given information on the company’s work pool after the signing of an agreement pertaining to an order.

A chief shop steward and an occupational health and safety representative shall be entitled to details of the subcontractors at a work site and their labour, also their temporary workers and subcontracted workers specifically, and of the duration of that work.

The provisions of this paragraph shall replace the provision of paragraph 1 of section 13 of the Act on Co-operation within Undertakings (334/2007), addressing the employer’s obligation of information disclosure.

When external labour is used, the provisions of Chapter 6 shall further be taken into consideration.

3.4 Records of work hours

The chief shop steward shall have the right to familiarise him- or herself with the list of emergency and overtime work prepared in conformance with the Working Hours Act (605/1996) insofar as the occupational health and safety representative has the statutory right to do so.
3.5 Confidentiality and non-disclosure of information

A chief shop steward shall be given the information referred to above in this Chapter 3 in confidence for purposes of attending to the duties of said position.

If the employees or staff representatives of a company have, in accordance with this agreement, obtained information related to the employer’s business and trade secrets, that information may only be discussed between the employees and staff representatives concerned unless the employer and those entitled to obtain the information have jointly agreed otherwise.

When giving notification of the duty of confidentiality, the employer shall identify the information covered by the duty of confidentiality and the duration of confidentiality of the said information. Before the employer gives notification that the information shall be deemed a business and trade secret, the grounds for confidentiality shall be clarified for the employee or staff representative concerned.

CHAPTER 4: MUTUAL COMMUNICATION AMONG PERSONNEL AND ARRANGEMENT OF MEETINGS

A registered sub-association of a trade union that is a party to this collective agreement and its workplace branch and workshop collective shall have the right to hold meetings in the workplace or in another agreed-upon place to handle labour issues or matters related to employment with the workplace. The use of the premises shall be agreed upon in advance with the employer.

The staff unions mentioned in the foregoing paragraph shall have the right to distribute notice of meetings and written notifications pertaining to employment at the workplace or labour-market issues in general to its members outside working hours – before the hours of work begin, during meal breaks, or after working hours – in a canteen, changing room, or corresponding facility agreed upon with the employer outside the regular work areas. The name of the distributor shall be stated upon the notification.

Should a magazine be published for communication to the personnel in the workplace, the personnel unions shall have the right to utilise it for publishing the above-mentioned meeting notifications or communications or to publish them on a bulletin board assigned by the employer for the employees. The notifiers are responsible for the content and maintenance of the board.

CHAPTER 5: TRAINING

5.1 Shared training

Training promoting co-operation in the workplace shall be arranged by the central organisations or their member unions jointly, by the co-operation bodies of the central organisations or their member unions, or by the employer and employee party together in the workplace or another place.

Provisions on the joint training shall be applied to the following training:

a) basic courses in occupational health and safety co-operation and advanced courses necessary for that co-operation

b) Training in participation systems and local bargaining

Subject to the conditions of this agreement, a member of the occupational health and safety committee, the occupational health and safety representative, a deputy occupational health and safety representative, and the occupational health and safety agent may participate in the basic course referred to in sub-item a) of the paragraph above, and the occupational health and safety representative may participate in the advanced course.

Participation in the training referred to in sub-item b) of the paragraph above is subject to local agreement – depending on the nature of the training, within the co-operation body in question, between the employer and the shop steward, or between the employer and the person in question.

The participants in the training shall be paid compensation as set forth in section 13 of the collective agreement, but the loss of income shall be compensated for in accordance with the average hourly earnings for purposes of compensation.

5.2 Trade-union training, permanence of employment, and terms of notice

Employees shall be given the opportunity to attend courses with a duration of one month or less, arranged by SAK and its member unions, without interruption of employment, if this is possible without causing considerable harm to production or the company’s operations. In assessment of the level of harm mentioned above, attention shall be paid to the
size of the workplace. In the case of a negative ruling, the chief shop steward shall be notified no more than 10 days before the beginning of the course of why granting of the leave would produce considerable harm. In such a case, joint determination of another possible time, at which there would not be an obstacle to participation in the course, is recommended.

Notice of the intent to participate in a course shall be given as early as possible. If a course will last no more than one week, notice shall be given at least three weeks before the start of the course. If it is to last for more than a week, notice shall be given at least six weeks in advance.

Before someone is to participate in training referred to above, the measures stemming from that participation shall be agreed upon with the employer, and it shall explicitly be stated in advance whether the training is such that the employer shall compensate the employee in accordance with item 5.2.1, below. At the same time, the extent of such compensation shall be determined.

5.2.1 Compensation

For courses referred to in item 5.2 that are held at a training facility of SAK or a member union thereof (or, for a specific reason, elsewhere) and that the training committee of the central organisations has approved, the employer shall pay the chief shop steward, deputy chief shop steward, shop steward, occupational health and safety representative, deputy occupational health and safety representative, and occupational health and safety agent, and a member of the occupational health and safety committee, compensation for loss of income in line with their average hourly earnings for compensation purposes – to said chief shop steward, deputy chief shop steward, and shop steward for no more than a month and to those in occupational health and safety duties for, at most, two weeks. Similarly, compensation shall be paid to the chairman of a trade-union branch for training events related to shop steward’s activities held at these training facilities for up to a month if he or she works in a company with at least 100 employees in the industry in question and the union branch he or she leads has at least 50 members.

Additionally, for the employees referred to in the paragraph above, for each course day for which compensation for loss of income is paid, the meal allowance agreed upon between the central organisations shall be paid to the arranger of the course for the meal expenses incurred.

The employer shall be required to pay the compensation referred to above in this item only once to any given person for the same training event (including events with comparable content).

5.3 Social benefits

Participation in union training referred to in this agreement for no longer than one month shall cause no loss of annual holiday, pension, or comparable benefits.

CHAPTER 6: USE OF EXTERNAL LABOUR

6.1 External labour

In this agreement, ‘external labour’ refers to subcontracting with temp workers that is related to performance of electrification work.

An employment contract between the employer and employee shall not take the form of a piece-work contract between independent businesses when the contract is, in fact, an employment contract.

6.1.1 Subcontracting

Subcontracting shall refer to a case wherein the orderer of the work does not participate, even in the least extent, in the management or performance of the work done by the employees but only receives the result of the work.

6.1.2 Hiring of temporary labour

Use of temp workers shall refer to a case wherein employees of another company perform work under the management and supervision of an employer referred to in this collective agreement.

6.2 Provisions that must be included in agreements on use of external labour

The provisions of this item shall not be applied if the subcontractor or business providing temp workers (supplying the labour) is a member of the Electrotechnical Employers’ Union and a chief shop steward, with the right to obtain information under item 6.2 b, below, has been elected at the company.
Agreements within the sphere of application of this collective agreement other than those referred to in this item on subcontracting or temp workers shall include the following terms:

a) The subcontractor or company providing temp workers (supplying labour) shall apply the provisions of this collective agreement in work referred to in section 1 of said agreement unless the organisation of the company in question or legislation dictates otherwise.

b) The subcontractor or company providing temp workers (supplying labour) and its employees shall, upon the demand of the Finnish Electrical Workers’ Union, provide the representative of said union with the following documents pertaining to the work performed by the employee:
   – a copy of the personnel card identifying the employee
   – the work-hours information confirmed by the employee
   – information on the salary paid to the employee and other items payable under the collective agreement
   – receipts for payment of the salary and the other payable items mentioned directly above
   – The subcontractor or company providing temp workers (supplying labour) shall use only employees who have consented to the disclosure of the information referred to in item b, above.

6.3 Requirements related to use of temp workers

The company shall limit the use of temp workers to response to exceptionally high workloads or otherwise fulfilling duties that are so limited in duration and nature that they cannot be assigned to the company’s own employees, on account of the urgency of the work, its limited duration, its vocational requirements, special equipment requirements, or corresponding factors.

It shall be required for the use of temp workers that the company not have employees within the scope of application of this agreement who have been laid off, or are subject to a rehiring obligation, in the same work area (within a radius of 80 km from the place of residence to the place of recruitment).

The principles for the use of temp workers shall be managed and discussed, if necessary, in accordance with section 17 of the Act on Co-operation within Undertakings (334/2007).

The use of temp workers assigned by various work agencies to perform the normal work of the company alongside its permanent employees and under the same management for an extended time constitutes improper temp-agency work.

6.4 Restrictions on the use of external labour

The use of external labour shall be arranged primarily in such a way that the company’s regular workforce need not be reduced.

There shall be no reason to prevent use of external labour when it is justified for the business or management of the company. Justified reasons shall be deemed to include, for example,

a) urgency of the work (the internal workforce alone is not sufficient),

b) standby nature,

c) the work’s professional-competence requirements,

d) lack of special tools used for the work, and

e) provisions of section 8 C of the collective agreement (on installation of cable paths of more than 1,500 metres).

If the use of external labour has a personnel impact, businesses with a regular number of employees of at least 20 shall negotiate as chapters 6 and 8 of the Act on Co-operation within Undertakings (334/2007) specify.

6.5 Information to be provided to the shop steward and occupational health and safety representative

The information to be provided is specified in section 3.3, above, ‘Information on the work pool and external labour’.

6.6 The orderer’s accounting responsibility and liability

The chief shop steward or another staff representative referred to in the Act on the Contractor’s Obligations and Liability When Work Is Contracted Out (1233/2006) shall have the right to receive the information referred to in said act’s section 5 (items 1–5) and Section 6.

Should the orderer have neglected its obligation under said act, the orderer shall be responsible for the payment of the salary, holiday compensation, and any relevant basic contract pay and other receivables, conformant to the collective agreement, for the payment of which the company providing external labour is liable under the applicable legislation
and that the employee has earned at the orderer’s work site, for the subcontractor in relation to the performance of electrification work or for an employee of a company providing temp workers (supplying labour) for this work.

The orderer shall be responsible for receivables only where

a) the Finnish Electrical Workers’ Union has requested statements conformant to sub-item b of item 6.2 and notified the orderer or its competent representative thereof or

b) the employee or shop steward notifies the orderer or its competent representative no later than on the 32nd calendar day from the day when the receivable should have been paid to the employee under the terms of the collective agreement. The orderer’s obligation of payment shall apply only to clear and undisputed receivables in line with the provisions of subsection 2 of section 14 of Chapter 2 of the Employment Contracts Act (55/2001).

**CHAPTER 7: VALIDITY**

This agreement is valid for the duration of the collective agreement, as a part of which this agreement applies.

Espoo, 27 February 2015

The Electrotechnical Employers’ Union STTA

Jussi Kuusela Esa Larsén

The Finnish Electrical Workers’ Union

Martti Alakoski Hannu Luukkanen Tero Heiniluoma
THE FINNISH TAX AUTHORITY’S DECISION ON THE AMOUNTS OF TAX-EXEMPT REIMBURSEMENT FOR TRAVEL EXPENSES IN 2015

Vehicle, maximum amount of compensation:

- Car:
  - EUR 0.44 per kilometre, increased by
  - EUR 0.07 per kilometre for transporting a trailer connected to the car
  - EUR 0.11 per kilometre when performance of the work requires the transport of a mobile home connected to the car
  - EUR 0.21 per kilometre when performing the work requires the transportation of a break facility or another heavy load connected to the car
  - EUR 0.03 per kilometre for machines or other items transported in the car whose weight exceeds 80 kg or that are large
  - EUR 0.03 per kilometre if the salary-earner transports a dog in the car because of the duties involved in his or her work
  - EUR 0.09 per kilometre when the performance of the work requires moving with the car on a forest-truck road or other road-construction site closed to traffic, for the relevant kilometres
- 78¢/km for a motorboat, max. 50 hp
- EUR 1.14 for a motorboat, over 50 hp
- EUR 1.06/km for a snowmobile
- 100¢/km for an all-terrain vehicle
- 33¢/km for a motorbike
- 17¢/km for a moped
- 10¢/km for some other vehicle

If other people travel in the vehicle owned or managed by the salary-earner and their transportation is that employer’s responsibility, the maximum amount of the compensation shall be increased by 3¢/km for each person transported.

The per diem, training and meal allowance and accommodation compensation as of 1 January 2015:

- Full per diem allowance EUR 40
- Partial per diem allowance EUR 18
- Meal allowance EUR 10

The decision of the Tax Administration shall be reviewed annually.
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