

**COLLECTIVE AGREEMENT FOR THE
ELECTRIFICATION AND ELECTRICAL
INSTALLATION INDUSTRY
1 April 2020 – 31 March 2022**

Electrotechnical Employers' Union

STTA Service Sector Employers

(PALTA) Finnish Electrical

Workers' Union

CONTENTS

COLLECTIVE AGREEMENT FOR THE ELECTRIFICATION AND ELECTRICAL INSTALLATION INDUSTRY FOR 2020–2022 SIGNATURE PROTOCOL

COLLECTIVE AGREEMENT FOR THE ELECTRIFICATION AND ELECTRICAL INSTALLATION INDUSTRY	16
§1 SCOPE OF THE AGREEMENT	16
§2 APPLICATION OF APPENDICES TO THE AGREEMENT DOCUMENT	16
§3 INDUSTRIAL PEACE OBLIGATION	16
§4 LOCAL AGREEMENTS	17
1 Local agreements	17
2 Parties to a local agreement	18
3 Provision of information on agreements	18
4 The form of a local agreement	18
5 Legal effects and validity of a local agreement	18
§5 THE EMPLOYMENT CONTRACT	19
1 General	19
2 Employment contract	19
3 Place of recruitment	19
4 Information to be provided	20
§6 JOB SECURITY	20
1 Trial period cancellation procedures	20
2 Layoffs	20
3 Alternating layoffs	20
4 Postponement of layoffs	20
5 Temporary interruption of layoffs	20
6 Layoffs as sanctions	21
7 Provisions regarding co-determination procedure	21
8 Termination of employment	22
§7 WORKING HOURS	24
1 Working week and working day	24
2 Regular working hours	24
3 Regular allocation of working hours, and days off	25
4 Breaks	25
5 Overtime	26
6 Daily overtime	26
7 Weekly overtime	26
8 Maximum working hours	26
9 Time comparable to working time	26
10 Sunday work	27
11 Weekly rest	27
12 Unexpected work and alarm-based work	27
13 Being on call and stand-by work	28
14 Shift rosters and transfer of working hours	29
15 Local agreement on average working hours	30
16 Weekday public holidays, associated compensation and pay for Finnish Independence Day	30
17 Reduction in working hours	31

§8	PAY	33
	Modes of payment	33
§8 A	TIME-BASED WORK	34
A 1	Personal time-based rates	34
A 2	Basic hourly rates and personal time-based rates	35
A 3	Special work bonus	35
A 4	Personal total earnings	36
A 5	Monthly salary	36
A 6	Time-based rates in accordance with the pay system for special installers in the electrical industry	36
A 7	Special bonuses	37
A 8	Effect of the employee's work ability on minimum pay	37
TIME-BASED RATE SYSTEM FOR THE BUILDING SERVICES TECHNOLOGY SECTOR 37		
	Introduction	37
	Determination of an employee's pay grade	37
	Practical implementation of the job grade and pay grade classification	38
	Definitions for the job grade classification	38
	Pay grade 5	40
	Details of the job grade classification descriptions concerning electrical installation	40
	Determination of the personal pay component in an enterprise-specific system	43
	Application of the evaluation matrix	44
	Special provisions	44
§8 B	PIECEWORK RATES	46
1	General	46
1.1	Definition of a work site	46
2	Definition of contracts	46
2.1	Definition of work volume	46
2.2	Definition of time of performance	47
2.3	Other definitions	47
2.4	Clarifying an unclear definition of piecework	47
2.5	Definition of piecework when criteria for invoicing do not exist or remain unclear	47
2.6	Definition of piecework; agency contract workers	47
3	Types of work site	47
3.1	Construction of new structures	48
3.2	Other work at piecework rates	48
4	Agreement on work	48
4.1	Conclusion of a work-site agreement	49
5	Pricing rules	49
5.1	Piece-rate pricing	49
	5.1.1 Turnkey-contract principle	50
	5.1.2 Pricing for new-structure work	50
5.2	Pricing of other work carried out at piecework rates	51
	5.2.1 Housing production	51
5.3	Piecework pay	53
5.4	Remuneration without agreement	54
5.5	Exception to pricing agreed on by the organisations	54
5.6	The basis for work pricing	54
	5.6.1 Productivity-based pay contract	54
	5.6.2 Time-based work	55
	5.6.3 Other locally-agreed types of pay	55
	5.6.4 Incentive pay	55
5.7	Guaranteed pay	55

5.8	Termination of negotiations	55
6	Addition and alteration work	55
7	Work included in the piecework entity and the parties' obligations.....	56
7.1	General.....	56
7.2	Obligations required of the parties involved in the work.....	56
	7.2.1 Elements of the contract	56
	7.2.2 Work supervision, work instructions and drawings	58
	7.2.3 Installation supplies, and their ordering and storage	59
	7.2.4 Auxiliary work	62
	7.2.5 Scaffolding and equipment	63
	7.2.6 The team	63
	7.2.7 The foreman	64
	7.2.7.1 A foreman's duties include	66
8	Payment settlement for a contract	67
8.1	Calculation of the contract amount for unit-priced work	67
8.2	Preparation.....	67
8.3	Contract calculations	67
8.4	Payment settlement for a contract	68
8.5	Measurement.....	68
8.6	Observation of the collective agreement periods	69
	8.6.1 Pay in accordance with piece-rate pricing.....	69
	An example of allocation of piecework	69
	8.6.2 Other work at piecework rates	70
9	Payment of the contract price.....	70
9.1	Procedures after completion of the work	70
9.2	Settlement and allocation for contract work.....	70
	9.2.1 Other pay used as the basis for contract amount allocation.....	71
9.3	Delays in settlement and payment.....	71
10	Interruption of contract.....	72
10.1	Temporary interruption of contract	72
10.2	Permanent interruption of contract.....	72
11	Compensation and bonuses payable outside the contract	72
12	Interruption of piecework; work not covered by the contract.....	72
12.1	Work at a contract site	72
12.2	Work outside the contract site	73
12.3	Remuneration for work performed during interruption.....	73
12.4	Working hours beyond the scope of the contract	73
§8 C UNIT PRICE-BASED PIECE-RATE PRICING UNDER THE COLLECTIVE		
	AGREEMENT	74
§9	AVERAGE HOURLY EARNINGS APPLICABLE TO BENEFIT CALCULATION.....	74
§10	WAITING TIME AND RESPECTIVE COMPENSATION	75
§11	BONUSES	76
8.1	Further vocational qualification bonus	76
	Completion of a further vocational qualification.....	77
8.2	Bonus for unusually dirty and unusually hard work	77
8.3	Bonus for demanding and complicated work	78
8.4	Driver's bonus	79
8.5	Foreman's bonus for work payable at time-based rates	79
§12	TRAINING AGREEMENT AND ON-SITE INSTRUCTOR'S BONUS	80
§13	EVENTS RELATED TO TRAINING AND	
	DEVELOPMENT OF THE COMPANY'S OPERATIONS	81
§14	TRAVEL EXPENSES	83

A	COMPENSATION FOR WORK PERFORMED OUTSIDE THE PLACE OF RECRUITMENT	83
1	Payment of meal allowance	84
2	Payment of daily allowance	84
3	Reimbursement for travel expenses	84
4	Compensation for travel time	85
5	Accommodation compensation	86
6	Application of the per diem system in special cases	87
B	Transport arranged by the employer.....	87
C	Use of a personal vehicle	88
D	Work abroad.....	88
2	Daily allowance abroad	89
E	Tax deduction of travel expenses	90
F	Local agreements	90
§15	TIMESHEETS	94
§16	PAY DAY	95
§17	ANNUAL HOLIDAY	95
	General.....	95
	Annual holiday pay and holiday compensation	96
	Holiday bonus.....	97
§18	SICK LEAVE, MATERNITY AND PATERNITY LEAVE AND TEMPORARY CHILD CARE LEAVE	98
	Statutory medical examinations.....	99
	Other medical examinations	100
	Maternity, paternity, parental and child care leave	100
	Short temporary paid absence.....	101
	Care for a seriously ill child	101
	Absence and annual holiday.....	101
§19	MISCELLANEOUS COMPENSATION	102
§20	OCCUPATIONAL SAFETY	103
§21	POSTED EMPLOYEES	103
§22	TOOLS AND PROTECTIVE CLOTHING	104
§23	STAFF FACILITIES.....	105
§24	DISPUTES AND THEIR RESOLUTION	105
§25	COLLECTION OF TRADE UNION FEES	106
§26	GROUP LIFE INSURANCE	106
§27	VALIDITY OF THE AGREEMENT.....	106
	APPENDIX 2: Collective agreement §5, MODEL LIST OF MATTERS TO BE CONSIDERED IN CONTINUOUS CO-DETERMINATION PROCEEDINGS	108
	APPENDIX 3: Collective agreement §8C, PIECE-RATE PRICING FOR THE ELECTRIFICATION INDUSTRY AS OF 1 JUNE 2015	109
	APPENDIX 4: COLLECTIVE AGREEMENT §8B 5.2.1, ILLUSTRATIVE GRAPHS OF THE DEFINITION OF BASIS POINTS IN HOUSING PRODUCTION PRICING.....	147
	APPENDIX 5: §14, STANDARD OF ACCOMMODATION FOR TRAVELLING EMPLOYEES	148
	APPENDIX 6: GENERAL AGREEMENT	149
	GENERAL PROVISIONS	149
	Starting points	149
	Fundamental rights	149
	Organisational and other changes	149
1.	CHAPTER: SHOP STEWARD AND LABOUR PROTECTION ORGANISATIONS	149
1	Shop steward organisation	149
1.1	Terms and concepts	149

1.1.1	Chief shop steward	149
1.1.2	Shop steward	150
1.1.3	The liaison for chief shop stewards	150
1.2	Election of a chief shop steward and shop steward	151
1.3	General principles concerning the duties of a chief shop steward and shop steward 151	
2	Occupational health and safety organisations	152
2.1	Terms and concepts	152
2.1.1	Occupational health and safety manager	152
2.1.2	Occupational health and safety representative	152
2.1.3	Occupational health and safety official	152
2.1.4	Occupational health and safety committee	152
2.2	General principles concerning the duties of the occupational health and safety manager, occupational health and safety representative and occupational health and safety official	152
2.2.1	Duties of the occupational health and safety manager	152
2.2.2	Duties of the occupational health and safety representative	152
2.2.3	Duties of the occupational health and safety official	153
3	Notifications	153
2.	CHAPTER: PROVISIONS CONCERNING THE POSITION OF SHOP STEWARDS, OCCUPATIONAL HEALTH AND SAFETY REPRESENTATIVE, OCCUPATIONAL HEALTH AND SAFETY OFFICIAL AND EMPLOYEE REPRESENTATIVES	153
2.1	General principles for release from work	153
2.2	Regular release from work of the chief shop steward and occupational health and safety representative	154
2.3	Provisions concerning management of the duties of the chief shop steward and occupational health and safety representative	155
2.4	Compensation for loss of income	155
2.5	Separate compensation payable to the chief shop steward and occupational health and safety representative	156
2.6	Employment and facilities of the shop steward, occupational health and safety representative, occupational health and safety official and other employee representatives	157
2.6.1	Facilities of the chief shop steward and occupational health and safety representative	157
2.6.2	Employment	157
2.6.3	Protection against transfer of a chief shop steward or occupational health and safety representative	158
2.6.4	Earnings development of the chief shop steward and occupational health and safety representative	158
2.6.5	Protection against transfer of the occupational health and safety official ...	159
2.6.6	Maintenance of professional competence	159
2.6.7	Transfer of business	159
2.7	Job security	159
2.7.1	Layoff or dismissal for economic and production reasons	159
2.7.2	Dismissal for a reason attributable to the employee	159
2.7.3	The obligation of negotiation	160
2.7.4	Protection of candidates	160
2.7.5	Post-protection	160
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	160

2.7.7 Deputies	161
3. CHAPTER: EMPLOYER'S DUTIES TO PROVIDE INFORMATION	161
3.1 Information concerning the company	161
3.2 Pay statistics and staff information.....	162
3.3 Information on the volume of work at hand and external labour	162
3.4 Records of working hours.....	163
3.5 Confidentiality and non-disclosure of information.....	163
4. CHAPTER: MUTUAL COMMUNICATION AMONG PERSONNEL AND ARRANGEMENT OF MEETINGS	163

5. CHAPTER: TRAINING.....	164
5.1 Joint training.....	164
5.2 Trade union training, permanence of employment and terms of notice	164
5.2.1 Compensation	165
5.3 Social benefits.....	165
6. CHAPTER: USE OF EXTERNAL LABOUR.....	165
6.1 External labour.....	165
6.1.1 Subcontracting	165
6.1.2 Hiring of temporary labour	166
6.2 Provisions that must be included in agreements concerning use of external labour 166	
6.3 Requirements related to use of temp workers	166
6.4 Special provisions concerning the use of temp workers when they perform work included in a contract.....	167
6.5 Restrictions on the use of external labour	167
6.6 Information to be provided to the shop steward and occupational health and safety representative	168
6.7 The client's accounting responsibility and liability	168
7. CHAPTER: VALIDITY.....	168
DECISION OF THE TAX ADMINISTRATION ON COMPENSATION OF TAX-FREE TRAVEL EXPENSES IN 2020	169
APPENDIX 7: CALCULATION OF TIME LIMITS	170
ALPHABETICAL INDEX.....	171

**COLLECTIVE AGREEMENT FOR THE ELECTRIFICATION
AND ELECTRICAL INSTALLATION INDUSTRY FOR 2020–
2022 SIGNATURE PROTOCOL**

Date 12 June 2020

Place office of Electrotechnical Employers' Union STTA,
office of Service Sector Employers PALTA,
office of Finnish Electrical Workers' Union

Present	Esa Larsén	Electrotechnical Employers' Union
	STTA Aki Raudas	Service Sector Employers PALTA,
	Sauli Vääntti	Finnish Electrical Workers' Union
	Hannu Luukkonen	Finnish Electrical Workers' Union
	Jari Kiviluoma	Finnish Electrical Workers' Union

1 STARTING POINT

On 12 May 2020, the undersigned organisations – Electrotechnical Employers' Union STTA, Service Sector Employers PALTA and Finnish Electrical Workers' Union – adopted the result of negotiations achieved on 7 May 2020 as the collective agreement for the electrification and electrical installation industry for the period 1 April 2020–31 March 2022.

Through this protocol, the parties agree on the renewal of the collective agreement for the electrification and electrical installation industry that remained in effect until 31 March 2020, with the amendments specified in this signature protocol, to remain in effect during the period and in the manner referred to in section 2 of the signature protocol.

2 TERM AND VALIDITY OF THE AGREEMENT

The collective agreement will be in effect from 1 April 2020 to 31 March 2022.

The amendments to be made in the collective agreement in accordance with the approved result of the negotiations will come into effect on 1 June 2020, unless otherwise specified in the provision in question.

The agreement will remain in force also after 31 March 2022 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 the the said date of expiration.

The written notice of termination shall be delivered to the other party by 31 January 2022.

If any companies covered by the agreement experience exceptional financial difficulties caused by the coronavirus pandemic during the term of agreement, the parties to the agreement may re-evaluate the applicability of the collective agreement in the current economic circumstances and agree on

amendments that are necessary in order to safeguard the companies' operations and employment during the term of agreement.

3 PAY INCREASES IN 2020

3.1 Personal time-based rates

Employees' personal time-based rates shall be increased as of the pay period beginning on 1 August 2020 or soonest thereafter as follows in accordance with the pay grade:

Pay grade	Increase in personal time-based rate on 1 August
PG S	0.17
PG 1	0.20
PG 2	0.24
PG 3	0.25
PG 4	0.26
PG 5	0.28

3.2 Pay scales, agreed and converted monthly salaries

The basic hourly pay scale, agreed monthly salary, guaranteed pay for piecework as well as pay during interruptions, negotiations and start-up phases will be increased as of the pay period beginning on 1 August 2020 or soonest thereafter by 1.5 per cent.

Converted monthly salaries will be increased as of the pay period beginning on 1 August 2020 or soonest thereafter by multiplying the worker's personal hourly rate increased in the manner explained in section 3.1 by the coefficient specified in section 8 A, paragraph A5 of the collective agreement.

3.3 Piece-rate pricing, housing production prices, freely priced piecework

As of the pay period beginning on 1 August 2020 or soonest thereafter, the piece-rate pricing coefficient for the electrification and electrical installation industry will be increased by 1.5 per cent. For incomplete work, the increase is calculated as of the pay period beginning on 1 August 2020 or soonest thereafter in accordance with section 8 B, paragraph 8.6.1 of the collective agreement.

The flat-specific housing production and additional point rate pursuant to section 8 B, paragraph 5.2.1 of the collective agreement will be increased by 1.5 per cent as of the pay period beginning on 1 August 2020 or soonest thereafter.

The price of freely-priced so-called lump-sum contracts and all contracts based on housing production pricing will be increased by 1.5% for the remaining volume of work as of the pay period beginning on 1 August 2020 or soonest thereafter.

3.4 Compensation payable to the chief shop steward and the occupational health and safety representative

The compensation payable to the chief shop steward and the occupational health and safety representative will be increased by 3.2 per cent as of the pay period beginning on 1 August 2020 or soonest thereafter.

3.5 Average hourly earnings applicable to benefit calculation

By way of derogation from the second paragraph of section 9, paragraph 9.2 of the collective agreement, the average hourly earnings applicable to benefit calculation determined on the basis of the average hourly earnings for calculation of annual holiday for the holiday determination year ending on 31 March 2020, referred to in paragraph 9.1, is applied as of the beginning of the pay period beginning on, or soonest before, 15 May 2020. The organisations have agreed on an increase of 1.0 per cent for 15 May 2020 to 31 March 2021.

Employees who have been employed between 1 April 2020 and 14 May 2020 receive a lump sum of EUR 6.00 as compensation for the delayed increase in the average hourly earnings applicable to benefit calculation (section 9 of the collective agreement), payable in connection with the pay day falling soonest before 5 June 2020.

4 PAY INCREASES IN 2021

4.1 Personal time-based rates

Employees' personal time-based rates shall be increased as of the pay period beginning on 1 August 2021 or soonest thereafter as follows in accordance with the pay grade:

Pay grade	Increase in personal time-based rate on 1 August
PG S	0.19
PG 1	0.23
PG 2	0.27
PG 3	0.29
PG 4	0.30
PG 5	0.32

4.2 Pay scales, agreed and converted monthly salaries

The basic hourly pay scale, agreed monthly salary, guaranteed pay for piecework

as well as pay during interruptions, negotiations and start-up phases will be increased as of the pay period beginning on 1 August 2021 or soonest thereafter by 1.7 per cent.

Converted monthly salaries will be increased as of the pay period beginning on 1 August 2021 or soonest thereafter by multiplying the employee's personal time-based rate increased in the manner explained in section 4.1 by the coefficient specified in section 8 A, paragraph A5 of the collective agreement.

4.3 Piece-rate pricing, housing production prices, freely priced piecework

As of the pay period beginning on 1 August 2021 or soonest thereafter, the piece-rate pricing coefficient for the electrification and electrical installation industry will be increased by 1.7 per cent. For incomplete work, the increase is calculated as of the pay period beginning on 1 August 2021 or soonest thereafter in accordance with section 8 B, paragraph 8.6.1 of the collective agreement.

The flat-specific housing production and additional point rate pursuant to section 8 B, paragraph 5.2.1 of the collective agreement will be increased by 1.7 per cent as of the pay period beginning on 1 August 2021 or soonest thereafter.

The price of freely-priced so-called lump-sum contracts and all contracts based on housing production pricing will be increased by 1.7% for the remaining volume of work as of the pay period beginning on 1 August 2021 or soonest thereafter.

5 AMENDMENTS TO THE COLLECTIVE AGREEMENT

The agreed amendments to the text of the collective agreement are indicated by a vertical line in the margin.

The following provisions of the collective agreement have been deleted: §7 2A Extension of working hours

§8 A8 Young employees

It has been agreed that the local agreements concerning the method of extending working hours have expired on 1 June 2020.

6 WORK GROUPS AND OTHER MATTERS

6.1 Vocational education and training in the workplace and availability of employees

The parties to the collective agreement will monitor the reform of upper secondary vocational education and training and the related learning in the workplace that is based on a training agreement. The objective is to survey how instruction taking place in the workplace influences the job description and pay of workplace instructors as well as workplace cooperation and the employees' position, safety of electrical work and formation of earnings, particularly in piecework. On the basis of the monitoring, the parties will assess whether the reform of vocational education and training requires amendments to the provisions of the collective agreement.

During the term of the agreement, the parties will also survey the quality of and access to vocational education and training. They will also assess whether it meets the needs of companies and employees in the industry and survey possibilities for joint measures to ensure the availability of skilled employees.

With respect to section 12 of the collective agreement, the parties state the following:

The parties recognise the importance of ensuring that the training agreement-based on-the-job learning of students pursuing a vocational upper secondary qualification in the electrical industry 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 competence development plan.

The parties further state that the workplace in question shall have the facilities to provide the training agreement- or apprenticeship-based instruction in accordance with the Vocational Education and Training Act (531/2017).

The federations recommend that, relating to section 12 of the collective agreement, the procedures and general principles of studies that are based on a training agreement or apprenticeship be discussed by a company-specific co-operation body or with the chief shop steward.

The federations want to emphasise that the purpose of training agreement-based work is not to satisfy the company's temporary or permanent need for employees.

The federations state that becoming an on-site instructor is voluntary and the person must be willing to do it, motivated and adequately skilled professionally. 'Adequately skilled' often means pay grade 3-level skills.

6.2 Working group concerning piecework provisions

The organisations that are parties to the collective agreement shall establish a working group for the term of the collective agreement that will study and clarify and make proposals for amendments to those piecework provisions of section 8B of the collective agreement that concern

- a) the duties of the foreman, team and employer
- b) foreman's bonus; compensation for the contract team on the foreman's time in a situation in which the work site is the primary location of the work supervision staff
- c) completion and settlement of the contract and payment of the contract price

6.3 Working group concerning piecework

The working group applies a continuous negotiation procedure.

6.4 Proposals of the working groups concerning amendments to the collective agreement

The working groups make proposals to the parties to the collective agreement on amendments they consider important and their implementation schedule.

7 PRINCIPLE OF CONTINUOUS NEGOTIATION PROCEDURE

The parties to the agreement continue the processing of pending and emerging issues according to the principle of continuous negotiation procedure.

8 SIGNATURES

The protocol shall be signed electronically.

In witness thereof,

The Electrotechnical Employers' Union (STTA)

Esa Larsén

Service Sector Employers (PALTA)

Tuomas Aarto Kaj Schmidt

The Finnish Electrical Workers' Union

Sauli Väntti Hannu Luukkonen

COLLECTIVE AGREEMENT FOR THE ELECTRIFICATION AND ELECTRICAL INSTALLATION 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 Service Sector Employers (PALTA) (hereinafter referred to as 'STTA' and 'PALTA') 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 Protocol concerning the reform of the collective agreement, p. 9
Appendix 2 Model list of matters to be considered in continuous co-determination proceedings, p. 108

Appendix 3 Piece-rate pricing for the electrification and electrical installation industry as of 1 June 2015, p. 109

Appendix 4 Illustrative diagrams showing the determination of basic points in housing production pursuant to section 8B, paragraph 5.2.1 of the collective agreement, p. 147

Appendix 5 Standard of accommodation for travelling employees, p. 148

Appendix 6 General agreement, p. 149

Appendix 7 Calculation of time limits, p. 170

§3 INDUSTRIAL PEACE OBLIGATION

- 1 This collective agreement is binding upon the employer organisations specified in section 1 (STTA and PALTA) and those of its member enterprises that are or have been members of either association while this agreement is in effect.

This collective agreement is also binding on the Finnish Electrical Workers' Union and its affiliated associations, along with employees who are or have been members of the said associations while this agreement is in effect.

2 While this agreement is in effect, it is not permissible to engage in any industrial action referred to in the Collective Agreements Act that is targeted against the provisions of this collective agreement.

3 The undersigned organisations and their affiliated associations shall make sure that their member associations, employers or employees to whom this agreement applies do not engage in any industrial action or otherwise breach the provisions of this collective agreement.

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

Furthermore, the undersigned organisations are to take any 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 secondary industrial action is taken, the state conciliator and the appropriate employers' or employees' organisations must be informed, with at least four days' notice. The 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 STTA and PALTA 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.

Local bargaining requires candid and trust-building dialogue between the employer and staff. Readiness to take the initiative in finding optimal solutions that further the interests of both the company and the staff and to harmonise them in a manner allowing for local needs must be adopted as the primary operating format. The parties are expected to take responsibility for the success of their own workplace.

Co-operation and local bargaining as part thereof seek to maintain and improve a company's productivity, competitiveness and employment. This also creates conditions for the improvement of occupational wellbeing. Local bargaining should be perceived specifically as an instrument for improving operations.

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 on the employees whom the chief shop steward is deemed to represent.

Also, a local agreement concluded with a shop steward is binding on 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 people other 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 is null and void.

5 Legal effects and validity of a local agreement

A local agreement forms part of a collective agreement and will be applied even after the expiry of the collective agreement, until the 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 General

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 pay and other remuneration; the pay and pay grade
- 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' refers to a location belonging to an enterprise's operating organisation on a permanent basis (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 occupational health and safety representative.

An employee shall notify the employer of any changes to his or her address information specified on the employment contract.

§6 JOB SECURITY

The employees' job security and associated procedures are determined in accordance with the Employment Contracts Act (55/2001) for observation as part of this agreement, with the exceptions noted below.

The provisions of Appendix 7 apply to the calculation of the time limits referred to in the collective agreement.

1 Trial period cancellation procedures

The procedural rules of sections 9:1–2 and 9:4–5 of the Employment Contracts Act apply to the cancellation of an employment contract.

2 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.

3 Alternating layoffs

The organisations that are parties to this collective agreement state that when layoff arrangements are being considered, the option of alternating layoffs must be regarded as an alternative to the implementation of the layoffs.

4 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.

5 Temporary interruption of layoffs

The employer and employee may agree upon temporary work or further vocational training during layoffs, in which case the layoff continues 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).

6 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.

7 Provisions regarding co-determination procedure

Member companies of STTA and PALTA that regularly employ at least 20 people are allowed to deviate from the procedure prescribed in Chapter 8 of the Act on Co-operation within Undertakings (334/2007) 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 as follows:

- 7.1 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 (6) times a year.

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

- 7.2 When applying the continuous negotiation procedure,
- the employer is entitled to deviate from the provisions in section 45 of the said act pertaining to a written proposal for negotiations and,
 - notwithstanding the provisions in Section 51 of the 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.
- 7.3 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 a list of examples of matters to be considered (Appendix 2, page 108).

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

8 Termination

8.1 When the employer dismisses an employee, the following periods of notice shall be observed:

Uninterrupted duration of employment	less
than 1 year	Period of
notice 14 days	
1 but not 3 years	1 month
3 but not 5 years	2 months
5 but not 10 years	3 months
10 years or more	4 months

8.2 Period of notice for an employee's resignation

14 days

8.3 Employee's change security

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 the authorities' initiative in accordance with his or her re-employment programme during the period of notice.

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

- no more than five days if the employment relationship has lasted no more than four years
- no more than 10 days if the employment relationship has lasted over four but no more than eight years
- 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 the average hourly earnings applicable to benefit

calculation.

84 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 to benefit calculation as specified in 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).

8.5 Waiting for work during the period of notice

If the operations of the enterprise 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 to benefit calculation for the affected portion of the period of notice.

8.6 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 are skilled employees important for 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, the duration of employment and the degree of the employee's responsibility to support others are also taken into account.

8.7 Regional limitations to the obligation to offer work

In situations wherein, under the Employment Contracts Act or the collective agreement, the employer has the obligation to offer work to an employee, relating to the termination of employment or layoff of the said employee or to reduction of the employment contract to a part-time contract or to a re-employment obligation, this obligation shall be regionally confined 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.

8.8 An employee's email account and other electronic systems upon termination of employment

At the termination of employment, the employee shall be given the opportunity to forward and/or delete any personal content in the employee's work email account or any other electronic system of the employer.

8.9 Re-employment of a dismissed employee

Upon termination of employment, an agreement may be concluded between the employer and 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 former employees of the enterprise listed as unemployed, attention shall be paid to not unduly undermine the position of the dismissed employees through the time difference between the enquiry and the start of a new employee's employment.

§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 Working week and working days

The working week begins on Monday at the start of the employee's shift, and the working day begins 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 working days and working hours for each pay period in advance.

3 Regular allocation of working hours; days off

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

32 If the employee is not required to visit the place of recruitment before starting work, daily working hours 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.

33 When weekly working hours as referred to in this paragraph 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.

34 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.

35 'Shift work' refers to work arranged in two or more shifts. A special shift-related bonus is payable 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:

	1 August 2020–31 March 2022
Evening-shift bonus in shift work, 2 pm–10 pm	1.30
Night-shift bonus in shift work, 10 pm–6 am	2.38

- 36 'Evening work' refers to work performed outside the general working hours of the enterprise between 6 pm and 10 pm. 'Night work' refers to work performed between 10 pm and 6 am.

A special bonus is payable 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 that begins closest to the specified date:

	1 August 2020–31 March 2022
Evening-work bonus is work that is not considered shift work	1.30
Night-work bonus is work that is not considered shift work	2.38

4 Breaks

- 4.1 Unless special factors related to work arrangements demand otherwise, a one-hour meal break shall be allocated to 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 working 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 working day in excess of the regular daily working hours referred to in section 7, paragraph 2 of this collective agreement, or in excess of an advance schedule of working hours.
- 6.2 Compensation for daily overtime work is paid at the average hourly earnings applicable to benefit calculation 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 exceeding the regular weekly maximum hours referred to in Section 7, paragraph 2 of this collective agreement, or exceeding regular weekly working hours determined in an advance schedule of working hours.
- 7.2 The compensation for weekly overtime is the average hourly earnings applicable to benefit calculation increased by 50% for the first eight overtime hours and by 100% for subsequent hours.

Entry in the records:

Weekly overtime on weekends (Sat.–Sun.) is compensated at an additional 50% of the average hourly earnings applicable to benefit calculation for the first eight hours and 100% for subsequent hours.

8 Maximum working hours

Member companies of STTA and PALTA may use a period of 12 months as the review period for maximum and flexible working hours referred to in section 18 of the Working Hours Act (872/2019).

Until 31 December 2020, member companies of STTA and PALTA may alternatively use the calendar year as the review period for maximum working hours referred to in the Working Hours Act (605/1996).

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 remuneration for work 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 between the parties to this collective agreement.

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

10 Sunday work

Work carried out on a Sunday or religious holiday is subject to compensation at normal pay and with any overtime bonuses, plus a statutory Sunday bonus for each hour worked that amounts to 100% of the average hourly earnings applicable to benefit calculation.

11 Weekly rest

If it has not been possible to grant the employee a continuous 35-hour rest period during the working 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 equalling the average hourly earnings applicable to benefit calculations or by granting of the corresponding amount of paid leave at the said rate within one month of performance of the work.

12 Unexpected work and alarm-based work

- 12.1 If it is agreed with an employee during his or her work shift that the employee, after having left the workplace, should return to work on the same working 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 to benefit calculation for one hour. The actual hours of unexpected work shall be paid for in accordance with the law and this collective agreement. A one hour pay is payable for any working time of less than one hour.
- 12.2 If it is agreed with an employee after leaving the workplace that the employee should 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 to benefit calculation 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 to benefit calculation but no longer than until the beginning of the employee's next regular work shift. However, a pay for one hour is payable for any working time of less than one hour.

- 123 In addition to the above amount of pay, 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.
- 124 In cases of unexpected and alarm-based work, travel time shall be included in working time. Reimbursement for travel expenses and travel time are determined in accordance with the actual distance travelled and section 14 of this collective agreement.

13 Standby and standby work

- 13.1 'Standby' refers to an arrangement subject to the agreements referred to in sections 13.3 and 13.4 in which the employee is under an obligation to be available during his or her free time so that he or she can be called to work if necessary.
- 13.2 Standby hours are not considered working hours. The duration of standby time and its repeated nature must not excessively complicate the employee's use of free time.
- 13.3 Standby time, related compensation, and/or any one-off bonus payable when the employee is called to work during standby time shall be agreed upon with the chief shop steward or, if there is none, mutually among the staff involved in being on standby. The agreement shall indicate the duration and nature of standby.
- 13.4 Taking part in standby arrangements shall be agreed upon in writing between the employer and employee. A copy of the agreement shall be given to the chief shop steward.
- 13.5 The employer is responsible for communication equipment related to standby unless otherwise specified in the standby agreement.
- 13.6 If being on standby requires the employee to be present at his or her dwelling from which he or she can be called to work when necessary, at least half of the standby time shall be compensated for either in money or through corresponding paid leave during regular working hours. Compensation for standby is determined in accordance with the employee's personal total earnings (section 8 A 5).
- 13.7 If the employee is not required to be present at his or her dwelling while on standby, the standby agreement referred to in section 13.3 shall determine the percentage of standby hours that shall be subject to compensation, whether in money or through corresponding paid leave during regular working hours. In agreement on compensation for standby, the restrictions imposed on the employee's use of free time when on standby shall be taken into account.

Compensation for standby is determined in accordance with the employee's personal total earnings (section 8 A 5). In the cases referred

to in this paragraph, the compensation for standby may also be a fixed euro amount upon agreement.

- 13.8 If a standby agreement referred to in section 13.3 stipulates a one-off bonus but does not specify its amount, the one-off bonus

shall be equal to the bonus for alarm-based work specified in section 7, paragraph 12.2 of this agreement.

- 13.9 Working hours completed when an employee on standby is called to work shall be compensated for with a 100% bonus (including overtime bonus) in accordance with the average hourly earnings applicable to benefit calculation 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, the said 100% bonus shall continue for the duration of the work, still ending as specified above. A one hour pay is payable 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 pay specified above, 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 standby agreement referred to in paragraph 13.3, along with the agreement on taking part in standby arrangements that is referred to in paragraph 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's needs or other reasonable grounds so require.
- 14.3 Shift rosters for exceptional working hours (shift work, evening work or night work) shall be prepared and given to the employees two (2) 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 fewer 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 the said bonus allocated to the employee's first five shifts in accordance with the following table, from the pay period beginning on the specified date or soonest thereafter:

1 August 2020–31	EUR 2.61/h
-------------------------	------------

- 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

are considered to be 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 paragraph 'Weekly overtime').

Mid-week holidays, Midsummer Eve, Christmas Eve and Holy Saturday (the day before Easter) 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 leave corresponding to the working hours during the averaging period. The days used for the balancing of working hours cannot 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 period of up to 12 weeks. In this case, daily and weekly working hours shall not exceed 10 and 50 hours, respectively.
- 15.2 Shifts of less than four hours must not be used unless the employee's needs or other reasonable grounds so require.
- 15.3 When an agreement is made on the averaging of regular working hours, the time over which the regular working hours reach 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 in 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 eve and Saturday shall not exceed eight hours unless the advance schedule prescribes otherwise. Easter Saturday, Midsummer Eve and Christmas Eve are days off unless special grounds dictate otherwise.

16 Weekday public holidays, associated compensation and pay for

Finnish Independence Day

- 16.1 Subject to the conditions specified below, employees who are not paid monthly receive weekday-public-holiday compensation in accordance with the average hourly earnings applicable to benefit calculation for New Year's Day, Epiphany, Good Friday, Easter Monday, 1 May, Ascension Day, Midsummer Eve, Finnish Independence Day, Christmas Eve, Christmas Day and Boxing Day,

if the said days had otherwise been either working days or days of balancing working hours for the employee in question, or if the employer has granted leave for the employee.

- 16.2 Employees covered by a schedule of working hours agreed upon in accordance with section 7, paragraph 15.1 of this agreement shall receive weekday-public-holiday compensation for eight hours, calculated in accordance with the average hourly earnings applicable to benefit calculation.
- 16.3 Weekday-public-holiday compensation shall be paid when a public holiday falls on such a day that the employee receives pay 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 an employee works on a day subject to weekday-public-holiday compensation in accordance with section 16.1, he or she shall, in addition to the weekday-public-holiday compensation, receive pay 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 is eight hours and 20 minutes, and working hours can be reduced by up to 100 hours each calendar year.

However, this is subject to the employee's annual holidays not exceeding 30 days and the annual working hours being reduced only by religious holidays, Midsummer Eve, Finnish Independence Day, Christmas 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), paragraphs 1, 5 and 8 of the said act are not considered equivalent to days worked.

Days referred to in Section 17, paragraph 3 are also considered equivalent to days worked.

Leave-earning reductions, months	Accumulation of
1 month	8 h 20 min
2 months	16 h 40 min
3 months	25 h
4 months	33 h 20 min
5 months	41 h 40 min
6 months	50 h
7 months	58 h 20 min
8 months	66 h 40 min
9 months	75 h
10 months	83 h 20 min
11 months	91 h 40 min
12 months	100 h

If the accumulated reduction at the time of payment or granting of working-hour reduction is not in full 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 is 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 $7/8 \times 8 \text{ hours } 20 \text{ minutes} = 7 \text{ hours } 18 \text{ minutes}$.

Accumulated leave is granted at a time determined by the employer but always by the end of March of the following calendar year.

Leave is granted in 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. The seven-day notice period applies also in this case.

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 is notified of a new day off or
- the pay for time worked is increased by 100%.

If, after being notified of a day off, the employee is prevented from taking the day off for a reason for which the employer is liable to pay

compensation for loss of earnings by virtue of other agreement provisions, the cancelled day off is not replaced 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 receive pay corresponding to the accrued leave in accordance with the average hourly earnings applicable to benefit calculation. 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 pay.

17.5 Compensation for loss of earnings

Days off are compensated for in accordance with the average hourly earnings applicable to benefit calculation. Employees on monthly salary 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, reserve 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 (such as a Saturday or Sunday) in a week during which he or she has working-hour reduction leave pursuant to 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 PAY

Modes of payment

The pay of an employee within the scope of this collective agreement is called time-based rate or piecework rate, depending on how the pay is

determined.

The corresponding work is referred to as time-based work or piecework. Incentive pay is covered by the provisions pertaining to piecework.

The employer may supplement the pay payable under this collective agreement with performance bonuses and profit bonuses. Performance bonuses are generally based on operational objectives, such as reaching of performance and development targets, while profit bonuses are essentially or completely based on the financial result, such as turnover, operating profit and net profit.

The adoption, changing, and termination of such a performance and profit bonus scheme shall be considered in co-determination proceedings. The guidelines provided by the Finnish Centre for Pensions in its review 2009:14 apply to profit bonus in cash and distribution of profits.

If a performance bonus is divided among employees in proportion to their working hours, it is taken into account in the calculation of an employee's annual holiday pay and remuneration, overtime or other working-hours based remuneration, or other pay, bonuses and remuneration determined on the basis of the collective agreement. In other cases, the entire performance and profit bonus is paid to the employee as a single payment and not taken separately into account in the calculation of the items referred to in the previous paragraph.

The pay-rise provisions of the collective labour agreement do not apply to performance and profit bonuses.

§8 A TIME-BASED WORK

A.1 Personal time-based rate

The pay grade, basic hourly pay and personal time-based rate shall be determined for each new employee.

The pay grade and basic hourly pay are determined in accordance with the provisions of the collective agreement applicable to the time rate system for the building services technology sector by comparison of the employee's competence with the job grade classification descriptions.

The personal time-based rate may be based on item A 2 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 basic hourly pay for the relevant pay grade and a personal pay component.

Personal time-based rates that are based on an enterprise-specific system must be at least equal to the rates stated in table B of item A 2.

However, no personal time-based rate is determined for an employee who

receives an agreed monthly salary in accordance with paragraph A5.

A 2 Basic hourly rates and personal time-based rates

Basic hourly rates and personal time-based rates are payable in accordance with the table below, from the beginning of the pay period starting on the specified date or soonest thereafter:

Basic hourly rates and personal time-based rates, section 8 A 2

JG	A. BASIC HOURLY RATE 1 AUGUST 2020–31 JULY 2021	B. PERSONAL TIME- BASED RATES 1 AUGUST 2020– 31 JULY 2021
S	10.74	11.29
1	13.16	13.71
2	15.36	16.02
3	16.32	16.99
4	17.23	17.89
5	18.21	18.88

Basic hourly rates and personal time-based rates, section 8 A 2

JG	A. Basic hourly rate 1 August 2021–31 March 2022 EUR/hour	B. Personal time- based rates 1 August 2021–31 March 2022
S	10.92	11.48
1	13.38	13.94
2	15.62	16.29
3	16.60	17.28
4	17.52	18.19
5	18.52	19.20

The basic hourly rate is only applied in performance of work for which the application of basic hourly rates is specified in the collective agreement, such as for the payment of compensation for travel time pursuant to section 18, paragraph 4.1.

The personal time-based rate payable for work performed by the employee pursuant to paragraph A 1 must be at least equal to the pay indicated by the personal time-based rate in table B above.

A 3 Special work bonus

In addition to the personal hourly rate above, a special work bonus for a specific work site may be agreed upon with the employee. An agreement

concerning a special work bonus

is in effect for a fixed term or until further notice.

An agreement that is in effect until further notice may be terminated with three months' notice, unless a different notice period has been specified.

A 4 Personal total earnings

The personal time-based rate plus any special work bonus, special bonuses, and further vocational qualification bonus constitute an employee's personal total earnings.

A 5 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 equal at least the basic hourly rate multiplied by 175 in accordance with the pay grade that would be applied for the employee if his or her pay were determined on the basis of the time-based rate system for the building services technology sector.

Converted monthly salary is formed by multiplying the employee's personal time-based rate defined according to the provisions of table B included in paragraph A 2 by 173.

If the employee's regular weekly working hours are less than 40 hours, the multiplier

- a) for agreed monthly salary is the figure obtained by multiplying the number 175 by the number of weekly regular working hours divided by 40
- b) for converted monthly salary is 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 a reduction in the monthly salary.

A 6 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 in accordance with the personal time-based rate table B in paragraph A 2, or it may 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 basic hourly rate for the relevant pay grade and a personal pay component. The enterprise-specifically determined

personal time-based rate must be at least in accordance with the personal time-based rate table B in paragraph A 2.

A 7 Special bonuses

When the requirements stated in the relevant provisions of the collective agreement (section 11) are met, subsector-specific special bonuses and further vocational qualification bonuses shall be paid in addition to the time-based rates referred to in paragraphs A 1, A 2, A 5, and A 6 above.

A 8 Effect of the employee's work ability on minimum pay

The pay-related provisions of paragraph A apply to employees with full work ability.

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

TIME RATE-BASED SYSTEM FOR THE BUILDING SERVICES TECHNOLOGY SECTOR

Introduction

The objective 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 pay policy. To reach these goals, the time-based rate system should be implemented primarily in cooperation between the employer and employees, agreeing and seeking a result that would treat employees fairly and increase work motivation.

Determination of an employee's pay grade

When an employment contract is signed, a preliminary determination of pay grade is performed by comparing the employee's competence with the following basic and subsector-specific job grade classification descriptions for the electrical installation industry.

Special provisions for the determination of the pay grade for posted employees can be found in Section 21, paragraph 1 of this collective agreement.

If an employee's personal time-based rate is not determined in accordance with the personal time-based rate table in paragraph A 2 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 pay grade is determined more specifically and his or her personal pay component is determined in accordance with the criteria

applied to the other employees of the enterprise. Personal time-based rates

that are based on an enterprise-specific system must also be at least equal to the rates of the personal time-based rate table in paragraph A 2.

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

In this context, the employee must provide any history of prior work that may affect the determination. In such a case, it is possible that the initially determined pay grade may be increased or decreased.

Employees engaging in electrical work pursuant to this collective agreement are assigned to pay grades S to 5 on the basis of their competence in accordance with the job grade classification in the collective agreement.

If no pay grade has been determined, the employee shall be paid in accordance with pay grade 2.

If the employee's personal time-based rate is not determined in accordance with the personal time-based rate table in paragraph A 2 but is based on an enterprise-specific system instead, a personal pay component shall be determined for the employee in connection with employee-specific determination of pay grade, on the basis of the performance-review procedure outlined below. Personal time-based rates according to an enterprise-specific system must also be at least equal to the rates of the personal time-based rate table included in paragraph A 2.

Practical implementation of the job grade and pay grade classification

The job grade classification of different duties is performed by a group the composition of which is mutually agreed upon by representatives of the employer and employees at the enterprise level.

An employee's pay grade is determined by an employer representative who is conversant with the overall management of remuneration and human resources policy in the enterprise and the employee concerned. In the event of a dispute surrounding the pay grade classification, the employee may call for the involvement of a shop steward.

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

Definitions for the job grade classification

General and subsector-specific job grade classification descriptions for the electrical and air conditioning industries:

JG	Basic	Electrical	Air conditioning
S	The job involves introduction to the industry's most common materials and installation methods. Induction period up to 24 months.	The work is carried out according to a model and with the assistance of another installer. The work does not require independent knowledge of working methods.	The work is carried out according to a model and with the assistance of another installer. The work does not require independent knowledge of
1	The job requires basic knowledge of the industry's most common materials and installation	The job consists of low-voltage or high-voltage installation work performed under the guidance of another person.	The job 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 installation methods.	The job consists of complete low-voltage and high-voltage installations performed in accordance with a work specification and work drawings (excluding measurements related to system testing and operation), or the job comprises low- or high-voltage maintenance duties in the cold area.	The job consists of air conditioning and equipment installation performed in accordance with a work specification and drawings, or air conditioning maintenance

3	The job requires knowledge of two fields of competence within the industry, along with independent implementation skills in project and maintenance.	The job 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 job comprises low- and high-voltage maintenance duties in the said area.	The job consists of air conditioning installation and demanding equipment installation work performed in accordance with a work specification and drawings, or the job
4	The job requires comprehensive competence to independently manage industry-related installations within buildings or industrial machinery and equipment installations.	The job consists of turnkey 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) as well as installation and modification work related to the special systems of these buildings, or independent management of maintenance work related to them.	The job requires competence to independently manage varying projects, such as installations and modifications or maintenance in office and commercial buildings, large production facilities, sports arenas and rock shelters.

Pay grade 5

In addition to technical knowledge (PG 4), the job requires 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 mindset and the ability to improve productivity related to installation techniques or the technical functions of equipment.

Compared with pay grade 4, the job or task requires more extensive professional skill, calling for further education or long-term experience.

Details of the job grade classification descriptions related to electrical installation

In addition to the cross-sector and sector-specific job grade 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 job grade classification in the electrification industry.

For pay grade 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.

High-voltage installations	or	Low-voltage installations
1. Installation of cable ducts 2. Installation of cables 3. Installation of distribution boards 4. Installation of equipment 5. Connections 6. Lighting installation		Installation and connections of networks in accordance with drawings. Installation and connections of the networks of at least three adequately extensive low-voltage systems in accordance with drawings is required. An enterprise-specific pay system working group shall agree upon the low-voltage systems that meet 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

For pay grade 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.

High-voltage	an	Low-voltage installations
1. Installation of cable ducts 2. Installation of cables 3. Installation of distribution boards 4. Installation of equipment 5. Connections 6. Lighting installation		Installation and connections of networks in accordance with drawings. Installation and connections of the networks of at least three adequately extensive low-voltage systems in accordance with drawings is required. An enterprise-specific pay system working group shall agree upon the low-voltage systems that meet 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:

For pay grade 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.

High-voltage	and	Low-voltage installations
<p>1. Installation of cable ducts 2. Installation of cables 3. Installation of distribution boards 4. Installation of equipment 5. Connections 6. Lighting installation Testing and commissioning - insulation resistance measurement s - relay testing - circuit testing</p>		<p>Installation and connections of networks and equipment in accordance with drawings, along with testing and commissioning. Installation and connections of the networks of at least three adequately extensive low-voltage systems in accordance with drawings, along with the completion of measurements and programming associated with the testing and commissioning of the systems by using the system's own programming mechanism. An enterprise-specific pay system working group shall agree upon the low-voltage systems that meet the above criteria of extent and in three of which the employee must be skilled.</p>

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 job grade classification descriptions;
- b) the programming mentioned in the competence requirements for pay grade 4 refers to operational programming using 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) the sections related to electrical work in the job grade classification descriptions for the time rate-based system in the building services technology sector are based on the application of high-voltage 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 job grade classification descriptions apply to such work when the time-based rate system of the building services technology sector is applied.

- d) When necessary, an employee has the right to use another employee from the workplace to assist in the negotiations concerning the determination of his or her pay grade.

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. However, every employee shall be paid a personal pay component such that the employee's personal time-based rate is at least equal to the rate indicated in the personal time-based rate table in paragraph A 2.

On the basis of the performance review, employees must be able to develop themselves in accordance with the established targets and, consequently, improve their personal earnings.

In the course of the employment relationship, the supervisor and employee shall, unless otherwise agreed locally, annually carry out a performance review on the basis of which the employee's personal pay component is 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 in which the employer would have the right to terminate an employee's employment on the basis of his or her conduct, the assessment result 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:

FACTOR	Description of factors	1	2	3	4	5
1 Amount of work	is productive in his or her work					
2 Quality of work	is committed to the enterprise's quality management systems and/or quality standards rarely has to correct deficiencies resulting from negligence or					
3 Ability to co-operate	is able to work successfully with others					

4 Customer orientation	assumes responsibility for the customer represents the enterprise in						
5 Ability to develop	has the desire and ability to learn new things, tasks and						
6 Economy	displays cost-consciousness						
7 Special skills	possesses competence in a special field of professional tasks that is not included in the basic classification and that brings						
8 Enterprise-specific element	displays another characteristic as an employee that is important						
9 Enterprise-specific element	displays another characteristic as an employee that is important						

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 over 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, but in such a way that the employees' personal time-based rate is at least equal to the rate indicated in the table concerning personal time-based rates in paragraph A 2.

When an employee's pay grade 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 the table concerning personal time-based rates paragraph A 2.

Special provisions

1. Warehouse workers and drivers
 - a) Warehouse workers and drivers working independently are assigned to pay grade 2, and
 - b) warehouse workers and drivers working under the guidance of others are placed in pay grade 1.

2. New employees without a vocational upper secondary qualification in the industry are assigned to pay grade S.

The induction of employees without a vocational qualification who are being trained in an electrical-industry occupation shall be organised in such a manner that the skills required for pay grade 1 will be obtained in no more than 24 months' time.

New apprentices pursuing a vocational upper secondary qualification in the industry are initially placed in pay grade S and transferred to pay grade 1 after 24 months, unless they achieve their qualification before this.

The 24-month induction training period referred to in the two above paragraphs includes any paid work involving electrical and/or telecom installation work as well as unpaid learning time performing tasks of the industry under the training agreement to acquire a basic qualification in the industry.

Entry in the records:

Apprenticeship agreements signed after acquiring an applicable vocational upper secondary qualification in the industry are not subject to the provisions of this paragraph 2 solely on the basis of an apprenticeship relationship.

With respect to adult students with a vocational upper secondary qualification from some other industry, the determination of the pay grade shall be based on a more extensive overall consideration. Competence relating to a previous occupation and the employee's general attitude may shorten the 24-month period referred to above, or the employee may be directly placed in pay grade 1.

Calculation rule: Short and irregular periods of work and study at the workplace are summed up, so that one month consists of 21 days of work or study or days comparable to working days, regardless of the number of hours.

3. Employees with a vocational upper secondary qualification in the industry are assigned to pay grade 1, and after no more than 12 months of work experience to pay grade 2.

Entry in the records:

A vocational upper secondary qualification consists of 180 credits. Completion of other vocational upper secondary qualifications, upper secondary school or a matriculation examinations shall shorten this time in accordance with the norms applicable.

Studies to achieve a vocational upper secondary qualification that were started or completed before the Vocational Education and Training Act

(531/2017) came into effect are comparable with the vocational upper secondary qualifications pursuant to the said Act.

	Vocational upper secondary qualification (180
PG S	-----
PG 1	∨ 12 months
PG 2	∨

4. The chief shop steward shall be provided with information on the distribution of employees among pay grades at the enterprise or office level, the average distribution of the personal pay component, and the composition of any points-based system. The chief shop steward shall also be informed about any new employees within one week of the beginning of employment.

If any doubt arises over the pay grade classification of a posted employee or a temp worker, the chief shop steward shall be provided, where necessary, with the material in the possession of the user company or acquired by the user company on the basis of a letter of authorisation given by the temp/posted worker, on the basis of which the pay grade classification was made.

5. Implementing provision: Amendments concerning special provisions may be applied to new contractual employment relationships beginning after 31 August 2020. However, work experience referred to in item 3 includes any work experience in the industry acquired after achieving the vocational upper secondary qualification, regardless of whether the said work experience was acquired before or after these amendments came into effect.

§8 B PIECEWORK RATES

1 General

1.1 Definition of a work site

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

2 Definition of contracts

2.1 Definition 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.

22 Limits for the time of performance

An adequately accurate estimate of the time of performance of the work must be available.

23 Other limiting conditions

The following shall not be carried out as piecework unless the parties have mutually agreed on this:

- 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.

24 Clarifying an unclear definition of piecework

Clause 2.3 is not intended to be applied in such a way that there is reason to suspect purposeful avoidance of applicability of piecework. Where there is lack of clarity, the organisations that are parties to this collective agreement shall resolve the matter expeditiously.

25 Definition of piecework when criteria for invoicing do not exist or remain unclear

If work has been ordered as invoiceable work as referred to in subparagraph a) of paragraph 2.3 but meets the criteria for definition of contracts (under paragraphs 2.1 and 2.2) and if there is reason to suspect purposeful avoidance of applicability of piecework and the employer refuses to investigate the matter or if the organisations recognise this to constitute purposeful avoidance of applicability of piecework, the guaranteed pay for piecework shall be paid for this work in accordance with paragraph 5.3. However, this is not piecework, nor are provisions pertaining to piecework applied to this work.

26 Definition of piecework and temp workers

When a temp worker is performing work that is piecework for the employees of the enterprise using temp workers pursuant to this collective agreement or a site agreement signed by the enterprise using temp workers and its employees, the situation in question is not a situation referred to in subparagraphs a) and/or b) of paragraph 2.3.

The provisions concerning the use of temp workers and their pay in piecework can be found in section 6.4 of Appendix 6 to this collective agreement.

3 Types of work site

Before agreeing on piecework, 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 sites (buildings or other structures) when the following conditions apply:

- a) the site has not been previously electrified
- b) the site is being built or has been built in place and fulfils 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 piecework 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) electrical installations that are implemented separately
- d) partial delivery work where the turnkey-contract principle is not fulfilled,
and
- e) other work agreed to be carried out at piecework 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 person-days (240 hours).

The parties shall agree upon the starting time of the negotiation period.

The negotiation period begins to run when the employee has entered hours belonging to a job referred to in paragraph 3.1 or 3.2 on his or her timesheet and this has been approved by the supervisors of the work.

The organisations that are parties to the collective agreement will assist in negotiations if no agreement can be reached within the above 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:

JG	Bonus payable for work during interruption, 1 August 2020–31	Bonus payable for work during interruption, 1 August 2021–31
S	12.21	12.42
1	15.00	15.26
2	17.29	17.58
3	17.78	18.08
4	18.21	18.52
5	18.95	19.27

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 piecework, the following shall be agreed.

A written work site agreement shall be made between the parties. The employer must 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 piecework, 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 piecework
- b) performance requirements, along with terms for quality of workmanship
- c) limits for the time of performance
- d) prerequisites for the piecework and the manner in which these are to be ensured
- e) grounds for pay determination
- f) the contract monitoring system, along with the percentage of piecework rates to be paid during the course of the work
- g) the estimated cost of labour for new building, the estimated cost of other piecework, 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 §8 C.

5.1.1 The turnkey-contract principle

Piece-work-rate pricing has been prepared on a turnkey-contract basis, for which it is characteristic that irregularities in the prices of the contract pricing tables balance out each other. 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 buildings 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 pay determination principle pursuant to the piece-rate pricing according to section 8 C of this collective agreement.

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

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

The piece-rate pricing coefficient for piece-rate pricing in the electrification and electrical installation industry (1 June 2015) is 1.056 as of the pay period beginning on 1 August 2020 or soonest thereafter and 1.074 as of the pay period beginning on 1 August 2021 or soonest thereafter.

Specification of the piece-rate pricing for the electrification and electrical installation industry (1 June 2015) is appended to this collective agreement as Appendix 3 (on p. 109).

- for work tendered to clients on or before 31 May 2015, the piece-rate pricing for the electrical installation sector (1 June 2002).

The piece-rate pricing coefficient for piece-rate pricing in the electrical installation industry (1 June 2002) is 1.423 as of the pay period beginning on 1 August 2020 or soonest thereafter and 1.447 as of the pay period beginning on 1 August 2021 or soonest thereafter.

Entry in the records:

Piece-rate pricing for the electrical installation sector (1 June 2002) may still be in use while this collective agreement is in effect at long-term sites tendered to clients on 31 May 2015 or earlier.

5.2 Pricing of other work performed at piece-rates

When agreeing on work to be carried out, the applicability of the following

pay determination grounds to the work entity in question must be noted:

- a) work in accordance with section 5.1 for piece-rate pricing for the electrification and electrical installation sector
- b) unit pricing agreed upon for each job
- c) when an agreement is made on a total-price (lump-sum) contract,

the working group must be provided with the information required to acquire a proper understanding of how the contract price is formed and 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) shall be agreed upon such that, at a normal pace for piecework, at least the target earnings specified in the following table shall be reached, increasing as the volume of work increases. The target earnings as of the beginning of the pay period starting on the date indicated in the following table or soonest thereafter are as follows:

1 AUGUST 2020– 31 JULY 2021	1 August 2021–31 March 2022
18.87	19.19

The guaranteed pay for the above-mentioned work is specified in section 5.3.

In agreement upon a contract, it must be made clear how any additional work and modifications 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 are handled according to the principle of pay formation described in section 3.1 or 5.5.

The piecework rates for a residential site (see §8 B, 5.2.1) are determined according to the scores and basic prices for dwellings (i.e. individual flats) within a building as of the beginning of the pay period starting on the date indicated in the following table or soonest thereafter as follows:

	Basic price □/dwelling	Basic score, points	Price for additional
1 August 2020–31	935	60	12.24
1 August 2021–31	951	60	12.45

The basic price and point score are calculated for each dwelling.

Piecework rates under this section may be agreed upon otherwise in accordance with paragraph 5.5 of section 8 B.

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 heating outlets, outdoor lighting and lighting poles

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

Any business or office premises in the building and, for instance, the common areas of sheltered homes as well as garages are subject to agreement in accordance with section 3.1 or 5.5.

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

A score of 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 dwelling, including connections (terraced housing)
- d) Earthing of pipework per dwelling (terraced housing)
- e) Installation of a heating cable under Part 27 for each 35 metres or part thereof. (Includes installation of the 'cold' end.) (Flexible heating elements are subject to a separate agreement.)
- f) Cables between buildings, with any part exceeding 40 metres counting for two points
- 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

Illustrative drawings of the determination of basic points to complement

the text are appended to this collective agreement as Appendix 4 (on p. 147).

5.3 Piecework pay

An employee's piecework pay is determined by productivity.

Piecework pay during the course of the work is composed of basic hourly pay and contract advance. The contract advance shall be agreed upon in the work-site agreement.

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

The revenue from piecework 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 rates per hour worked apply to piecework, excluding the pay components specified in paragraph 5.6.4.

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

JG	1 August 2020–31 July 2021	1 August 2021–31 March 2022
S	12.21	12.42
1	15.00	15.26
2	17.29	17.58
3	17.78	18.08
4	18.21	18.52
5	18.95	19.27

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 rates apply also in housing production.

5.4 Remuneration without agreement

In cases of piecework falling within the scope of new construction (see paragraph 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 definition of the contract and grounds for pay determination has not been made as prescribed in paragraph 4.1 or
- b) the contract volume has not been calculated and no contract amount allocation statement in accordance with paragraph 9.2 has been prepared by the deadlines.

If the amount of work has not been calculated and no contract amount allocation statement or note of disagreement has been completed within the time limits, guaranteed pay is payable for such work in accordance with paragraph 5.3.

This section shall also apply in cases of piecework within the scope of paragraph 3.2, excluding actual cost calculation.

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

5.5 Exception to pricing rules agreed on by the organisations

Enterprises that are members of STTA or PALTA and have a chief shop steward may, by local agreement, implement a form of remuneration that promotes the productivity and organisation of the work. The agreement shall be made in writing at the enterprise level between the employer, chief shop steward and teams.

Any agreement that is not 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 aiming at the above objectives, the conditions for performance of the work shall be essentially improved such that employees do not become subject to excessive stress that would violate the spirit of the collective agreement.

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

5.6 The basis for work pricing

5.6.1 Productivity-based pay contract

Work pricing is based on the electrification and electrical installation

industry's contract pricing and working hours-based pay.

A total price for the work is determined through contract pricing; it is based on the calculated quantity of installation materials required. The quantity of installation materials determines the total remuneration under the contract. In case of changes to the specified entity,

an agreement is required to specify how the new quantities of material affect the total contract price. In contracts not concerning new buildings, the remuneration shall be determined on the basis of the quantity of installation materials or the quantity of materials and the agreed total prices.

With respect to 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 the said total price is calculated for payment under the electrification and electrical installation industry's contract pricing for new buildings, and B% of the determined total price for contracts other than those for new buildings. The percentages shall be agreed upon at the enterprise level. During the work, at least the guaranteed pay under the contract shall be paid as advances for piecework.

5.6.2 Time-based work

If it is agreed that the pay concerning a new building or other work categorised as piecework shall be determined as time-based work, this shall always require a site-specific agreement indicating the valid grounds for choosing the basis of pay.

5.6.3 Other locally agreed types of pay

5.6.4 Incentive pay

Local agreements may be made on various savings bonuses, performance bonuses and profit bonuses applied in piecework and time-based work that are based on savings in total costs, installation materials or lead time.

5.7 Guaranteed pay

With respect to the types of payment covered by section 5.6, the guaranteed pay excluding the pay components pursuant to paragraph 5.6.4 shall be at least equal to that prescribed in section 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

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

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

- 62 Alterations and additional work that require dismantling of installations already completed shall be specified, 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.
- 63 In cases of total-price (i.e. lump-sum) contracts, paragraph 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. Therefore, in order to determine 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.
- 64 It may be agreed that work under paragraphs 6.2 and 6.3 shall be done applying the piece-rate pricing agreed upon for the job or, at minimum, the pay referred to in paragraph 4.

7 Work included in the piecework entity and the parties' obligations

7.1 General

The contracting parties must 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.

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

The skill requirements for work performance shall be assessed in advance.

In the assignment of employees in piecework, it is required that their skills match the work performance requirements. In particular, this must be taken into account for employees who are on partial sickness allowance or who are on work try-outs, the costs of which are covered by the pension insurance company and receive pay from the employer for the try-outs. The placing of persons who are on work try-outs and do not receive pay from the employer in the contract team must be agreed on with the contract team in accordance with paragraph 7.2.6.

7.2 Obligations of the parties involved in the work

7.2.1 Duties included in 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 (such as a supervisor or designer);
 - negotiation refers to discussions addressing the paragraphs above, mainly at the work site;
 - telephone conversations related primarily to the methods and order of the work performance;
- d) completion of reports on working hours and work volumes (timesheets and work sheets), work-site accounting work and calculation of remuneration for work.

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 is otherwise 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;
- 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

The employer's duties	Duties of the team and foreman
<p>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.</p>	<p>The electrification of one or two rooms in a dwelling or other similar piecework does not necessarily require detailed drawings.</p>
<p>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.</p>	<p>Time used for becoming familiar with the drawings, work specifications and other instructions related to the work performance.</p>
<p>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 must provide adequate guidance.</p>	<p>If changes to work drawings are required in the course of the work, the party causing the change shall mark 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.</p>
<p>Sufficient installation, configuration, and wiring drawings and operation descriptions shall be provided for the installation of the various systems, switchgear equipment, instruments and apparatus.</p>	<p>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.</p>

<p>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.</p>	<p>Whenever finding any deficiency or error in the work instructions, an employee must inform the supervision staff as soon as possible.</p>
--	--

	If a deviation from drawings or the use of another installation method is required for structural or other justified reasons, the supervision staff shall be notified.
	The employee shall observe the instructions given by his or her supervisors in such a way that the final result complies with the regulations on electrical safety and other applicable regulations.

7.2.3 Installation supplies and their ordering and storage

The employer's duties	Duties of the team and foreman
The performance of piecework requires that the installation supplies for each stage of work are available at the site in a timely manner, so that the employees avoid loss of time that would cause the stage of work to be divided into sub-stages because of a lack of supplies.	Wasting of supplies as well as unjustified deviation from instructions and orders given, causing damage to the employer, may lead to claims for compensation from the employer's side.
The employer determines the types, characteristics and quantities of supplies required for the work. The employer is 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 adequately precise and prepared before each stage of work. The employer shall provide the foreman with instructions on how and from where to order supplies (usually orders are placed in writing).	Agreement on the supply delivery plan and refill orders. Ensuring that any refill orders of supplies required for the various stages of work are reported to the employer or its representative in a timely fashion. Refill orders for delivery lots in supply delivery programmes.

The delivery plan shall be jointly co-ordinated and scheduled by both parties in accordance with the progress of the work.

The delivery plan shall be jointly co-ordinated and scheduled by both parties in accordance with the progress of the work.

<p>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.</p>	<p>The employer shall be notified as soon as possible of any 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.</p>
<p>The employer shall designate adequate 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 so that the distances for moving supplies and equipment to installation sites do not become too long.</p>	<p>Management of the main and auxiliary storage facilities on site and returning supplies from the installation sites to storage are included in the contract. The contract team shall receive the supplies and take them to a work site or auxiliary storage facility or installation sites, taking into account the obligation of auxiliary work stipulated in paragraph 7.2.4.</p>
<p>Some of the storage facilities shall be heated during the cold season.</p>	
<p>The employer shall deliver the supplies to the unloading sites agreed on with the contract team.</p>	<p>Agreement on unloading sites.</p>
<p>The employer shall specifically hire on-site stock keepers well in advance for the management of any storage facility that is used as the primary storage facility by more than 20 employees for at least two months.</p>	<p>Minor tasks include unpacking supplies, making markings on cables and group circuits, adjusting equipment upon completion of a task, making final alignment checks, etc.</p>

	<p>Once work is completed or, when ordered by the employer, during work, any excess supplies shall be returned from the work site. The contract price includes handling returned supplies so that they are in a reclaimable condition, as well as sorting, packaging and necessary on-site transfers. In the case of heavy</p>
<p>See the attached details on measurement of remaining supplies.</p>	<p>The employer and employee may measure and count the remaining supplies and prepare a return list of them together or independently. When these tasks are carried out by order of the employer, compensation for the work is paid as bonus payable for work during interruption. The measurement work 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 shall be provided to both parties.</p>

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 on an appendix to the work site agreement, indicating the pricing of the greater work load.

7.2.4 Auxiliary work

The employer's duties	Duties of the team and foreman
<p>The employer is responsible for any necessary auxiliary work performance.</p>	
<p>The employer shall assign enough auxiliary staff to the team so that at least the following tasks are carried out using extra staff:</p> <ul style="list-style-type: none"> – Machines weighing more than 25 kg and supplies weighing over 40 kg are taken to storage facilities and installation sites with the help of auxiliary staff. – The same applies to materials that are difficult to handle, such as large batches of supplies, lighting fixtures and cable ducts, distribution boards and cable reels. 	
<p>A large batch of materials refers to, for example, a Finnish Railways pallet or rack of supplies or lighting fixtures.</p> <p>Installation site refers to the area in which a batch of supplies of the above size will be installed.</p>	

NOTE:

Any deviation from the employer's obligations stated here shall be specifically agreed upon in an appendix to the work site agreement. In the same connection, the grounds for payment for auxiliary work shall be agreed upon. However, the payment shall always be at least in accordance with paragraph 4.

7.2.5 Scaffolding and equipment

The employer's duties	Duties of the team and foreman
The employer shall provide the team with the required and agreed stands and scaffolding appropriate for the work.	Notification of the need for scaffolding and moving of lightweight scaffolding built for one employee. Moving of portable scaffolding as specified in Part 22, under the section on piece-rate pricing. Other moving of scaffolding shall be agreed upon job-specifically.
The employer shall provide the employees with appropriate up-to-date and safe tools and instruments in adequate quantities.	Ordering and receiving tools as well as their transfers or supervision of their transfer and care for tools at the site.
	The employee is responsible for any tools he or she has signed out.

7.2.6 The team

Adverse changes in the team – particularly excessive demand for labour towards 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 some employees of the enterprise have been freed from other sites and are without 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.

When forming contract teams, employees in pay grades S to 5 should be included in each team whenever possible.

Unless otherwise agreed with the contract team, the following employees must not be assigned to a contract team:

- a) employees under 18 years of age who do not have an upper secondary vocational qualification and are not working on an apprenticeship basis, and
- b) persons who do not get paid for their work.

The contribution of the persons in subparagraph b) to the contract cannot be deducted from the contract, unless an agreement has been reached with the team concerning such a deduction and its reasons.

The employer determines the composition of the team and decides on any changes during the work with the foreman. 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 duties do not include actual supervision of work.

The foreman must be in employment with the enterprise.

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

An employee can be a foreman for only one team at a time. An exception is the case of a foreman transferring to a new work site and attending to foreman's duties 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, and the duration of the deputy foreman's duty shall be agreed upon.

While performing the foreman's duties, 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 a specific agreement.

The first foreman appointed to the team, or his or her deputy, shall receive a foreman's bonus for attending to the duties specified below, in accordance with the following table, from the pay period commencing on the date specifies in the table or soonest thereafter.

Number of team	1 August 2020–31 March 2022
1–2	0.37
3–6	0.58
7–10	0.91
11–12	1.17
13–20	1.58
more than 20	2.49

Foreman's bonus payable in piecework to a second foreman and subsequent foremen appointed in addition to the first foreman as of the pay period commencing on the date indicated in the table or soonest thereafter shall be as follows.

Number of employees within the scope of responsibility of a foreman other than the first foreman	1 August 2020–31 March 2022 □/h
1–2	0.37
3–6	0.58
7–10	0.91
more than 10	1.17

When the number of members in 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:

Number of team members	Proportion of the foreman's working hours for which the
3–6	10%
7–10	20%
11–15	30%
16–20	40%
more than 20	50%

If the primary location of electrical work supervision is at the work site, no percentages beyond the contract's scope are paid. Commencing payment of a foreman's bonus or changing the amount of the bonus 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 required in the table for at least one week.

If the number of team members decreases, the amount of the foreman's bonus shall change in two-week steps so that the amount in accordance with the next step becomes payable once the time specified above has elapsed. It is considered circumvention of grounds for payment of foreman's bonus if the foreman is replaced in the course of the work for the sole reason of changing the foreman's bonus.

No foreman's bonus is payable for travel time, waiting time and the like.

7.2.7.1 A foreman's duties

- a) allocation of work to employees, 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 amount allocation report referred to in paragraph 9.2
- f) where no occupational health and safety official 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 duties, the employer shall provide the foreman and the occupational health and safety official (who is not included within the scope of a training agreement) with adequate written material and the required training);
- g) participation in the team's work to the fullest extent possible in addition to performing foreman's duties.

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 specifically 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 price for the greater work load is determined.

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 price for the greater work load is determined.

The foreman's additional tasks under this exception may include, for instance,

- a) participation in work site meetings and contractor meetings;
- b) management of supplies and supply definitions;
- c) management of tools;
- d) responsibility for scaffolding and lifting equipment and their safety;
- e) addressing quality and inspections in a timely manner; and
- f) other corresponding 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 piecework rates or unit prices agreed upon for each job.

8.2 Preparation

Already during the course of the piecework, 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

When starting the work, the parties shall agree on whether the contract calculations shall be performed jointly or independently.

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, including any appendices thereto
- b) dispatch and return lists for supplies
- c) final drawings of the work
- d) work-time notes and site accounting handled of the work supervision staff and employees
- e) other grounds, such as measurements performed at the site.

Unless otherwise agreed, the final settlement for work performed at piecework 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 contract calculations above shall be drawn up at unit prices for contract work (without multipliers).

If the parties prepare their contract calculations independently, they may agree in writing (at the beginning of or during the course of the work) on a date on which, at the latest,

the parties undertake to present an itemised contract calculation pursuant to section 8.3 of the terms of contract to the other party. However, the date must be set no later than after the contract has been completed. A contract is considered to be completed once the result of the contract team's work has been handed over to the client and the contract team has corrected any defects and errors detected in its work in the acceptance inspection or other procedure between the employer and client. The parties may agree on the completion criteria otherwise.

If either party fails to present its contract calculation by the agreed deadline, the calculation of the party that presented them by the deadline shall be considered to be the final contract price, unless the said calculation is clearly incorrect.

The parties may depart from the above deadline on written agreement. At the same time, they shall decide on a new deadline for presenting the contract calculations. The party proposing the change must provide the other party with justifiable reasons for setting another deadline.

If the parties prepare their contract calculations independently, the party completing the detailed final settlement first may present it to the other party, who is required to provide the presenting party with a receipt demonstrating the date on which the calculation was presented.

84 Payment settlement for a contract

If the parties prepare their calculations for final settlements independently, the final contract price shall be determined through 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 the comparison does not lead to a consensus, 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 contract settlement if the site foreman is transferred to another site before the settlement for the contract.

85 Measurement

If consensus on the final value of the contract cannot otherwise be reached, the parties shall perform measurements of 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 performed, the amount of compensation for the work and the way of taking it into account shall be agreed upon in writing. The result of the measurement 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 accordance with piece-rate pricing

The contract 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 is divided into parts in proportion to the hours worked in the individual pricing periods.

The contract prices so calculated for each pricing period are increased by the piece-rate multipliers for that pricing period. The contract prices for each pricing period thus obtained are then summed together. Time-based pay and/or remuneration 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 between each installer in proportion to the agreed dividing pay of the contract sum and hours worked.

An example of allocation of piece-rate work

$$\text{1st period multiplier} = \frac{\text{hours included in contract-amount allocation for the period}}{\text{hours included in contract-amount allocation for all periods}}$$

$$1. \text{ contract price for the period} = \text{period multiplier} \times \text{total contract price} \times \text{1st period contract pricing coefficient}$$

$$- \quad \underline{\text{Hours included in contract-amount allocation for the period}}$$

$$2. \text{ period multiplier} = \frac{\text{hours included in contract amount allocation for all periods}}{\text{hours included in contract amount allocation for all periods}}$$

$$\text{contract price for 2nd period} = \text{period multiplier} \times \text{total contract price} \times \text{period 2 contract pricing coefficient}$$

$$\text{Total price of contract} = \underline{\text{contract price for 1st period}} + \underline{\text{contract price for 2nd period}} + \text{time-based pay and/or remuneration for work during interruption for periods 1 and 2}$$

$$\text{Contract profit coefficient} = \frac{\text{Total price for contract}}{\text{Installer's hours included in contract amount allocation} \times \text{grounds for allocation}}$$

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

division Installer's final settlement = installer's share – (advances + intermediate settlement paid)

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

When calculating proceedings from the contract and the shares of the contract team members, the work and the value of the work included in the contract performed by a temp worker

that are taken into account in this respect are determined in accordance with the same principles as those applied to the employees of the company using temp workers.

The employer of the temp worker is liable for paying the temp worker in accordance with the calculation.

The provisions concerning the use of temp workers and the disclosure obligation concerning temp workers' pay in piecework can be found in section 6.4.3 of Appendix 6 to this collective agreement.

8.6.2 Other work at piecework rates

The amount of other work agreed to be performed as piecework shall be adjusted with respect to collectively agreed pay adjustments in accordance with the collective agreement. Work shall be settled and paid for as specified in section 8.

9 Payment of the contract price

9.1 Procedures after completion of the work

If the parties have estimated the productivity of the contract incorrectly during the 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 pay 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 of contract work

After the work is completed and the contract calculations pursuant to section 8.3 have been presented, the undisputed part of the contract amount shall be distributed and paid to the employees normally without undue delay.

The remaining part of the contract amount shall be fully settled within 30 working days of the above date by comparing the calculations pursuant to section 8.3. In short-term work, final settlement shall be completed within 10 working days of the said date.

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

Of the time needed for the final settlement of the contract amount, 10 working days are included in the contract, calculated from the completion of the work and the presentation of the contract calculations. Short-term work refers to work of less than 30 person-days (240 h).

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

The dividing rate of the contract sum shall be the employer's basic hourly rate unless otherwise provided in paragraph 9.2.1.

Regardless of whether the grounds for division are based on the basic hourly rate or the agreed allocation rate of the contract sum specified in paragraph

9.2.1 9.2.1, the contract amount allocation shall use the said rates as valid at the beginning of the work unless the case involves a change due to an increase in pay grade.

After the settlement, the contract amount shall be paid in full on the next normal pay day.

The members of the team shall be provided with a written contract amount allocation statement in connection with the payment of the final contract amount, provided that the employee has given consent to this in the work site agreement. The contract amount allocation statement shall state each employee's hours worked for the contract and basic hourly rate; the contract pricing coefficient and contract profit coefficient; the advances paid; the grounds for allocation; and the amounts paid as final settlement. The corresponding information shall be given to the chief shop steward upon request.

9.2.1 Other pay used as the basis for allocation

The employees with permanent employment at the enterprise or its branch may, by majority decision and written notice to the employer, agree to depart from section 9.2 and use some other grounds for contract amount allocation instead of the employee's basic hourly rate.

A decision on contract amount allocation shall apply to contracts at sites launched 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 section 9.2 (10 working days), employees participating in the above 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 pay day, interest shall be added to the amount in accordance with the Interest Act, unless otherwise agreed.

10 Interrupted contract

10.1 Temporary interruption of 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 (3) 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 the contract settlement.

10.2 Permanent interruption of 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 the interruption continues for more than three (3) months.

A contract is permanently interrupted when it can be confirmed that work cannot be continued.

The contract amount for an interrupted contract is determined and settled similarly to that of a normally completed contract.

11 Compensation and bonuses payable outside the contract

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

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

12 Interruption of piecework; work not covered by the contract

12.1 At a contract site

The employer orders the employee to temporarily interrupt work on a contract because of work to be performed at the contract site that is not included in the contract.

Such work includes

1. transfers of supplies between storage facilities as referred to in paragraph 7.2.3 or supervision of such transfers;

2. transfers of supply stocks from one place to another, or the supervision of such transfers and any organisation of stock resulting from these;
3. measurement and calculation of surplus supplies to be returned from the site, and preparation of a return list on the employer's order;
4. collecting, returning and transporting supplies outside the contract site;
5. additional work and changes required that are not in accordance with 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 were not caused by an employee's error or an incorrect method of installation;
9. arrangements relating to hot work and subsequent fire watch;
10. arrangements arising from requirements related to material-safety data sheets, such as protection and other similar measures;
11. guidance in accordance with section 14 of the Occupational Safety and Health Act (738/2002);
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.

122 Work beyond the contract site

An employee may have to temporarily interrupt work at the contract site because of duties that must be performed at some other site, returning to the contract site after the completion of such duties.

123 Remuneration for work performed during an interruption

When an employee performs work referred to above that cannot be done at piecework rates, he or she shall be paid for the said work in accordance with paragraph 4.

124 Working hours beyond the scope of the contract

With respect to time-based work at a contract site, it may also be agreed to increase the final contract amount with the time-based rates before allocation; that is, hours of work at hourly rates are taken into account in the allocation as equal to hours of piecework.

The same provision applies to other pay payable in accordance with paragraph 4.

§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 after 1 June 2015, the piece-rate pricing for the electrification and electrical installation industry as of 1 June 2015.

The piece-rate pricing coefficient for piece-rate pricing in the electrification and electrical installation industry (1 June 2015) is 1.056 as of the pay period beginning on 1 August 2020 or soonest thereafter and 1.074 as of the pay period beginning on 1 August 2021 or soonest thereafter.

Specification of the piece-rate pricing for the electrification and electrical installation industry as of 1 June 2015 is appended to this collective agreement as Appendix 3 (on p. 109).

- for work tendered to clients on or before 31 May 2015, the piece-rate pricing for the electrical installation sector (1 June 2002).

The piece-rate pricing coefficient for piece-rate pricing in the electrical installation industry (1 June 2002) is 1.423 as of the pay period beginning on 1 August 2020 or soonest thereafter and 1.447 as of the pay period beginning on 1 August 2021 or soonest thereafter.

Entry in the records:

Piece-rate pricing for the electrical installation sector (1 June 2002) may still be in use while this collective agreement is in effect at long-term sites tendered to clients on 31 May 2015 or earlier.

§9 AVERAGE HOURLY EARNINGS APPLICABLE TO BENEFIT CALCULATION

- 9.1 The average hourly earnings applicable to benefit calculation shall be the average hourly earnings for annual holiday calculated for the previous holiday determination year in accordance with section 17, paragraph 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 hourly earnings applicable to benefit calculation formed in accordance with paragraphs 9.1 and 9.3 shall be used, with the provisions in paragraphs 9.4 and 9.5 taken into account.

- 9.3 The increase percentage agreed upon between the organisations for 15

May 2020–31 March 2021 is 1.0%.

- 94 If an employee's pay grade changes during the agreement period, his or her average hourly earnings applicable to benefit calculation shall be adjusted in such a way that they are increased in proportion to his or her basic hourly rates.

- 9.5 The average hourly earnings applicable to benefit calculation must be at least equal to the employee's personal hourly rate.
- 9.6 If average hourly earnings for the calculation of annual holiday referred to in paragraph 1 above 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 employment, as required by paragraph 4 of section 17 for the calculation of annual holiday compensation.

The average hourly earnings for the calculation of annual holiday thus obtained shall be used, such as the employee's average hourly earnings applicable to benefit calculation for the next two pay periods.

At the beginning of employment, the number of hours compensable under the average hourly earnings applicable to benefit calculation shall be compensated retroactively using the first calculated average hourly earnings for the calculation of annual holiday, as soon as it can be calculated.

10 §10 WAITING TIME AND RESPECTIVE COMPENSATION

- 10.1 When work is completed and an employee has to wait briefly while work arrangements are being made, he or she shall be compensated for the waiting time at the basic hourly rate.
- 10.2 If, through no fault of his or her own, an employee has to wait at an active work site at which work is paid for at the 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 an active contract site, he or she shall be compensated for waiting time at the rate corresponding to the average hourly earnings applicable to benefit calculation in accordance with section 9, above. This amount shall not be deducted from the final contract price.

Such situations include, for example,

- a) waiting for installation supplies, tools, drawings, supervisors, etc.;
- b) interruption of work at the entire site or a substantial part of it, and is caused by an obstacle arising from frost, storm or some other force of nature; and
- c) unforeseen delay related to the progress of construction work.

The employee or the team foreman must notify his or her immediate supervisor of the situation without delay.

The employer shall provide a waiting employee with work in the employee's field of competence either at the work site in question or at another work site, and it is the employee's duty to perform that work.

If the enterprise does not have any suitable work to offer

and the waiting period is 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 shall be taken into account.

The concept of waiting time does not encompass work interruptions at a contract site that result from the nature of work in the 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 in accordance with the average hourly earnings applicable to benefit calculation.

11 §11 BONUSES

Bonuses shall be itemised on pay slips.

11.1 Further vocational qualification bonus

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

	1 August 2020–31 March
Further vocational qualification	0.54
Specialist vocational qualification bonus	0.98

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

Previously completed further vocational qualifications for which the above bonus has been paid are included within the scope of the bonus.

The bonus is payable only for one further vocational qualification or specialist vocational qualification approved in the electrical industry. If an employee receives a specialist vocational qualification bonus; no additional bonus is payable for a further vocational qualification.

The above bonus is payable 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 bonus is

payable as of the beginning of the next pay period after the employee has presented

a certificate of qualification.

The bonus is paid separately from any other form of remuneration, and it is not taken into account in the contract amount allocation to the participating employees in a joint contract.

Completion of a further vocational qualification

An employee shall be compensated for any loss of earnings resulting from participation in an examination for a further vocational qualification or specialist vocational qualification in accordance with the average hourly earnings applicable to benefit calculation and for related actual costs, providing that the employee has agreed with the employer in advance on pursuing the qualification and participating in the examination.

The above compensation is payable in accordance with the minimum number of occasions needed for completing the qualification and not for resitting failed demonstrations of skill.

The employee is entitled to time off from work for resitting 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

- 1 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:

1 August 2020–31 March 2022	EUR 0.44/h
--	------------

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 are not 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 includes sites such as uncleaned animal shelters and waste treatment facilities that have been or currently are in use, old workshops, forging mills, coal and coke storage rooms and foundries; washing of dirty motors and/or repair of dirty unwashed motors; cable

extensions

and repairs carried out in manholes; changing of oil in oil circuit-breakers and transformers; work performed at a fire scene after a fire; work in very dirty cellars of old houses; and handling of freshly impregnated poles, oily large casting moulds, machine and steering rooms and bilge areas on old ships, and oily vaults – where comparable to oiled large casting moulds.

- 4 Unusually dirty work may also be performed at sites such as car-maintenance pits or oil harbours, or unusually dirty work may involve the maintenance and repair of oil-burner equipment, etc. The bonus for dirty work is payable for these if the degree of dirtiness is comparable to that of the jobs listed in paragraph 3.
- 5 In work related to the lift industry, unusually dirty work is any work that is clearly different from other lift-industry work and wherein the wear and tear on clothing is so high that the employee's protective clothing referred to in item 2, above, cannot be considered adequate. Unusually dirty jobs include, for example, repair of equipment and apparatus in a machinery room, repair of gripping and weighing equipment and gates, handling of brake wheels, pulling and shortening of ropes, full or complete dismantling of old lifts, inspection of lifts, and annual cleaning.

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 item 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 is not considered to be so on that basis alone.
- 8 Before the work begins, the employer and employee shall agree upon the work for which the bonus is payable.

11.3 Bonus for unusually demanding and laborious work

- 1 Before proceeding to carry out work in which a bonus for unusually demanding and laborious work may be applicable, the employer and the employee shall together specify the grounds for the bonus and agree upon its payment.

In cases wherein the procedure described above cannot be applied practically, the employee must, on request, provide a detailed account of why he or she believes that grounds for the payment of the bonus exist. The bonus request must be included on the next timesheet submitted. The employer is not under an obligation to take any later requests into account.

- 2 The bonus as of the beginning of the pay period starting on the date indicated in the following table or soonest thereafter

is as follows:

1 August 2020–31 March 2022	EUR 1.74/h
--	------------

The bonus is additional compensation for the unusually demanding nature of the work. Such work includes, for instance:

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. climbing to high work sites: masts, chimneys or special columns. The bonus is paid for the time spent climbing up and down and for the actual work.
4. work subject to provisions according to which the worker must wear a respiratory mask equipped with replaceable filters or a motorised mask (does not apply to disposable particulate respirators).

Lists of tasks considered equal in this respect 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 according to an agreement shall receive a driver's bonus for each day of driving in accordance with the following table, from the pay period commencing on the specified date or soonest thereafter:

1 August 2020–31 March 2022	EUR 2.65/day
--	--------------

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

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

11.5 Foreman's bonus for work payable at time-based rates

If the employer appoints a foreman for a work site at which work is carried out at time-based rates and at least two other employees are working at the site, the foreman shall receive a foreman's bonus in accordance with the table below.

The same applies to a situation in which the circumstances indicate that an installer performs foreman's duties at the site.

The foreman must be in employment with the enterprise.

The duties of the foreman in work carried out at time-based rates shall be agreed upon with the foreman, or otherwise his or her tasks shall be determined in accordance with section 8 B 7.2.7.1 of the collective agreement as applicable.

Foreman's bonus for work carried out at time-based rates is payable in accordance with the following table, from the pay period commencing on the specified date or soonest thereafter:

Number of team	1 August 2020 – 31 March 2022, EUR/h
3–6	0.58
7–10	0.91
11–12	1.17
13–20	1.58
more	2.49

The provisions applicable to the foreman for work sites at which piecework rates apply are found in section 8 B 7.2.7, The Foreman.

§12 TRAINING AGREEMENT AND ON-SITE INSTRUCTOR'S BONUS

According to the Vocational Education and Training Act (531/2017), education and training provided at the workplace may be arranged as training agreement-based studies or apprenticeship training, in which case the training provided at the workplace is based on a fixed-term employment contract.

On-the-job learners and other students working at the enterprise under a training agreement are not covered by the collective agreement.

Before employing a student as an apprentice to be trained pursuant to a personal competence development plan, the enterprise shall check that the Employment Contracts Act does not prevent the signing of a new fixed-term employment contract relating to the apprenticeship.

Becoming an on-site instructor is voluntary. On-site instructors must be willing and motivated for the task and possess adequate professional skills.

The training to become an instructor shall be provided in co-operation with educational institutions. The training should emphasise matters such as the significance of safety-related work practices as part of professional competence and operating culture as well as the person's skills.

An employee whose work includes guiding, advising, instructing and supervising work of students on a training agreement, in addition to his or

her primary tasks,

receives an on-site instructor bonus for work carried out in accordance with the following table, from the pay period commencing on the specified date or soonest thereafter:

1 August 2020 – 31 March 2022	EUR 0.44/h
--------------------------------------	------------

§13 EVENTS RELATED TO TRAINING AND DEVELOPMENT OF THE COMPANY'S OPERATIONS

1. Training and development of operations outside regular working hours

The employer may provide vocational training and education, development events, occupational safety training or activities to maintain working ability in accordance with subparagraphs a) and b) for a total of 16 hours during a calendar year, notwithstanding the provisions on working hours in the collective agreement and the employment contract:

- a) 8 hours of vocational education and training and/or occupational safety training; and
- b) 8 hours of training, development and/or working ability-promoting activities that are necessary for the development of the operations of the enterprise

In accordance with section 4 of the collective agreement, it is possible to locally agree on the division of the above hours in some other way (up to 16 hours per calendar year).

A training or development event may be arranged immediately before or after a shift and also on some other day than a day according to the shift roster.

A training or development event may not be arranged on a Sunday, a week including a public holiday or, from 1 May to 31 August, on a Friday or Saturday, unless otherwise locally agreed under section 4 of the collective agreement. The latter does not apply to online training if it is up to the employee to decide when to do the training.

The date and time of training must be provided at least two weeks in advance. The latter does not apply to online training if it is up to the employee to decide when to do the training.

In other than online training, only the period of time necessary to access the venue of the training and have a short break is allowed between the end of the shift and the beginning of the training session. During one day (24 hours) of work, the combined duration of work and training must not exceed 12 hours. If training is provided after the work day in some other

format than online training, the time specified above, including travel time to the location of the training venue, must not exceed 14 hours. When applying this provision, a period of rest does not include

time spent training or travelling.

Time spent on training, development of operations and/or promotion of working ability pursuant to this section does not count as working hours in the calculation of compensation for overtime.

In addition to the exception described in this section, training must not be arranged solely outside working hours.

2. Pay and compensation for travel expenses for training and development of operations

When employees participate, as instructed by the employer, in training events related to the employee's profession, the compensation for the duration of their participation is as follows:

- a) for participants on time-based rates, payment in line with their personal hourly rate
- b) for participants performing piecework, payment in accordance with the extra pay for work done during interruption

Entry in the records:

This applies to training time during and outside working hours.

Training time comprises the time spent participating in the training or lectures, not evening get-togethers or similar activities.

No evening or night work bonus or overtime compensation is payable for participation in training. No Sunday work bonus is payable for online training if the employee may individually decide when to attend online training.

The compensation for travel expenses relating to a training event are subject to the provisions of section 14 of this agreement, unless otherwise agreed on with the employee.

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

No overtime compensation is payable for training time.

The compensation for travel expenses relating to a training event are subject to the provisions of section 14 of this agreement, unless otherwise agreed on with the employee.

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

§14 TRAVEL EXPENSES

A COMPENSATION FOR WORK PERFORMED OUTSIDE THE PLACE OF RECRUITMENT

‘Place of recruitment’ refers to a permanent location of an enterprise’s operating organisation (head or branch office) at which the employee was recruited.

An employee is required to travel at work whenever the duties so require. Travel expenses are compensated for in accordance with the provisions of this section.

For per diem allowances, per diem allowances abroad, meal allowances, night-time travel allowances and kilometre 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 in the possession of the employee), the place of departure and the destination, shall be determined before the trip begins.

The employee shall prepare an account of travel on duty on the timesheet or by means of a separate travel invoice, indicating the place of departure and destination of the travel, the amount of travel expenses and the duration of travel.

1 Meal allowances

- 1.1 A meal allowance is payable to employees who, in any one day, work or participate in employer-assigned training for at least four hours outside the place of recruitment. The hours need not be continuous; the amount may be made up of several short stints outside the place of recruitment.

Interpretation: The place of recruitment (the building and its yard) also include the following premises: office, store, workshop, storage area and the like.

A meal allowance is payable only in the event that no per diem allowance is payable for travelling on duty.

The amount of meal allowance is $\frac{1}{4}$ of the amount confirmed by the Tax Administration for the per diem allowance.

As of 1 January 2020, the meal allowance is EUR 10.75 per day.

- 1.2 A double meal allowance is paid for travel that lasts at least 10 hours. A triple meal allowance is paid for travel that lasts 14 hours or more.

- 1.3 Meal allowance is not paid to an employee hired as a chauffeur.
- 1.4 Meal allowance is no paid if the employee has been provided with appropriate meals free of charge at the place of work.

2 Payment of per diem allowance

- 2.1 Full and partial per diem allowances are 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.

Full per diem allowance is payable when the trip takes over 10 hours, and partial per diem allowance is payable for trips that take over six hours.

- 2.2 When the last full day of travel is exceeded by more than six hours, a full per diem allowance becomes payable.
- 2.3 When the last full day of travel is exceeded by more than two hours, a partial allowance becomes payable.
- 2.4 A day of travel is a period not exceeding 24 hours that begins when the employee departs for the trip from the place of departure specified in paragraph 3.2 from which the trip actually starts.

The last travel day ends when the employee returns from the trip to the above 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 is paid in accordance with the above terms, taking into account 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 Travel expenses

- 3.1 Travel allowance as referred to in this paragraph means the compensation of expenses accrued from travelling to and from a temporary place of work as well as work-related travel at the beginning, end or interruption of a work assignment as well as work-related travel at the work assignment location (see paragraph 3.7).

- 3.2 The point of departure for the purposes of compensation for travel expenses is the employee's home or place of recruitment.

Travel expenses are compensated for according to the actual travelled distance from whichever point of departure is closer to the place of work.

- 3.3 Travel expenses 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.

- 34 For other travel ordered by the employer within or outside working hours, validated, legitimate travel expenses are reimbursed.
- 35 In the case of public transport, travel expenses are compensated for on the basis of the single-ticket price.
If serial, monthly or similar tickets are used, the employer shall acquire these.
- 36 If, in the absence of suitable public transportation, a vehicle owned or possessed by the employee must be used or the use thereof has been agreed upon, the reimbursement for travel expenses follows the maximum amounts stated in the relevant decision of the Tax Administration.
- 37 At the location of the work assignment, the employee is reimbursed for the travel expenses incurred, including compensation for travel time, for the distance between the residence and place of work as this section 14 provides.

4 Compensation for travel time

- 4.1 Compensation for travel time is based on the employee's basic hourly rate.
- 4.2 Compensation for travel time is paid according to the timetables 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 during a trip, the transfer time counts as travel time.
- 4.4 If the total time spent, as indicated by the regular timetable of the transport, in the morning and evening exceeds one hour but not two, travel time remuneration for one hour is paid.
Correspondingly, if the time spent travelling exceeds two hours but not three, remuneration for travel time is paid for two hours, etc.
- 4.5 Travel time is not included in working hours for three (3) daily hours of travel falling outside the normal working hours of the enterprise.
- 4.6 For work assignment locations involving an overnight stay, travel time remuneration is payable at the beginning and end of the assignment and during an interruption according to the actual duration of travel, the provisions of item 4.4 notwithstanding.
- 4.7 Compensation is not paid for the hours between 10pm and 7am if a bed has been arranged for the employee.
- 4.8 When determining the remuneration for travel time, the place of departure shall be in accordance with paragraph 3.2 and the trip ends in the staff facility at the place of work.

- 4.9 Any remuneration possibly payable for the time spent travelling to the work site shall be determined as soon as the work begins.

In unclear cases, this is determined through a 'test drive', which shall be performed at the time when the travelling to and from the work site regularly takes place. The 'test drive' is performed using the transport for which the employer pays the travel expenses.

- 4.10 For travel time during working hours, the same pay applies as for work carried out.

5 Accommodation compensation

If accommodation is necessary during travel, the following options apply with respect to the accommodation expenses:

- 5.1 The primary option is free accommodation paid for and arranged by the employer.

Should the employer or client arrange free lodging, accommodation in a public accommodation establishment or a flat, guest room, etc. may be used.

The standard of accommodation at the work site must be such that there is at least 10 m² of residence space for each person accommodated and no more than two people are accommodated in one room. In addition, staff and recreation facilities adequate for the circumstances shall be arranged.

In work assignments lasting over 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. 148).

- 5.2 Should the employer not have arranged accommodation for the employee, the employee shall arrange it independently and charge the accommodation expenses to the employer against the receipt from the accommodation establishment.

If the employee has rented a flat from a private person, the procedures by which the accommodation costs are reimbursed shall be agreed upon between the parties.

- 5.3 Without a receipt, maximum night-time travel allowance pursuant to the annual decision of the Tax Administration shall be paid. 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 bed referred to in the paragraph above.

However, no night-time travel allowance is payable if the employee has,

without cause, not used an accommodation opportunity reserved by and communicated by 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 the price of a travel ticket, the maximum amount of per diem allowance is half the full per diem allowance. With respect to a full and partial per diem allowance, 'free food' refers to two free meals and one free meal, respectively.

6.2 Training events and the like

With respect to training arranged by the employer, the travel-related provisions of this section apply, unless otherwise agreed on with the employee.

6.3 Travelling home for certain public holidays

Should the employee, before Easter Sunday, Midsummer Day or Christmas Day, have continuously worked at another locality away from home for at least four weeks, the employee is entitled to travel home for the public holiday(s) and is entitled to receive compensation for travel expenses and travel time and receive per diem allowance pursuant to the provisions of this section 14.

6.4 Absence without leave

If an employee on an assignment away from his or her place of residence is absent from work for a full day or part thereof without the absence resulting from the employer's permission or the employee's illness, reserve training or a similar reason, the following applies with respect to the per diem allowance:

6.4.1 Per diem allowance for days off

If the absence is directly associated with a day off before or after the working day in question, no per diem allowance is payable for the said day off.

If an employee is absent from work on both the working day preceding and following a day off or a part thereof, no per diem allowance is paid.

6.4.2 Per diem allowance for a working day

The amount of per diem allowance is reduced in proportion 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 paragraph 3.2 of section 14.

When the employee's travel allowance is determined by the place of recruitment,

the employee's increased expenses incurred from participation in the common transport are paid, including travel time (see drawing 3, page 92).

For employees whose travel allowance is determined by travel from home and who joins the transportation arranged by the employer at the place of recruitment or at a location between that place and the place of work, all expenses incurred from using the common transportation are paid.

If the employee drives the vehicle referred to herein in addition to his or her work, the travel time is included in the employee's working hours.

C Use of a personal vehicle

- 1.1 If a vehicle in the employee's possession is used against compensation paid by the employer, the parties shall agree on this specifically in advance.

It is recommended that the agreement be made in writing.

- 1.2 Instructions applicable to the use of a personal car

Unless otherwise provided in the agreement on use of the personal car, work-site specific agreements may be made for the arrangement of ride-sharing. For employees using their own car or a car in their possession for ride-sharing, travel expense remuneration is payable for the round trip between the place of departure, as specified in paragraph 3.2 of section 14, and the work site, in accordance with the maximum amounts confirmed by the Tax Administration.

A ride-sharing agreement is possible if the participants live in such an area that it does not substantially increase the employees' travel time.

The agreement is made between the employer and those employees at the work site in question who participate in the ride-sharing.

If an agreement cannot be reached in the case described above, the employer does not have the authority to rule on the use of ride-sharing.

Participants in the ride-sharing are reimbursed for their actual travel expenses to the point of assembly and back.

- 1.3 If the employees live in different directions from the place of work and, therefore, ride-sharing is not possible, the employer shall pay each employee in accordance with the provisions of the collective agreement for the use of a personal car.

D Work abroad

- 1.1 The employer and employee shall sign a written assignment agreement for work carried out abroad. The agreement shall address issues related to pay and other matters associated with the assignment, such as the working hours, accommodation, insurance, illness, taxation, home visits, annual holiday and interruption in the work.

12 This collective agreement covers short-term assignments, including maintenance and repair work or short-term installation work of comparable duration, unless the conditions in the country of posting are fundamentally different from those of the home country. However, travel time pay is not paid for a part of a trip outside regular working hours. When travelling on a day off, a single basic hourly rate is paid for up to eight hours but not between 10pm and 7am.

13 Should the extent, 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 remuneration, working hours, annual holiday, sick pay, interruption, home visits and insurance questions.

The agreement between the parties may also be a tripartite one, with the employer performing the work being one of the signatories.

If agreement is not 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 paragraph 1.1.

14 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 do not extend to work sites abroad.

15 If an employee dies 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 is payable as follows:

21 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 two meals included in the price of a travel ticket, the maximum amount of the per diem allowance is half of the full per diem allowance.

22 For long-term work assignment abroad, per diem allowances may be agreed upon differently at the enterprise.

23 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, it is agreed 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.

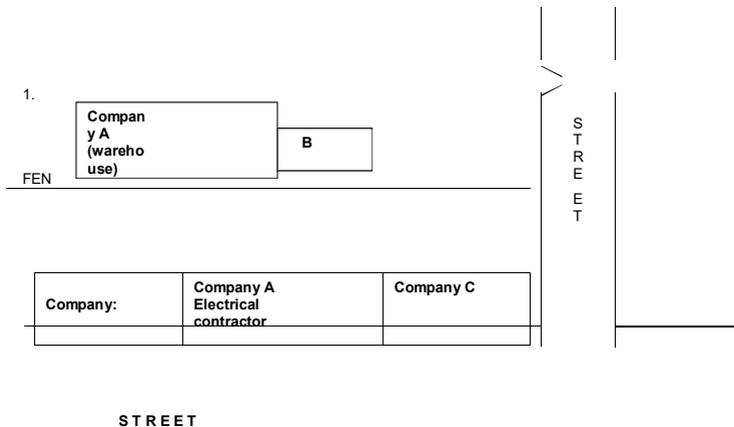
E Tax deduction of travel expenses

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 pay for the employee as separate items not included in the pay for the hours worked.

F Local agreements

Member companies of STTA and PALTA may agree differently on the provisions of section 14, pursuant to section 4. The agreement shall be prepared in writing and be signed by the chief shop steward.

Figure 1: Interpretation of terms for meal allowance



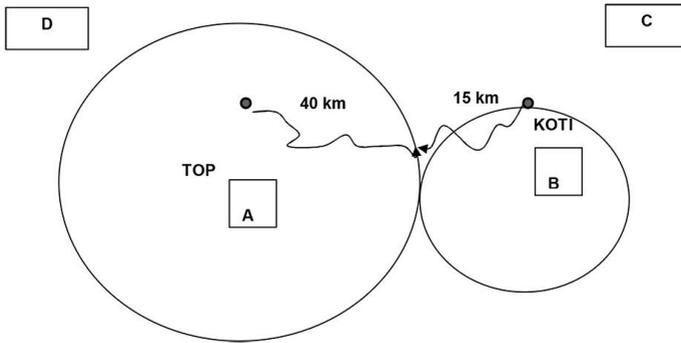
If the installation technician of electrical contractor A works at least four (4) hours at customer companies B and C, meal allowance is payable.

If the installation technician works in a separate space (i.e. a warehouse) behind a fence with access via the street, meal allowance is payable.

If there is no fence between the place of recruitment and the warehouse

and there is direct access to the warehouse, no meal allowance is payable.

Figure 2. Travel compensation

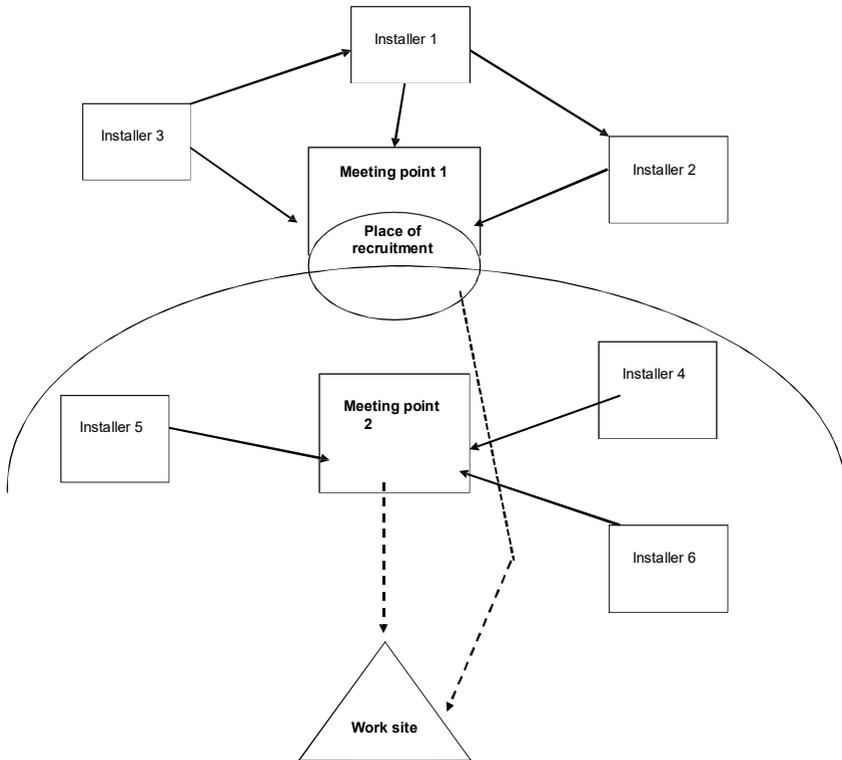


- Site A = meal allowance and expenses for time and travel from the place of recruitment
- Site B = Meal allowance and expenses for time and travel from home
- Site C = per diem allowance for 10 h, and expenses for time and travel from home, with partial per diem allowance if the duration is 6 h
- Site 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 6 h
- Sites C and D = if the time conditions are not met, payment of meal allowance

The distance between the place of recruitment and the site is 120 km.

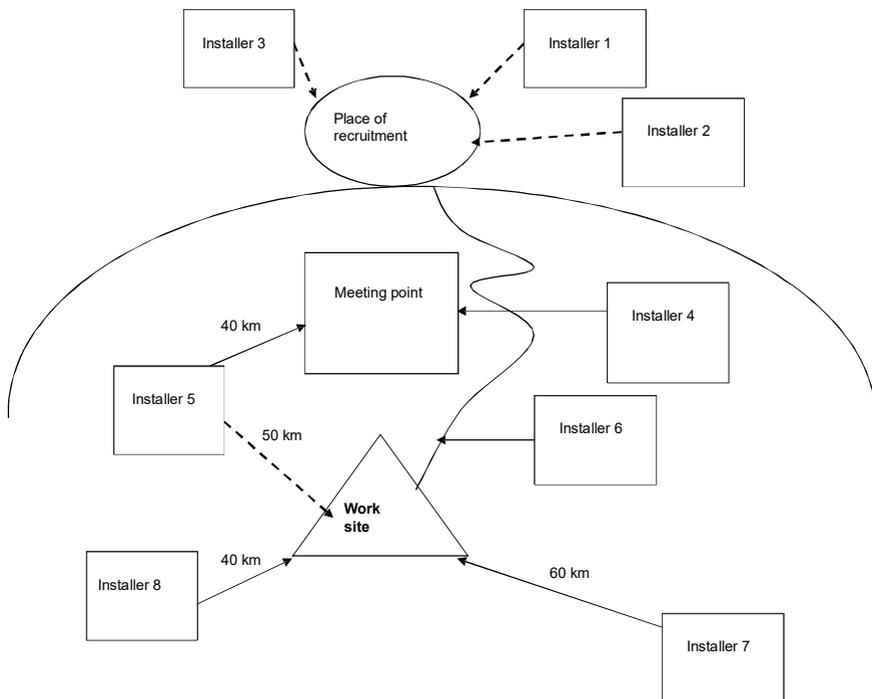
The employer has arranged transport from the place of recruitment to the work site.

Figure 3: Transport arranged by the employer



- Installers 1, 2 and 3 arrive at the place of departure (the place of recruitment) at the specified time of departure at their own expense.
- Should the employer require an 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.
- Installers 4 and 5 are paid for travel expenses from home to the assembly point and back.
- Installer 6 is picked up from a bus stop on the way.
- The employer pays installers 7 and 8 for travel expenses from home to the work site and back.

Figure 4: Ride-sharing



For ride-sharing, it has been agreed that the meeting point is the place of recruitment or a site other than the place of recruitment (e.g. the installer's home).

Installers travelling to the meeting point are remunerated for their travel from home to the meeting point.

An installer driving from the meeting point 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 installers transported (in 2020: EUR 0.43/kilometre + EUR 0.03/kilometre).

§15 HOUR SHEETS

1. In time-based and piecework alike, the employee shall regularly record the quality of the work performed, the hours spent, meal allowances, per diem allowances, travel expenses, bonuses, etc. on a timesheet to be presented to the employer.
2. The allocation of the contract work is carried out in accordance with the collective agreement and the information provided on the timesheets.
3. If the work in question is not included in the contract between the client and the employer, written approval from the client or a representative of the client must be included on the timesheet or a corresponding receipt supplied. The same applies to work performed entirely as invoicing work.
4. Before starting the work, the employee shall be informed about the approval procedure to be followed at any given time.
5. The timesheet entries must not be adjusted in connection with pay calculation in such a way that the original entry can no longer be determined.
6. 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.
7. The completing of timesheets takes place during working hours.
8. The employer shall provide the employees with timesheet forms or tools for filling in an electronic timesheet. If an email address is required for the use of an electronic timesheet and the employee does not want to disclose his or her personal email address, the employer must provide the employee with a work email address.
9. The employee shall be given a copy of each timesheet completed, regardless of whether the timesheet is filled in on paper or online. An electronic copy may be sent, for instance, to the email address provided by the employee, to the employee's job email or the employee's online bank.

§16 PAY DAY

- 1 Pay day is Friday, unless some other day has been agreed upon in the company, and the payment period is two (2) weeks, except for monthly salary.
- 2 In addition to the regular pay, compensation for expenses, etc. for the pay period are paid on the pay day.
- 3 The arrangements shall be implemented so that the payment of the earned amount is not delayed unreasonably because of the beginning and ending of financial periods and matters relating to payroll accounting and payment measures.
- 4 The pay calculation time is primarily five business days and shall be no more than seven business days.
- 5 If the Friday is a public holiday, pay is due on the preceding day. The pay must be available for withdrawal on the pay day. Upon termination of employment, however, the final accounting shall be performed without delay, regardless of the general pay day.
- 6 The employee shall be given a payslip which includes an itemisation of the pay and compensation for expenses by pay period and indicates the grounds for the composition of the pay at an adequately detailed level, including the basic hourly rate, personal pay component, time-based and piecework pay, average hourly earnings for the calculation of annual holiday, average hourly earnings applicable to benefit calculation, special bonuses, overtime, Sunday work and weekly rest compensations, travel allowances, meal allowances and per diem allowances, along with tax and other withholding items.
- 7 The payslip must also, where possible, indicate the working hours accumulated in reductions and itemise the piecework and time-based-work pay for each work site.
- 8 The payslip shall be delivered to the employee no later than the pay day, at least in electronic format. The payslip is delivered, in accordance the normal practice of the employer, by mail or electronically to the email address, work email address or online bank specified by the employee.

§17 ANNUAL HOLIDAY

General

- 1 In addition to this agreement, the provisions of the Annual Holidays Act shall apply.
- 2 The annual holiday begins and ends at the employee's place of departure for purposes of travel expense compensation pursuant to paragraph 3.2 of section 14.

- 3 Prior to the commencement of annual holiday, any ongoing assignments must be interrupted or terminated and the employee shall be ordered to return to the place of departure for purposes of travel expense compensation pursuant to paragraph 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 (162/2005) and the time for which the employee has been released from work to participate 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 the 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 include the days when the employee has, according to the time tracking system, been away from work for the 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

- 4 The average hourly earnings are the basis for calculating the holiday pay and holiday compensation for an employee. The pay received by the employee or the employee's outstanding pay 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 pay, is divided by the number of corresponding working hours.

Any performance bonus divided among the employees in proportion to their working hours is taken into account in the calculation of an employee's annual holiday pay and compensation. In other cases, when the entire performance or profit bonus is paid to the employee as a lump sum, it shall not affect the employee's annual holiday pay or compensation.

- 5 An employee's holiday pay and holiday compensation are calculated by multiplying the employee's average hourly earnings as referred to in paragraph 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) as per the following table:

Number of	Multiplier	Number	
	Multiplier days	Multiplier days	
2	16.0	16	116.0
3	23.5	17	123.6

4	31.0	18	131.2
5	37.8	19	138.8
6	44.5	20	146.4
7	51.1	21	154.4
8	57.6	22	162.4

9	64.8	23	170.0
10	72.0	24	177.6
11	79.2	25	185.2
12	86.4	26	192.8
13	94.0	27	200.0
14	101.6	28	207.2
15	108.8	29	214.8
		30	222.4

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 determination 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

- 6 Fifty per cent of an employee's holiday pay is paid to the employee as a holiday bonus.
- 7 One third (1/3) of the holiday bonus is paid at the time of leaving for the holiday.

The remaining two thirds (2/3) are paid on the normal pay day on which the employee is paid for the day of returning from holiday.

- 8 At the employee's request, an advance is paid from this 2/3 portion of the holiday bonus in cases where its payment on a normal pay 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.
- 9 If the annual holiday has been split, the holiday bonus is paid separately for each break in accordance with the provisions above. It may be agreed locally to pay the entire holiday bonus in connection with the last holiday stint granted.
- 10 An employee moving onto old-age, disability, early old-age or individual early retirement pension shall receive the holiday bonus at the above percentage of the annual holiday pay amount and compensation, if any, to which the employee is entitled.

The holiday compensation payable is increased by 50% as described above when the holiday remaining ungranted because of continuing disability is compensated for by payment of holiday compensation to the employee in accordance with section 26 of the Annual Holidays Act (162/2005).

- 11 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 has 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.

- 12 Should the employer, for a reason not attributable to the employee, have terminated the employee's employment 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 holiday bonus for this reason. Neither shall the employee lose the right to holiday bonus if the employer goes bankrupt.
- 13 A local agreement may be made on granting the holiday bonus or part thereof as paid leave equivalent to time at work.
- 14 Increased holiday bonus compensation upon termination of employment
At the end of employment, the employee shall receive a holiday compensation amount increased by 50% from normal. However, the above does not apply when the employer is terminating the employment for a reason attributable to the employee or when the employee terminates the employment in violation of a law or agreement.
- 15 The annual holiday pay and holiday bonus of an employee to whom the Posted Workers Act (1146/1999) is applied are subject to the provisions of section 21 of this collective agreement, the above notwithstanding.

§18 SICK LEAVE, MATERNITY AND PATERNITY LEAVE AND TEMPORARY CHILD CARE LEAVE

- 1 An employee shall be paid compensation for loss of income resulting from disability caused by an illness or accident for the working days included in the period of time shown in the table below.

Duration of continuous employment	Period
– under 3 years	28 calendar days
– 3 years but under 5 years	35 calendar days
– 5 years but under 10 years	42 calendar days
– 10 years or more	56 calendar days
- 2 If an employee becomes ill during the working day, sick pay is also paid for the remaining hours of the working day. This day is not included in the above compensation periods.
- 3 Compensation for loss of earnings is paid in accordance with the average hourly earnings applicable to benefit calculation.
- 4 If employment has continued for less than a year, the day of commencement of disability or, should the disability commence during a working day, the following day is unpaid, except in cases of an occupational accident. If disability resulting from an illness lasts for at least

six working days after the day the illness began, the employer pays the employee from the beginning of the disability.

- 5 An employee is paid during an illness only if the disability was not caused by 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.
- 6 An employee who becomes disabled must notify the employer of this and of the expected duration of the disability without delay.
- 7 At the employer's request, the employee shall present a certificate issued by an occupational health physician or other physician approved by the employer or other explanation approved by the employer.
- 8 Should the employee's disability caused by the same illness resume within 30 days of the day on which the employee last received sick pay, the employee is not entitled to a new period of sick pay referred to above.
- 9 The employer is entitled to withdraw the employee's per diem allowance as specified in 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 has the right to deduct the per diem allowance or part thereof from the sick pay or maternity pay by the amount not paid in view of the employee's negligence.
10. Illness-related absences from the workplace can best be managed through co-operation between the company, its personnel, the personnel representatives and the occupational health services.

An option may be self-reporting of illness-related absences.

Self-reporting is particularly suitable in connection with infectious diseases (e.g. common colds, stomach bugs).

In order to reduce illness-related absences, the employer may, permanently or temporarily, apply a self-reporting procedure to employees' illnesses of a short duration (e.g. illness-related absences lasting for a maximum of three days). The self-reporting procedure may also be applied to sudden illnesses of children under 10 years of age if this is stated in the employer's instructions.

Despite the possible self-reporting procedure, employees should seek medical help whenever their illness requires.

Despite applying a self-reporting procedure, the employer has the right to case-specifically require a medical certificate for verification of the employee's disability.

Statutory medical examinations

During paid working hours, the employee may have a health check performed

relating to the employee's work and required by the employer, a law or an official ruling. Travelling to the check-up, any subsequent tests and a follow-up appointment are reimbursed as travel at work.

Other medical examinations

- 1 An employee's 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 surveying of health and wellbeing and prevention of health problems as well as other similar screenings can be carried out during paid working hours if they cannot be performed outside working hours.
- 3 An employee has the right to participate in a specific medical examination related to conscription during paid working hours.
- 4 Pay shall also not be reduced in cases of
 - a) an examination by a specialist physician for purposes of obtaining a health aid;
 - b) an examination performed by an occupational health physician, a specialist physician or an outpatient clinic of a specialised field in order to determine the treatment of a chronic illness;
 - c) a laboratory or X-ray examination related to a medical examination subject to compensation;
 - d) an examination necessary for obtaining a certificate from a health care centre as required by the Health Insurance Act for receiving maternity allowance or some other pre-birth medical examination;
 - e) a visit to a dentist if an acute dental illness causes disability that requires treatment during the same shift, with the urgency being demonstrated by a dentist's certificate; and
 - f) disability 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 accordance with section 4 of this collective agreement.

Maternity, paternity, parental and child care leave

- 1 If employment has continued without interruption for at least six months directly before childbirth, the employee receives pay for 56 days of maternity leave. The employer has the right to withdraw the employee's per diem allowance under the Health Insurance Act for the corresponding period of time.

An employee becoming the adoptive mother to a child who is below 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 conditions specified in the previous paragraph.

For a paternity-leave period of one week (five business days), the pay to for regular working hours shall be paid in accordance with the average hourly earnings applicable to benefit calculation. The same provisions apply to the payment of paternity and maternity pay.

Short temporary paid absence

- 1 When a child under 10 years of age regularly living in the employee's household suddenly becomes ill, the employee shall receive compensation for a necessary short and temporary absence (up to four working days) in accordance with the sickness absence provisions of this collective agreement to take care of or arrange the care of the child.
- 2 Compensation is paid providing that a medical certificate of the child's illness is presented, both custodians of the child have a paid job, and an account of the absence is provided that is in accordance with the provisions of the collective agreement concerning sick pay.

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 a different municipality, 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 are considered 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 of a severely ill child

By advance agreement with the employer, an employee whose child suffers from a serious illness referred to in Chapter 10 of the Health Insurance Act (1224/2004) is entitled to leave of absence for taking part in the child's treatment, rehabilitation or instruction of treatment referred to in the said law.

Absence and annual holiday

Paid days off owing to a child's illness are considered 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 the 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 pay benefits.

The compensation is payable after the employee has provided the employer with an account of the compensation and fee paid by the municipality.

2 Paid leave to celebrate birthday

An employee of the company is entitled to paid leave on his or her 50th and 60th birthday for the duration of regular working hours if the birthday falls on the employee's working day.

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 Pay for military reserve training time

The employer shall pay an employee for military reserve training time in such a way that a married person or a person otherwise liable for providing maintenance receives, inclusive of the reserve pay from the state, full pay benefits and a person without the said liability receives 2/3 of this amount. This provision also applies to those who, as reserve members, have been summoned to civil defence training. The employer does not have the right to reduce the pay for reserve training time on Saturdays and Sundays in the amount of the state reserve pay.

5 Death of a close relative

The employer shall give its employee the right to have a paid day off in the event of the death of any of the employee's parents, spouse or children.

A similar 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 brother or sister or a parent of the employee's spouse.

6 Amount of compensation and beneficiaries

The compensation referred to in paragraphs 1–5 shall be paid in accordance with the average hourly earnings applicable to benefit calculation.

7 Topping-out parties

The employee has the right to participate in a topping-out party held at his or her work site during regular working hours. The employee is paid for the topping-out party in accordance with his or her basic hourly rate.

§20 OCCUPATIONAL SAFETY

The employer must organise work in such a way that it complies with the current provisions of the Occupational Safety and Health Act (738/2002), 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 on them, such as the Government Decree on the Safety of Construction Work (205/2009) and the SFS 6002 electrical work safety standard.

Any necessary measures must be taken to avoid accidents and occupational illnesses and to protect the employees' health.

More detailed provisions on ensuring that electrical equipment is not live and on electrical work are provided in the Electrical Safety Act (410/1996) and provisions and decisions issued thereunder.

When a representative of a team participates, as agreed with the employer, in an occupational safety tour at a work site, the said representative shall be paid for the time spent in accordance with the average hourly earnings applicable to benefit calculation.

To avoid accidents, employees are not only entitled but also obligated to require that any necessary measures be taken to establish a safe working environment.

Refusal to perform work without appropriate safety measures is not considered refusal to work.

When working on traffic routes and similar places where traffic poses an accident risk, any measures necessary for avoiding danger must be taken. At the employee's request, the employer shall see to guarding. The guard must 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 pay grade of a posted worker shall, for the first six months, be at least PG 2. During this time, the pay grade of the posted employee shall be

determined on the grounds set forth in section 8 A of this collective agreement.

- 2 A posted employee's accumulated time off, annual holiday pay, and holiday bonus shall be paid in connection with each payment for regular working hours in accordance with itemised calculations. Regular working hours shall also include hours for which the employee, on the basis of a law or this collective agreement, receives pay or compensation for loss of income from the employer.
- 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 hours worked and compensation for loss of income. The said items (6.3% and 18.5%) shall be shown separately on the payslip given 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 employee's annual holiday, annual holiday pay and holiday bonus.
- 4 Any agreement on subcontracting or temporary work between the employer referred to by this collective agreement and the employer of the posted employee shall include the following terms of contract (covering all of paragraphs 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 the 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 working hours information confirmed by the employee
 - c) information on the employee's pay and other items payable under the collective agreement
 - d) receipts for payment of the pay and the other payable items referred to 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 paragraph 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 equipment

Employees with employment relationships shall be given or assigned a protective suit, safety shoes, a safety helmet, hearing protectors and eye protectors (adjusted as eyesight requires), if necessary.

On average, two protective suits and one pair of safety shoes per year shall be provided, unless circumstances require otherwise. A different corresponding procedure and work clothing service may be agreed upon at the company.

In addition, an employee shall be given or assigned appropriate protective clothing depending on the working conditions, such as:

- 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 extent 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 (738/2002).

§24 DISPUTES AND THEIR RESOLUTION

- 1 In the event of lack of clarity or a dispute related to an employee's pay or the application of laws or agreements related to the employment relationship, the chief shop steward must be provided with any information pertinent for the 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 the said parties.
- 3 Should agreement not be reached, the employer or a representative thereof and the chief shop steward shall carry out negotiations. Once the work at a site has been completed, the chief shop steward shall not be entitled to agree on any dispute related to the 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 that is 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 under law or the collective agreement.

- 4 Should the local parties jointly so request, the organisations bound by the collective agreement have the right to send their representatives to the local dispute negotiations.
- 5 If no agreement is reached through the local negotiations, either party may submit the matter for settlement by the organisations that are parties to this collective agreement.
- 6 Each party shall prepare a memorandum on the matter that caused the dispute, specifying its opinion on the issue and the reasons for the dispute. The memoranda shall be submitted without delay to the organisations that are the parties to this collective agreement, and each of the local parties shall be provided with a copy.
- 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 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, an 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 between the central organisations. Insurance terms and conditions are available from the insurance company and the employer.

§27 VALIDITY OF THE AGREEMENT

This collective agreement is valid from 1 April 2020 to 31 March 2022.

The amendments to the collective agreement in accordance with the approved result of the negotiations will come into effect on 1 June 2020, unless otherwise specified in the provision in question.

The agreement shall remain in effect also after 31 March 2022, for one

year at a time, unless written notice of its termination is served by either party no later than two months before the said date of expiry.

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

Helsinki, 12 June 2020

Service Sector Employers (PALTA)

Tuomas Aarto Kaj Schmidt

The Electrotechnical Employers' Union (STTA)

Esa Larsén

The Finnish Electrical Workers' Union

Sauli Väntti Hannu Luukkonen

COLLECTIVE AGREEMENT §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, paragraph 6 of the collective agreement for the electrification industry, the themes listed below shall be discussed as a minimum.

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 the respective successful candidates
- processing of client feedback and the related actions agreed upon

Personnel resources:

- staffing needs (resource forecasts by work site)
- need for layoffs and existing layoffs
- vacations and working-hour-reduction leave
- subcontracting and temp workers

Personnel development:

- training plans and their implementation
- the situation of performance reviews

**§8 C PIECE-RATE PRICING FOR THE
ELECTRIFICATION AND ELECTRICAL
INSTALLATION INDUSTRY AS OF 1 JUNE
2015**

Part		Page
21	Introduction	111
22	Definitions	114
23	Installation of distribution boards	118
24	Installation of equipment	119
25	Connection of distribution boards and equipment	123
26	Piping and related work	127
27	Installation of cables and wires	129
28	Installation and/or connection of flush- or surface-mounted equipment and distribution boxes, plug connectors, and junction boxes or	132
29	Installation of lighting fixtures	137
30	Installation of cable ducts	140
31	Pricing supplement	141
	Cable comparison chart	144

Electrotechnical Employers' Union
(STTA) Service Sector Employers
(PALTA) Finnish Electrical
Workers' Union

PIECE-RATE PRICING FOR THE ELECTRIFICATION AND ELECTRICAL INSTALLATION INDUSTRY AS OF 1 JUNE 2015

The piece-rate pricing for the electrification and electrical installation 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 STTA and PALTA and the Finnish Electrical Workers' Union are incorporated into the piece-rate pricing. Many of these changes concern the integration of work stages typically included in the work into the same unit price. A related objective has been to simplify the pricing structure and application.

Changes have been made in the following tables:

- 2401.07
- 2410.11, 2410.12 and 2410.13
- 2501.11
- 2510.11 and 2510.12
- 2521.11
- 2601.06
- 2610 columns 1 and 2
- 2701.01 and 2701.13
- 2710.11.4 and 2710.11.5
- 2810.02
- 2811.11 and 2811.12
- 2820.03
- 2821.11 and 2821.12
- 2901.07, including changes to numbering
- 2910.11, 2911.12, 2910.13 and 2910.14
- 2911.14 and 1911.15

The piece-rate multiplier has been updated in the unit prices such that the multiplier at the time of introducing the pricing is 1.000.

The piece-rate pricing for the electrification industry is implemented for work tendered to clients on or after 1 June 2015.

The Electrotechnical Employers' Union (STTA) Service Sector Employers (PALTA) Finnish Electrical Workers' Union

PART 21 INTRODUCTION

2101 VALIDITY OF PRICING AND PRICE LEVELS

- 10** This piece-rate pricing is associated with the collective agreement between the Electrotechnical Employers' Union STTA, the Service Sector Employers (PALTA) and the Finnish Electrical Workers' Union. The provisions of the collective agreement pertaining to hours and the like apply to piece-rate pricing as well.
- 20** 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.
- 30** This piece-rate pricing shall apply to work tendered to clients on or after 1 June 2015.
- 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
 - as of the pay period commencing on 1 August 2016 or soonest thereafter: 1.006
 - as of the pay period commencing on 1 February 2017 or soonest thereafter: 1.006
 - as of the pay period commencing on 1 May 2018 or soonest thereafter: 1.023
 - as of the pay period commencing on 1 April 2019 or soonest thereafter: 1.040
-

2102 **PIECE-RATE PRICING FRAMEWORK**

- 10** Each piece-rate price can be expressed as a numerical code consisting of three groups of numbers (for example, 2710.11.4).
- 20** The pricing scheme is divided into 11 segments. For each segment, there are tables according to which the work shall be priced.
- 30** Numbering in the pricing
- Table number
 - Table row
 - Table column
- 2710.11.4 Column: Work item
- Row: Substrate, cross-section or equivalent
- Table: Quality of the work
- Part: General designation of tables
- Example: Table 2710 Installation of cables and wires
- Row 11: Conductor cross-section of 2.5 mm² or
- Column 4: Straightened to the cable route

2103 **ADDITIONAL EXPLANATIONS**

- 10** 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.
- 20** Piece-work rates require that the employee be provided with modern and adequate tools suitable for the various work methods.

- 21** The team's tool resources shall be so dimensioned that a lack of tools does not change or otherwise complicate the natural order of the work performance or result in any waiting time.
- 22** Piece-work rates require the use of auxiliary labour for any moving of heavy objects and scaffolding.
- 23** If work is carried out with installation methods, materials or tools not specified 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 work, the table-specific prices may be increased or decreased through the agreement procedure specified in section 8 B 5.5 of the contract 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-off 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

2201 INSTALLATION METHODS AND SUBSTRATES

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 a covered installation has been performed with surface-mounting methods, the corresponding prices shall apply.

11 Flush-mounted installations covered by and attached to

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-mounted 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). 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,

- any 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 types of lightweight concrete, such as LECA and Minerit;
 - brick of various types, 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 directly preceding the connection point.
- 70** | The connection work covered by the various tables requires bringing a cable into connection condition and/or performing connection work.

2202 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 need 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

2210 WORK PERFORMED ON MOVABLE STANDS

- Unit prices of completed installation (metres, pieces, etc.) are as
- 11** Installation at a height of less than 4 m 1.00
- 12** Installation at a height of 4–7 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.
- 22** 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 on row 11 of Table 2210.

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 General

- 1** This section is applied to pricing related to all distribution boards and similar connection and equipment boxes. Low-voltage switchgear equipment with 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-off 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.

- 7** 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.

- 8** This section is used for the pricing of frequency converters and related equipment such as filters.

2310 INSTALLATION OF DISTRIBUTION BOARDS

	Price □/m ²	1 Wood	2 Stone or
11	Distribution board	47.67	51.64
	Additional price, EUR / distribution board	1	
21	Reserving space for 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	2.64	
22	Attachment of a distribution board with loose mounting brackets, separate rails or supports, or installation of a fire-protection plate.	4.77	

2320 INSTALLATION OF FIXED-IN-PLACE DISTRIBUTION

	Cables to be connected to the distribution board □/cable	1
11	First cable	5.82
12	Subsequent cables	2.91
	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 General**

1	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 device with a component weighing no more than 0.5 kg is priced according to Part 31, the installation of a component weighing more than 0.5 kg according to Part 24, and
3	Installation of a safety switch or similar switch of over 63 A is priced according to Part 23, and connections are priced according to Part 25.

- 4** 'A device to be fastened in place or installed without fastening' refers to a device 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** '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 device is determined by the number of cables to be connected to it.
- 7** 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
 - device 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.

2410 EQUIPMENT TO BE FASTENED IN PLACE OR INSTALLED WITHOUT ATTACHMENT

	Number of fastening points: 1–4 □/unit	1 Wood	2 Stone or metal	3 With out attac
11	Weight not exceeding 3 kg	5.43	6.75	4.64
12	Weight not exceeding 6 kg	6.93	8.78	5.34
13	Weight not exceeding 12 kg	8.25	11.69	6.93
	□/unit or kg	1		
21	Additional price for each additional 5 kg or part thereof	2.12		
22	Excess fastening points	1.59		

2420 INSTALLATION OF FASTENED-IN-PLACE OR FREE-STANDING EQUIPMENT

	□/unit	1
11	First cable	3.98
12	Subsequent cables	2.25
13	Equipment with plug connection	1.32
14	Unit in a closed equipment room,	2.64

2430 INSTALLATION OF WALLPAPER-TYPE HEATING ELEMENTS

	□/㎡	1
11	Element installation per square metre or part thereof 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	4.77

2440 EARTHING AND EQUIPOTENTIAL BONDING	
1	Work related to earthing is priced according to this table and connections according to Part 25.
2	Earthing-rail installation is priced according to Table 2410 and the connection work according to Part 25.
3	The price on row 13 includes at least some of the following steps: <ul style="list-style-type: none"> – welding – drilling – threading – use of self-drilling screws – the mechanical cleaning required
4	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.
5	The pricing of earthing electrodes and rods at the work site is agreed upon case-specifically (employer/foreman).

2441 EARTHING		
	□/unit	1
11	Installation of a factory-made earthing connector	1.59
12	Forming and installation of an earthing connector	4.77
13	Earthing point	3.98

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

2451 CONTACT RAILS AND RELATED INSTALLATION WORK

	□/unit	1	2
		Wood	Stone or
11	Rail installation, for each 2 m or part thereof	10.60	11.92
12	COMBI rail installation, for each 2 m or part	11.92	13.24
13	Suspension, for each 1.5 m or part thereof	2.64	3.18
14	Cutting of rails	3.18	

PART 25 CONNECTION OF DISTRIBUTION BOARDS AND EQUIPMENT**2501 General**

- 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 is 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
 - 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.

- 6 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.
- 7 Connections performed by soldering are priced on a case-specific basis (employer/foreman).
- 8 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
- 9 For distribution boards referred to in tables 2310 and 2320, the partial work performance of connection includes at least some of
- 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
 - first cable according to 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
- 10 The length of a cable end to be opened is determined by the length of the longest conductor.
- 11 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.
- 12 ***MLJM-, MLJRM-, MJAM- and FRHF-type cable connections are priced in accordance with column 3.***
- 13 Installation of a C connector
- 2 × connection price, in accordance with the size of the conductor to be connected
 - separate connector in accordance with the larger conductor to be

2510 CONNECTING CABLES AND WIRES

Conductor cross-section, mm ²		1	2	3	4
		Conducto	Cables	MCMK, armoured or	Separate
11	□/conductor up to 1.0	0.32	0.39	0.44	□/conn 0.20
12	Row deleted				
13	up to 2.5	0.73	1.15	2.00	0.40
14	up to 6	1.01	1.37	2.52	0.55
15	up to 16	1.37	2.01	3.18	0.75
16	up to 35	2.28	3.05	4.23	1.02
17	up to 70	3.07	3.98	5.43	1.75
18	up to 120	3.98	4.89	6.89	2.48
19	up to 185	4.92	5.85	8.07	3.49
20	up to 300	7.25	8.18	10.85	4.37
21	up to 500	10.85	11.20	12.19	5.54
22	up to 800	17.38	17.77	18.01	8.45

2511 PARTIAL CONNECTIONS $k = 0.5$

Table 2510, rows 11–22 and columns 1–3

2512 NETWORK CONNECTION

Total number of conductor ends		1	2
		Cables	Shielded in pairs or individually
11	up to 25	6.62	10.06
12	up to 50	12.71	18.80
13	up to 100	22.51	33.36
14	up to 150	32.31	47.93
15	up to 200	39.73	59.06
16	For each set of 10 ends or	2.12	3.18
21	Separate connector	1	
	□/unit	0.19	

2513 ADDITIONAL WORK RELATED TO CONNECTIONS

	□/unit	1
11	Additional price for handling the ends of steel-strip protected cables (through soil and/or water) of less than 1.5 mm ²	3.60
12	Additional price for handling braided sleeves for cables of less	2.39
13	Connection of an antenna branch with or without connector	1.86
14	Sleeving or taping of conductors or conductor groups, for each 50 cm or part thereof	1.19
15	When the length of the cable end to be opened is more than 100 cm, an additional price shall be paid for each	1.32

2520 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 where 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
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.

2521 SHRINKABLE AND CAST-RESIN TERMINATIONS AND JOINTS

		1	2	3
For cables		Multi-		Single-
	□/unit	Termin	Joint	
11	Up to 6 mm ²	5.85	7.80	0.78
12	Up to 16 mm ²	11.69	15.60	1.16
13	Up to 35 mm ²	19.49	25.34	1.56
14	Up to 95 mm ²	27.28	35.09	1.94
15	Up to 185 mm ²	38.98	50.67	2.35
16	Up to 300 mm ²	46.78	58.46	2.72
17	Up to 800 mm ²	82.09	87.39	3.98
Pouring cast resin into termination or joint				
□/unit		1		
21	Up to 35 mm ²	5.85		
22	up to 95 mm ²	11.69		
23	up to 300 mm ²	23.39		
24	Preparation allowance: For the first termination or joint per work location or occasion	9.75		

PART 26 PIPING AND RELATED WORK

2601 General

- 1** The price for installing a pipe includes at least some of the following

 - 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) on rows 11 and 12 in column 1 of Table 2610, drilling of holes with a diameter of up to 30 mm in light partitions with a material thickness of up to 26 mm

- 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 holes in a metal frame, the work shall be priced in accordance with Table 2610, column 3.

- 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.

- 6** 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.

- 7 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
- 8 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
- 9 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.
- 10 When installing factory-made bends through arches and the like that are not extended to the normal piping, the pricing follows 2610.21.1.
- 11 When one is installing a pipe in an ACO element, it is priced in accordance with Table 2610, column 2 and the appropriate row.
- 12 The installation of ducts is priced in accordance with Table 2630.

2610

	Outer diameter of □/m	1	2	3
		Surface-mounted		
		Flush, false ceilings	Masonry, grooved, in-log, cavities, shell panels, wood or tray	Stone or metal
11	Up to 21 mm	0.96*	0.98	1.73
12	Up to 28 mm	1.19*	1.27	1.93
13	Up to 45 mm	1.48	2.25	2.64
14	Up to 70 mm	1.83	2.75	3.18
15	Up to 150 mm	2.17	3.26	4.50
	□/unit	1		
21	Allowance for protective or lead-through pipe,	1.59		
22	Grooved moulding or	0.53		

* See 2601.6.

2620 MOULDING INSTALLATION

- 1 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

	Outer diameter of conduit	1	2	3
		Surface-mounted		
	□/m	Flush	Masonry, grooved, in log, cavities, shell panels, false ceilings, wood or tray	Stone or metal
11	Up to 21 mm	0.88	1.27	1.93
12	Up to 28 mm	1.48	2.25	2.64
13	Up to 45 mm	1.83	2.75	3.18
14	More than 45 mm	2.17	3.26	4.50

PART 27: INSTALLATION OF CABLES AND WIRES

2701 General

- 1 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 × 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.
- 2 The use of mechanical pulling mechanisms shall be agreed upon locally (employer / foreman).
- 3 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.
- 4 The installation of two or more conductors in a conduit as a single work performance is priced in accordance with column 1.

- 5** | 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
 - fastening by wire rope

- 6** The following installation method is priced in accordance with Table 2710, column 8 and in the appropriate row:
– gluing to the substrate.
- 7** When other than conductors are being installed via pulling, the pricing follows Table 2710, row 11, column 3.
- 8** The installation of a connecting cord is priced in accordance with Table 2710, column 2.
- 9** 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.
- 10** 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.
- 11** The pricing for insulation measurements for the heating element and entries in the records is in accordance with row 28 in Table 3110.
- 12** Rows 16–19 of Table 2710 do not apply to copper cables, for which the pricing follows Table 2711.
- 13** 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										
Conductor cross-section/ mm ² maximum □/m		1	2	3	4	5	6	7	8	
		Flush-mounted installation				Installation on cable routes			Surface-mounted installation	
		Installation of wires in pipes and	In-ground	In-pipe, pipeless, cavity, or duct	Straightened	Fastened	Fastened at a specific distance	Wood	Stone or	
11	2.5 mm ²	0.11	0.28	0.63	0.51*	0.51	1.12	1.12	1.73	
12	6 mm ²	0.16	0.39	0.80	0.61	1.09	1.32	1.37	1.90	
13	16 mm ²	0.24	0.39	0.93	0.67	1.24	1.59	1.67	2.25	
14	35 mm ²	0.35	0.73	1.16	0.97	1.78	2.04	2.13	2.91	
15	70 mm ²	0.43	0.88	1.31	1.21	2.04	2.39	2.71	3.91	
16	120 mm ²	0.61	1.21	1.67	1.67	2.59	3.10	3.75	5.45	
17	185 mm ²		1.52	1.83	2.10	3.36	4.02	4.66	6.46	
18	300 mm ²		1.83	2.13	2.84	4.26	5.24	5.57	7.67	
19	800 mm ²		2.13	2.74	3.86	5.63	7.37	7.71	9.75	

* See 2701.13.

2711 INSTALLATION OF COPPER CABLES AND WIRES, cross-sections of 120–800 mm²										
Conductor cross-section/ mm ² maximum □/m		1	2	3	4	5	6	7	8	
		Flush-mounted installation				Installation on cable routes			Surface-mounted installation	
		Installation of wires in pipes and	In the	In-pipe, pipeless, cavity, or duct	Straightened	Fastened	Fastened at a specific distance	Wood	Stone or	
16	120 mm ² Cu	0.61	1.21	1.67	1.83	2.84	3.10	3.75	5.45	
17	185 mm ² Cu		1.52	1.83	2.32	3.69	4.02	4.66	6.46	
18	300 mm ² Cu		1.83	2.13	3.13	4.69	5.24	5.57	7.67	
19	800 mm ² Cu		2.13	2.74	4.25	6.20	7.37	7.71	9.75	

2715 INSTALLING CABLES OR WIRES IN PIPES INSTALLED BY OTHERS			
Conductor cross-section (mm), ² maximum		1	2
		Installation of wires in pipes/cavities	Installation of cable or wire in pipe
11	2.5 mm ²	0.13	0.82
12	6 mm ²	0.20	1.04
13	16 mm ²	0.31	1.20
14	35 mm ²	0.42	1.37
15	70 mm ²	0.51	1.55
16	120 mm ²	0.69	1.89
17	185 mm ²		2.06
18	300 mm ²		2.41
19	800 mm ²		3.10

PART 28	INSTALLATION AND/OR CONNECTION OF FLUSH- OR SURFACE-MOUNTED EQUIPMENT AND DISTRIBUTION BOXES, PLUG CONNECTORS AND JUNCTION BOXES OR
2801	General
1	When installing an equipment box only, the work is priced in accordance with Table 2811; distribution boxes are dealt with correspondingly in Table 2821.
2	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.
3	The adjustment and testing of systems is priced locally (employer/foreman).
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. For example, 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 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.
9	The pricing for ready-made box sets is in accordance with 2811.3.4.5, along with the 2821.3 columns.

2810 INSTALLATION AND/OR CONNECTION OF FLUSH-MOUNTED BOXES, BOX-MOUNTED EQUIPMENT, PLUG CONNECTORS OR SIMILAR SURFACE-MOUNTED ITEMS

General

- 1** This table is used for pricing flush- and surface-mounted boxes and equipment weighing no more than 0.5 kg that have a rated voltage of no more than 250 V. Exceptions include three-phase and ribbed outlets and plug connectors (16 A / 400 V), which still follow the pricing given in this table.

- 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 ring(s) with screws
 - riser screws
 - box support(s)
 - cover plate
 - removal and/or attachment of as many as four parts supplied with the equipment
 - preparation and attachment of box label
 - strain relief of cables with cable ties

- 3** The pricing for larger-diameter conductors is as follows:
Connection in accordance with Part 25 and box mounting in Table 2811, row 12 and the appropriate column.

- 4** The installation price includes connection of up to six conductors. The pricing for excess conductor ends is given on row 21.

- 5** If a detector cannot be installed via continuous work performance in conjunction with the equipment installation, this shall be agreed upon locally employer/foreman).

- 6** The pricing for installation of a plug connector or extension connector on a cord follows Table 2811, row 23 or row 24.

2811 INSTALLATION AND/OR CONNECTION OF FLUSH-MOUNTED BOXES, BOX-MOUNTED EQUIPMENT OR SIMILAR SURFACE-MOUNTED ITEMS

	□/unit	1	2	3	4	5
		Flush or wood	Stone or metal	Installation of a press-fitted box-mounted device and	Installation of a press-fitted box-mounted device and connection with a	Installation of a press-fitted box-mounted device or connection of plug
11	Row deleted					
12	Up to 2.5 mm ²	5.58	6.56	3.65	2.45	1.16
	□/unit	1				
21	Excess conductor	0.71				
22	Excess parts	0.58				
23	Single-phase plug	4.66				
24	Three-phase plug	7.24				

2815 IT SYSTEM INSTALLATION AND/OR CONNECTION

General

- 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.
- 4 The prices are calculated for Cat 5 to Cat 7 cable and connector types.
- 5 If newer categories cause an increase in work load, the additional price shall be agreed upon locally (employer / foreman).
- 6 Measurement is not included in the prices.
- 7 If the enterprise or unit's professional skill or work force capacity so requires, the work may be outsourced.

2816 IT CONNECTION POINT INSTALLATION

	□/unit	1	2	3	4
		First 100 boxes	101–300	301–500	More than 500
11	Unshielded	35.05	32.35	29.66	26.96
12	Shielded	39.09	36.40	33.70	31.00

2820 INSTALLATION AND/OR CONNECTION OF FLUSH- OR SURFACE-MOUNTED DISTRIBUTION BOXES, JUNCTION BOXES, OR SIMILAR

General

- 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:

<ul style="list-style-type: none"> – installation of a box with stubs – connection of branches to the box – box cover – riser ring(s) with screws – box support(s) – preparation and attachment of box label – strain relief of cables with cable ties 	<ul style="list-style-type: none"> – connection of up to 25 conductor ends – the pricing for excess conductor ends is given on row 21.
---	--
- 4 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

		1	2	3
	□/unit	Flush or wood	Stone or metal	Junction box (fastened) with connecting plugs
11	Row deleted			
12	1.0–2.5 mm ²	10.66	12.11	6.90
13	6.0 mm ²	11.55	12.99	
	□/unit	1		
21	Excess conductors	0.71		

2830 ADDITIONAL WORK RELATED TO TABLES 2811 AND 2821

	□/unit	1
11	Preparation of MCMK, MLJM, MLJRM, MJAM, and FRHF or similar cables and conductor ends for connection	3.92
12	Additional work in handling braided sleeves	2.60
13	Reservation for a box or the additional price for box installation in accordance with Table 2801, row 04	2.16
14	Installation of a connection cover, paid for only upon a change of installation method. The price includes the cable clamp, if any.	1.89
15	Smoke detector coding.	1.74

PART 29 INSTALLATION OF LIGHTING FIXTURES

2901 General

- 1** The installation price for lighting fixtures 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 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 (employer/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 (employer/foreman).
- 6** When 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.
- 8** 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.
- 9** 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.
- 10** If a wire blank in the lighting fixture has to be opened by drilling, the work is priced in accordance with Part 31.
- 11** Area lighting installation carried out under a separate contract shall be priced locally (employer/foreman).
- 12** 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.
- 13** Pole length refers to the total length of the pole as specified by the manufacturer.
- 14** 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.

2910 INSTALLATION OF A LIGHTING FIXTURE

		1	3
		Flush, wood, stone or	With out attac hmen
	Maximum side length: 175 cm Number of fastening points: 1–4		
	<input type="checkbox"/> /unit		
11	Weight not exceeding 3 kg	7.00	2.62
12	Weight not exceeding 6 kg	9.44	3.79
13	Weight not exceeding 12 kg	10.78	4.66
14	Separate wall arm or plate	3.91	
		1	
21	Additional price per additional 5 kg or part thereof	1.75	
22	Additional price per additional 50 cm or part thereof	1.86	
23	Excess fastening points	1.59	

2911 ADDITIONAL WORK RELATED TO INSTALLATION OF

		1
	<input type="checkbox"/> /unit	
11	Extension of group cable with up to 2.5 mm ² cable	2.39
12	Extension of group cable with up to 4–6 mm ² cable	3.44
13	Preparation of the ends of MCMK, FRHF, and similar conductors for connection	3.60
14	Row deleted	
15	Row deleted	
16	Additional work for a lighting fixture that also has a socket or	1.56
17	Installation of a snow or drip shield (e.g., a canopy)	1.46
18	Excess parts	0.53
19	Installation and cutting of a rail for mounting below a lighting	3.98
20	Additional price for the installation of a fluorescent lamp in	0.90
21	Shielding of wires specific to the lighting structure	1.19
22	Cutting and preparation of a suspension rod, chain or wire cable	0.80
23	Removal of protective plastic from reflectors, per lighting fixture	0.80

2920 INSTALLATION OF LIGHTING POLES

		1 Wo od	2 Stone or
	□/unit		
	Fastening of an arm to a pole		
11	Arm length for each 1.5 m or part thereof	4.69	6.25
	Pole installation	1	
21	Pole length for each 1.5 m or part thereof	2.94	
22	Installation of a lighting fixture	9.80	
23	Separate sleeve for installing the lighting fixture and its arm	1.56	
24	Attachment of a heating outlet box is priced in accordance with Part 24, and connections in		

PART 30 INSTALLATION OF CABLE ROUTES**3001 General**

1	This part of the scheme is used for pricing the installation of cable trays, lighting-fixture suspension rails and cable and outlet conduits.
2	The employer and the team are obligated to negotiate to determine whether the scope of work and the schedule allow the team to carry out the installation of the cable routes.
3	Unless special reasons require 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.
4	Per-metre prices are calculated along the centre line of the cable routes.
5	The installation prices include assembly of prefabricated parts, along with the necessary fastening and cutting to finished and usable condition.

3010 INSTALLATION OF CABLE ROUTES

	□/m	1	2	3
		1–200 m	201–800 m	801–1,500
11	Installation of a cable tray	6.09	4.77	4.23
12	Installation of a lighting suspension rail	4.23	3.71	2.91
13	Installation of a cable duct	5.82	5.30	4.50
14	Installation of a heavy cable tray (weight: more	7.62	5.97	5.30
	□/unit or metre			1
19	Installation of a cable-duct cover (m)			0.53
20	Construction of a branch or change of direction, installation of a ready-made cable-duct angle or construction of a change of direction instead			4.23
21	Installation of a plate for mounting of			1.73
22	Installation of a protective plate on trays			9.27
23	Installation of a base plate on trays, per 2 m or part			1.32
24	A covering panel, partition, or cover plate for cable			0.93
25	Making a cable hole in a duct (piece)			2.64
26	A cable-duct collar or installation of a piece of sound			0.53
27	Separate base moulding for a box			0.98
28	A floor box (piece)			7.94

PART 31 PRICING SUPPLEMENT**3101 General**

- | | |
|----------|---|
| 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	1
	□/unit	
11	A hole with a diameter of up to 10 mm	0.93
12	A hole with a diameter of up to 30 mm	1.59
13	A hole with a diameter of up to 40 mm	1.86
21	Determination of the location for a hole to be drilled by measurement (cavities and beams)	0.53
22	Opening of a flange blank up to hole III	1.32
23	Removal and/or mounting of an end flange or other flange	3.98
24	Removal or mounting of a threaded or checknut-installed seal, expansion/reduction collar, hose fitting or similar	1.06
25	A press-fitted diaphragm or rubber seal	0.66
26	Replacement of a thermal relay and connections	10.60
27	Basic adjustment of a thermal relay	3.98
28	Notification concerning overload protection of motors – performance of the measurements required by the table – completion of the relevant row in the table	4.77
29	Basic adjustment of a timing, fault or supervision element. The price includes two adjustments per appliance or device – for example, programming of two circuits	3.98
30	Verification of the functionality of a point pre-installed in an element and reporting of any associated fault	3.18
31	Setting of sauna heater stones for each 9 kW or part thereof	3.98
32	Changing the place of a sauna heater thermostat or changing its handedness	6.62
33	Installation of a thermostat capillary tube and sensing element	4.77
34	Separate attachment to a structure via a hook	1.06
35	An equipment connector, terminal block, or terminal strip	0.53
36	Installation of a fuse box, tray or diagram enclosure, with accessories	6.62
37	Supplementation of a distribution board, device or appliance with a loose component of less than 0.5 kg (by pressing into place or attachment via two ready-made fixing points, either with or without use of a tool)	0.53
38	Strain relief with cable ties	0.35
39	Strain relief with a clamp	0.71
40	Tightening of a strain-relief element (for example, for a kitchen stove's cord)	0.71
41	A box hole in a board wall	1.86

**3120 MARKING AND LABELLING OF CABLES, WIRES,
DISTRIBUTION BOARDS AND EQUIPMENT**

- | | |
|---|---|
| 1 | 'Ready-made label' refers to a label that can be attached in a single action. Preparing elements of a label to be assembled on a separate label body is priced in accordance with row 11. |
| 2 | If the attachment of a label requires opening and redoing a connection, the connection price shall also be paid. |

**3121 MARKING AND LABELLING OF CABLES, WIRES,
DISTRIBUTION BOARDS
AND EQUIPMENT**

□/unit or metre		1
11	Assembling a label, for each four characters or part thereof	0.66
12	Attaching a ready-made wire or cable label (□/unit).	0.66
13	Preparing a label (□/label).	0.66
14	Attaching a ground cable identification tape (□/m).	0.16
15	Installing a plastic protective channel (□/m).	0.35
Equipment labels		
16	Attaching a ready-made label with screws or rivets (□/label).	1.59
17	Attaching a ready-made label with glue or self-adhesive (□/label).	0.80
Marking of the length of a cable in the installation list		
18	Cable/wire with length to be indicated in metres (□/unit).	0.53
19	Cable/wire that is pulled through a measure (□/unit).	0.80

2710

Pricing for diameters up to 16 mm is given on row 11

KLM	2 x 0.8 – 4 x 0.8	MMO	7 x 1.5
KLMA	2 x 0.8 + 0.8 –		12 x 1.5
	4 x 0.8 + 0.8		7 x 2.5
NOMAK, REDAK	1 x 2 x 0.5 + 0.5 –		
	12 x 2 x 0.5 + 0.5		
JAMAK, KJAAM	1 x (2+1) x 0.5 –	MSMO	7 x 1.5
	12 x (2+1) x 0.5		12 x 1.5
MHS	1 x 4 x 0.5 –	MCMO	7 x 1.5
	50 x 2 x 0.5		7 x 2.5
VMOHBU	1 x 4 x 0.5 –	MKMO	7 x 1.5
	20 x 2 x 0.5		12 x 1.5
		MSMSO	7 x 1.5
TELLU	7		
	12	MJAM	7 x 1.5
	13		12 x 1.5
	17		7 x 2.5
MMSA	4 x 0.8 + 0.8 –	MJAM-ARM	7 x 1.5
	40 x 0.8 + 0.8	MLOM	7 x 2.5
MMPMA	4 x 0.8 + 0.8 –		
	12 x 0.8 + 0.8		
MCUM	1.1/7.3		
MHDS	4 x 2 x 0.5		
	2 x (4 x 2 x 0.5)		
	25 x 2 x 0.5		
MDS	4 x 2 x 0.5		
MKMO	3 x 0.75 –		
	12 x 0.75		
MSMO	3 x 0.75 –		
	19 x 0.75		
MSMSO	3 x 0.75 – 7 x 0.75		
KLAM	2 x 2 x 0.6		
	4 x 2 x 0.6		
AJS	75 – 5		
RG	58 C/U		
	59 B/U		
	62 A/U		

KJMS	All		
JAMAK-ARM	$4 \times (2+1) \times 0.5$		
KJAAM-ARM	$4 \times (2+1) \times 0.5$		
	$8 \times (2+1) \times 0.5$		

Pricing for diameters 16–20 mm is given on row 12

NOMAK, REDAK	$24 \times 2 \times 0.5 + 0.5$	MMO	19 x 1.5
			12 x 2.5
JAMAK-ARM	$8 \times (2 + 1) \times 0.5$	MCMO	12 x 1.5
			19 x 1.5
			12 x 2.5
KJAAM-ARM	$12 \times (2 + 1) \times 0.5$		
MHS	$100 \times 2 \times 0.5$	MSMO	19 x 1.5
VMOHBU	$30 \times 2 \times 0.5$	MSMSO	12 x 1.5
TELLU	5	MJAM	19 x 1.5
MPPMA	$20 \times 0.8 + 0.8$	MJAM-ARM	12 x 1.5
MHDS	$50 \times 2 \times 0.5$		7 x 2.5
MSMO	27×0.75		
MSMSO	12×0.75	MLORM	7 x 1.5
	19×0.75		7 x 2.5

Pricing for diameters 20–24 mm is given on row 13

JAMAK, KJAAM	$24 \times (2 + 1) \times 0.5$	MMO	27 x 1.5
JAMAK-ARM	$12 \times (2 + 1) \times 0.5$		37 x 1.5
KJAAM-ARM	$24 \times (2 + 1) \times 0.5$		19 x 2.5
MHS	$200 \times 2 \times 0.5$		27 x 2.5
VMOHBU	$50 \times 2 \times 0.5$	MCMO	27 x 1.5
TELLU	3		19 x 2.5
MPPMA	$40 \times 0.8 + 0.8$	MSMO	27 x 1.5
MHDS	$100 \times 2 \times 0.5$	MSMSO	19 x 1.5
MLVMU	$5 \times 4 \times 0.8$	MJAM-ARM	19 x 1.5
MSMO	37×0.75	MLOM	12 x 2.5
MSMSO	27×0.75	MLORM	12 x 1.5
			19 x 1.5
			12 x 2.5

Diameters 24–28 mm are priced on row 14

NOMAK, REDAK	48 x 2 x 0.5 + 0.5	MMO	37 x 2.5
KJAAM	48 x (2 + 1) x 0.5	MCMO	37 x 1.5
			27 x 2.5
JAMAK-ARM	24 x (2 + 1) x 0.5	MSMSO	27 x 1.5
VMOHBU			37 x 1.5
	100 x 2 x 0.5	MLOM	19 x 2.5
MLVMU	10 x 4 x 0.8	MLORM	27 x 1.5
MSMSO	37 x 0.75		19 x 2.5
			12 x 4

Pricing for diameters 28–32 mm is given on row 15

JAMAK	48 x (2 + 1) x 0.5	MCMO	37 x 2.5
MLVMU	15 x 4 x 0.8	MLOM	27 x 2.5
		MLORM	27 x 2.5

Pricing for diameters 32–36 mm is given on row 16

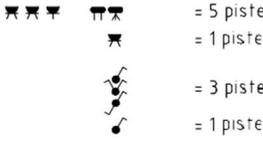
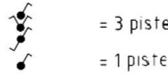
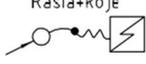
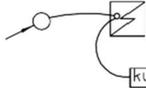
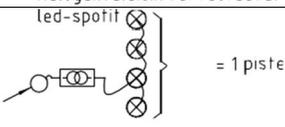
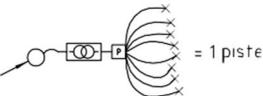
JAMAK-ARM	48 x (2 + 1) x 0.5
KJAAM-ARM	48 x (2 + 1) x 0.5
MHS	400 x 2 x 0.5
MLVMU	25 x 4 x 0.8

Pricing for diameters above 36 mm is given on row 17

VMOHBU	200 x 2 x 0.5
	300 x 2 x 0.6
	400 x 2 x 0.7
	600 x 2 x 0.8
MHS	800 x 2 x 0.5
MLVMU	50 x 4 x 0.8

COLLECTIVE AGREEMENT SECTION 8 B 5.2.1

ILLUSTRATIVE DIAGRAMS SHOWING THE DETERMINATION OF BASIC POINTS IN HOUSING PRODUCTION PRICING

<p>Pistorasiat/Kytökimet</p>  <p>= 5 pistettä = 1 piste</p>  <p>= 3 pistettä = 1 piste</p>	<p>Kiuas / Liesi Rasia+koje = 2 pistettä</p>  <p>- kiven pesu ja ladonta sovitaa erikseen - sis peruskiukaan asennuksen seinään</p>
<p>Työpistevalaisin</p>  <p>= 1 piste</p>	<p>IV-kone+kupu</p>  <p>= 2 pistettä</p> <p>kupu/ohj</p>
<p>Jakorasia+kansi</p>  <p>= 1 piste</p>	<p>Lattialämmitys Rasia+Lattialämmityskaapeli+termostaatti</p>  <p>= 3 pistettä</p> <p>- kaapeli alkavaa 35m kohti = 1 piste - elementit sovitaa erikseen</p>
<p>Halogenvalaisin tai vastaavat led-spotit</p>  <p>= 1 piste</p> <p>-ylimääräinen lisä spot= 1 piste</p>	<p>Keskus</p>  <p>= 1 piste</p>
<p>Kuituvalot, alkavat 8 kuitua</p>  <p>= 1 piste</p>	<p>Keskus jossa ATK ja ANT tai jokin muu järjestelmä</p>  <p>= 3 pistettä</p>
<p>Rasia+valaisin</p>  <p>= 2 pistettä</p>	<p>Porttipuhelin</p>  <p>= 1 piste</p>
<p>Rasia+kattokansi tai peitelevy</p>  <p>= 1 piste</p>	<p>Peilikaappi</p> <p>Valmiin peilikaapin asennus ja / ta kytöntä</p> <p>= 1 piste</p>
<p>Varaputki /kaapeli /myös mahdollinen peitelevy</p>  <p>= 1 piste</p>	

APPENDIX 5

COLLECTIVE AGREEMENT SECTION 14

STANDARD OF ACCOMMODATION FOR TRAVELLING EMPLOYEES

The standard of accommodation in the place of assignment must correspond to the general level of accommodation service providers 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 lasting over 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 the time. The accommodation premises or their immediate vicinity must have adequate washing facilities, the possibility of washing with warm water, the necessary towels and a toilet.

In accommodation facilities for more than two people or in the immediate proximity there must be a sitting area that must not be used for regular overnight accommodation. It must be furnished with appropriate furniture. The employer shall see to the cleaning of the accommodation at least once a week. The linen, sheets, and towels shall be changed 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 share to monitor fulfilment of the agreements concluded.

The 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 to organise, part of citizens' basic rights, shall not be infringed. This applies to employers and employees alike. 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, in this agreement and in other agreements. The health and safety, non-discrimination and equal treatment of individual employees constitute the basis for the provisions of the agreement.

Organisational and other changes

If the operations of the workplace are significantly reduced or expanded, or if there is a handover, merger, incorporation or other major organisational change, the co-operation organisation must be adjusted to correspond to the new size and structure according to the principles of this agreement.

1. CHAPTER: SHOP STEWARD AND OCCUPATIONAL HEALTH AND SAFETY 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 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 a larger operating range for the chief

shop steward.

It may also be agreed locally that the chief shop steward acts as the occupational health and safety representative.

The chief shop steward must be contractually employed at the place of recruitment in question and be familiar with the conditions of the place of recruitment as an employee.

1.1.2 Shop steward

In addition to the 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, the suitability of the operating range must be considered; it must promote the processing of matters in accordance with the negotiation system. The assessment must also consider the number of employees in the department in question and the capacity of the shop steward to meet the employees of the department, taking into account shift work.

A shop steward may be elected for a work site if the site is in another municipality and employs at least 20 employees of the company.

It may be agreed locally that the occupational health and safety official acts as a shop steward.

The shop steward must be contractually employed with the company and work at the work department or work site in question. The shop steward must also be familiar with the conditions of the workplace as its employee.

1.1.3 The liaison for chief shop stewards

In a large electrical company permanently active in several municipalities, or in a group of several electrical companies, it may be agreed to elect a liaison for the chief shop stewards of the company or group of companies.

The agreement on electing a company- or group-specific liaison for the chief shop stewards is made in writing between the employer (or the employers in a group of companies) and the chief shop stewards of the company locations. The agreement shall specify at least the following:

- 1 Whether one of the chief shop stewards for the company locations or some other employee of the company or group will be elected as the liaison. If a chief shop steward is elected as the liaison, it must be decided whether he or she will continue to act as a chief shop steward in addition to performing the duties of the liaison.
- 2 Whether the liaison will be elected by the chief shop stewards of the company locations, or whether all the employees in the company or group covered by the collective agreement for the electrification and electrical installation industry participate in the election.
- 3 The liaison's
 - term of office
 - duties and division of work with the chief shop stewards
 - access to information
 - level of release from work

- pay or compensation grounds.

- 4 If someone other than the chief shop steward of a site is elected as the liaison for the chief shop stewards, the liaison's other rights, obligations and security of employment are in accordance with the provisions applicable to the chief shop steward of the site.

Entry in the records:

The organisations that are parties to the collective agreement consider the development of the chief shop steward liaison system and the position of the chief shop stewards in general important, particularly in companies where at least 500 employees are covered by the collective agreement, and the organisations will monitor the development during the term of the agreement. Monitoring takes place 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 to this collective agreement has the right to carry out the election of a chief shop steward and, subject to the provisions of paragraph 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 provided with the opportunity 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 to this collective agreement must be provided with the opportunity to participate in the election.

The employees have the right to arrange and hold the above elections in the workplace. The time and venue for the election shall be decided on with the employer no later than 14 days before the election takes place. Arranging the election must not interfere with work.

1.3 The 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 to this collective agreement in matters of application of the collective agreement and labour legislation and generally in the handling of issues concerning the relations between the employer and the employee. The shop steward shall also work 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 the said worker's written or oral authorisation in

relationships between the client 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 Occupational health and safety manager

The employer shall assign an occupational health and safety manager for occupational health and safety work performed in co-operation.

2.1.2 Occupational health and safety representative

The employees' right to elect an occupational health and safety representative and deputy representatives is determined by the Act on Occupational Safety and Health Enforcement and Co-operation on Occupational Safety and Health at Workplaces.

Local agreement is possible 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 have the right to elect an occupational health and safety representative. Election of an occupational health and safety representative is mandatory when there are at least 10 employees.

2.1.3 Occupational health and safety official

On the employees' initiative, it is possible to agree with the employer on the election of one or more occupational health and safety officials and on their numbers, duties and range of operation, in accordance with the principles concerning the election of a shop steward as referred to in paragraph 1.1.2, where applicable. In this connection, occupational health and safety risks and other factors contributing to the working conditions shall be taken into consideration.

The occupational health and safety official is elected from among those employees contractually employed at the workplace in question.

2.1.4 Occupational health and safety committee

A workplace of at least 20 regular employees shall establish an occupational health and safety committee with a term of two calendar years, unless the 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 official

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 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 are determined by the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (44/2006).

In addition, the occupational health and safety representative performs other duties that he or she is subject to under other laws and agreements.

2.2.3 Duties of the occupational health and safety official

Unless other duties have been agreed on locally, the duty of an occupational health and safety official is to participate in processing and implementing occupational health and safety co-operation falling within the sphere of responsibility of the said official. When the occupational health and safety representative is absent, the deputy representative shall attend to those duties that cannot be postponed until the occupational health and safety representative is present again.

3 Notifications

The union branch shall inform the employer in writing about the chief shop steward and deputy shop steward being elected.

The election officials shall report the election of the occupational health and safety representative and deputy representatives to the employer without delay in writing.

The employer shall be informed of the election of a shop steward in accordance with the agreement made with the employer concerning the election of the said employee representative. Similarly, the employer shall be informed of the chief shop steward acting as an occupational health and safety representative and the occupational health and safety representative acting as the chief shop steward.

The chief shop steward or occupational health and safety representative shall inform the employer in writing about a deputy acting as a substitute for the chief shop steward or the occupational health and safety representative.

The employer shall acknowledge the receipt of the reports referred to above.

The employer shall notify the employee representatives in writing of the persons who will negotiate with them on behalf of the company.

2. CHAPTER: PROVISIONS CONCERNING THE POSITION OF SHOP STEWARDS, OCCUPATIONAL HEALTH AND SAFETY REPRESENTATIVE, OCCUPATIONAL HEALTH AND SAFETY OFFICIAL AND EMPLOYEE REPRESENTATIVES

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 shall be arranged as necessary for a shop steward, an occupational health and safety official and a member of an occupational health and safety committee or a co-operation body acting in that role.

Assessment of the need for such release from work shall take into account factors such as the number of employees in the staff group concerned, the nature of the production and operations as well as the volume of duties.

If a chief shop steward or an occupational health and safety representative has been released from work for regularly recurring periods, they shall attend to the duties thereof mainly during these periods. The chief shop steward and the occupational health and safety representative are entitled 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 paragraph 2.3.

When the local agreement negotiations referred to in section 4 of the collective agreement are conducted in companies in which 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 for preparation and orientation at the company during working hours with respect to the matter being negotiated.

22 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.

Employees	Hours of regular release from work per year	
	Chief shop steward	Occupational health
1–4		48
5–9	52	48
10–14	80	48
15–19	110	60
20–29	150	87
30–39	200	122
40–79	260	210
80–139	340	349
140–199	430	594
200–279	520	860
280–339	630	1100
340–	subject to separate	headcount × 0.291 ×

The average number of employees shall be reviewed at the beginning of the calendar year. If the number of employees changes significantly during the year, the review may be performed more frequently, such as once per quarter.

If the chief shop steward also represents temp workers, they shall be taken into account in calculation of the average number.

Should the same person be responsible for the chief shop steward's duties 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.

During their regular release from work, shop stewards and occupational health and safety representatives may participate in seminars and other events arranged by the Finnish Electrical Workers' Union concerning the scope of the agreement. The employer is not liable for any reimbursement of expenses and costs related to the events.

The travel time for travel agreed upon with the employer is not included in the regular release from work.

The time management of a chief shop steward and an occupational health and safety representative shall be arranged in such a way that it is distributed adequately evenly across different weeks throughout the year. Chief shop stewards and occupational health and safety representatives shall submit their time allocation plan to the employer for approval.

23 Provisions for the management of the duties of the chief shop steward and occupational health and safety representative

The employer's permission is required for leaving the workplace. The above 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 of the employer, despite attempts to do so, they have the right to leave their workplace. 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.

24 Compensation for loss of income

The employer shall compensate for the loss of income caused by the regular release from work referred to in paragraph 2.2 and by temporary release from work referred to in paragraph 2.1 and for the loss of income incurred by an employee representative referred to in this agreement when that representative works with duties agreed upon with the employer. The compensation for loss of income is determined in accordance with the average hourly earnings applicable to benefit

calculation.

Should the employee 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 required to carry out the agreed duties, the employer shall compensate for the travel expenses in accordance with section 14 of the collective agreement.

25 Separate compensation payable 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 accordance with the number of people in an employment relationship represented, from the beginning of the pay period closest to the day referred to.

Number of employees represented	Chief shop steward's separate	Occupational health and safety
	1 August 2020–31 March 2022 EUR / two-week pay period	1 August 2020–31 March 2022 EUR / two-week pay period
5–9	57.70	22.40
10–50	69.24	33.61
51–100	92.31	44.82
101–150	115.39	61.61
151–200	138.47	78.42
201–250	161.55	95.21
251–400	184.64	112.04
401–450	207.71	134.43
more than 450	subject to separate agreement	subject to separate agreement

‘Chief shop steward’ refers 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 paragraph 2.2. Separate compensation shall be paid on the basis of the working 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 is not payable 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 is not 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 pursuant 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 pay 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 he or she has started to attend to the duties as described above in paragraph 3 of chapter 1.

Should the same person have the duties of both the chief shop steward and occupational health and safety representative, this shall be taken into account in a manner to be agreed upon with respect to the amount of the separate compensation.

The above compensation shall be the amount of pay for the working hours but shall not be considered in the calculation of the average hourly earnings for purposes of annual holiday.

26 Employment and facilities of the shop steward, occupational health and safety representative, occupational health and safety official and other employee 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 the performance of duties in this capacity may be conducted.

The chief shop steward and the occupational health and safety representative are 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 on 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, occupational health and safety representative, occupational health and safety official and occupational health and safety bodies.

2.6.2 Employment

The shop steward, occupational health and safety representative, occupational health and safety official and other employee 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 must comply with the general terms for work, working hours, orders of work supervisors 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 the 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 skills of the employee.
- B Should the employment of the chief shop steward or occupational health and safety representative have required both time-based and piecework, the 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 the said employee, with conditions in the workplace and the person's vocational skills taken into account. Arrangements of this kind may not cause a reduction in the pay of the shop steward.

2.6.4 Earnings development of the chief shop steward and occupational health and safety representative

- A The earnings development of the chief shop steward and occupational health and safety representative must correspond to the workplace-specific development of earnings. The development of his or her earnings is compared with that of the average hourly earnings for regular work hours of other employees with the same pay grade in the pay statistics by calendar year. If a lag in pay is detected, local pay review and adjustment measures must be taken. This comparison requires that the other employees of the relevant pay grade 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 pay grade. Should the above number of hours not be reached even with the latter comparison option, the development of the person's earnings is compared with the development of average hourly earnings of employees with the same pay grade nationally according to pay statistics (column I in the pay statistics of Confederation of Finnish Industries, EK).

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 pay statistics from the previous year to the corresponding figure of the next year's statistics.

- B The earnings development comparison referred to above in paragraph A is not 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 official

In the event of temporary transfer of the occupational health and safety official outside of his or her actual area of operation, an attempt shall be made for the transfer not to hinder the management of the 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, the 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 the 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 occupational health and safety representative shall remain unchanged, 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 post-protection after their term of office, as specified in paragraph 2.7.5 of this agreement, as of the end of the term of office arising from the assignment of business operations.

27 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 pursuant to section 4, Chapter 7 of the Employment Contracts Act (55/2001). However, layoff or dismissal is permissible if it is jointly established with the chief shop steward or occupational health and safety representative that no work can be offered that corresponds to his or her vocation or is otherwise suitable for the said employee.

The employment contract of an employee representative other than the chief shop steward or occupational health and safety official may be terminated or the shop steward may be laid off pursuant to 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 the 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 (55/2001).

2.7.2 Dismissal for a reason attributable to the employee

The employment contract of a chief shop steward, shop steward or occupational health and safety representative must not be terminated for a reason attributable to the employee in question

without the consent of the majority of the employees represented by the said employee, as required by Chapter 7, section 10, subsection 1 of the Employment Contracts Act (55/2001).

The employment contract of a chief shop steward, shop steward or occupational health and safety representative must not be cancelled against the provisions of Chapter 8, sections 1 and 3 in the Employment Contracts Act (55/2001). It is not possible to cancel the employment contract on the grounds that the shop steward or occupational health and safety representative has infringed administrative rules unless the employee has also repeatedly and substantially failed to perform his or her work duties and has continued to do so despite being cautioned for this.

In assessment of the grounds for cancelling the employment contract of a chief shop steward, shop steward or occupational health and safety representative, the person in question must not be placed in a worse position than the other employees.

2.7.3 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 STTA or PALTA 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 regulations of paragraphs 2.7.1 and 2.7.2 above on job security apply also 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 begins no sooner than three months before the start of the term of office of chief shop steward or the occupational health and safety representative to be elected and expires with respect to a candidate who is not elected when the outcome of the election has been established.

2.7.5 Post-protection

The regulations on security of employment 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 the 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, the employer shall pay no less than 10 months' and no more than 30 months' pay in compensation to the employee concerned. The compensation shall be prescribed 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 employees, regularly working at the place of recruitment be 20 or less, the compensation referred to above for the occupational health and safety representative is the amount equalling the pay for a minimum of four (4) and maximum of 24 months.

2.7.7 Deputies

The regulations of this chapter 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 the said employee at a time when the employee is not substituting 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 to result from the employee's role as an employee representative, unless the employer can prove that it was caused by some other reason.

3. CHAPTER: EMPLOYER'S DUTIES TO PROVIDE INFORMATION

3.1 Information on the company

The employer shall present the following information to the staff, the chief shop steward or the employee representatives pursuant to the Act on Co-operation within Undertakings (334/2007)

- a) after the adoption of the company's financial statements, an account of the company's economic position that is based on the financial statements
- 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 with the number of staff regularly amounting to at least 20, the employer must, upon request, provide the employee representatives with the company's financial statement information referred to in section 10, subsection 1, paragraph 1 of the Act on Co-operation within Undertakings (334/2007).

In connection with the presentation of the financial statements 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 operational 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 general economic outlook for the industry be commented on, where possible.

32 Pay statistics and staff information

Unless otherwise locally agreed, a chief shop steward is entitled, for the purpose of attending to the duties of the said office, to obtain information corresponding to the quarterly statistics of the Confederation of Finnish Industries (EK) about the pay level and breakdown of the employees in the chief shop steward's sphere of responsibility immediately after EK's pay statistics have been compiled, provided that a suitable statistical grouping can be created for the relevant field from the pay information collected at the company. Pay information for groups of fewer than six employees shall not be given.

If the industry or workplace does not have pay statistics providing the information required above, the pay information to be given to the chief shop steward shall be agreed upon separately.

A chief shop steward and occupational health and safety representative are entitled to receive, in writing, the names and pay grades 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 information and the address of their work site shall be provided within a week of the commencement of employment.

The chief shop steward shall be provided with information from the payroll system company- or workplace-specifically on the employees' division into pay grades and the average distribution of the amount of the basic hourly rate and personal pay component (PTP+HPO) on a pay grade-specific basis. The shop steward has the right to receive the contract amount allocation statement for contract sites upon request.

The chief shop steward is entitled to examine the current work pricing systems in the company and the rules governing the application and calculation of the working condition bonuses used in various manners of payment.

33 Information on the volume of work on hand and external labour

The chief shop steward shall, upon request, be provided with information on the volume of work on hand in the company after the signing of an agreement pertaining to an order.

The chief shop steward and occupational health and safety representative are entitled to receive details of the subcontractors and their staff employed at a work site, temporary workers and subcontracted work, including its duration.

The provisions of this paragraph replace the provision of section 13, subsection 1 of the Act on Co-operation within Undertakings (334/2007), addressing the employer's obligation to disclose information.

When external labour is used, the provisions of Chapter 6 shall further be taken into consideration.

34 Records of work hours

The chief shop steward has the right to study the list of emergency and overtime work prepared in accordance with the Working Hours Act (605/1996), insofar as the occupational health and safety representative has the statutory right to do so.

35 Confidentiality and non-disclosure of information

The 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 the said position.

If the employees or employee 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 employee representatives concerned unless the employer and those entitled to obtain the information have jointly agreed otherwise.

When informing about the secrecy obligation, the employer shall specify the information covered by the secrecy obligation and the secrecy period. Before the employer announces that the information shall be deemed a business and trade secret, the grounds for confidentiality shall be clarified for the employee or employee representative concerned.

4. CHAPTER: MUTUAL COMMUNICATION AMONG PERSONNEL AND ARRANGEMENT OF MEETINGS

A registered sub-association of a trade union that is a party to this collective agreement, including its workplace branch and workshop collective, have the right to hold meetings in the workplace or other specified place to discuss labour market issues or matters concerning employment relationships at the workplace. The use of the premises shall be agreed upon in advance with the employer.

The staff unions mentioned in the foregoing paragraph have the right to distribute notices of meetings and written information concerning employment relationships 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 outside the regular work areas agreed upon with the employer. The name of the distributor shall be stated on the written information being distributed.

If a magazine is published for communication to the personnel in the workplace, the personnel unions have the right to use it for publishing the above information and notices of meetings, or to publish them on a bulletin board assigned by the employer for the employees. Those posting notifications on the bulletin board are responsible for the content and maintenance of the board.

5. CHAPTER: TRAINING

5.1 Joint training

Training promoting co-operation in the workplace shall be arranged by the central unions or their member unions jointly, by the co-operation bodies of the central unions or their member unions, or by the employer and employee party together in the workplace or another place.

The provisions concerning joint training apply 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 official may participate in the basic course referred to in subparagraph 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 subparagraph b) of the paragraph above is subject to local agreement. Depending on the nature of the training, the agreement is made 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 receive compensation as set forth in section 13 of the collective agreement, but the loss of income is compensated for in accordance with the average hourly earnings applicable to benefit calculation.

5.2 Trade union training, permanence of employment and notification periods

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 referred to above, attention shall be paid to the size of the workplace. In the case of a negative ruling, the chief shop steward shall be informed no more than 10 days before the beginning of the course of the reasons why granting the leave would produce considerable harm. In such a case, it is recommended to jointly determine another possible time at which there would not be an obstacle to participation in the course.

Notice of the intent to participate in a course must be given as early as possible. For a course lasting up to a week, notice shall be given at least three weeks in advance. For courses lasting more than a week, notice shall be given at least six weeks in advance.

Before anyone participates in training referred to above, the measures

stemming from that participation shall be agreed upon with the employer, and it shall be explicitly stated in advance whether the training is such that the employer shall compensate the employee in accordance with paragraph 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 paragraph 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 unions 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, occupational health and safety official and a member of the occupational health and safety committee compensation for loss of income in accordance with their average hourly earnings applicable to benefit calculation. Compensation is payable to the said chief shop steward, deputy chief shop steward and shop steward for up to a month and to those in occupational health and safety duties for up to two weeks. Similarly, compensation shall be paid to the chairman of a trade union branch for training events related to a shop steward's activities that are held at these training facilities for up to a month if he or she works in a company with at least 100 employees of 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 parties to the collective agreement shall be paid to the provider of the course for the meal expenses incurred.

The employer shall pay the compensation referred to above in this paragraph 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.

6. CHAPTER: 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 electrical work within the scope of this collective agreement.

An employment contract between the employer and employee shall not take the form of a piecework contract between independent businesses when the contract is actually an employment contract.

6.1.1 Subcontracting

Subcontracting refers to a case in which the party ordering the work does not to any extent participate in the management or performance of the

work carried out by the employees but only receives the result of the work.

6.1.2 Use of temporary workers

Use of temp workers refers to circumstances in which employees employed by 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 paragraph shall not be applied if the subcontractor or business providing temp workers (supplying the labour) is a member of STTA or PALTA and a chief shop steward, with the right to obtain information in accordance with paragraph Chapter 6, paragraph 6.2b has been elected at the company.

Agreements within the sphere of application of this collective agreement other than those referred to in this paragraph 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 the 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 request of the Finnish Electrical Workers' Union, provide the representative of the said union with the following documents pertaining to the work performed by the employee:
 - a copy of the personnel card identifying the employee
 - the working hours information confirmed by the employee
 - information on the employee's pay and other items payable under the collective agreement
 - receipts for payment of the pay and the other payable items referred to 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 paragraph b).

6.3 Requirements related to use of temp workers

The company shall limit the use of temp workers to respond 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.

Temp workers may be used only in the event that the company does 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 use of temp workers.

64 Special provisions concerning the use of temp workers when they perform work included in a contract

6.4.1 A company using temp workers must obtain information about the temp worker's pay grade pursuant to this collective agreement from the temp worker's employer. If the temp worker's employer has not determined a pay grade for the temp worker, the company using temp workers must determine the pay grade.

6.4.2 A company using temp workers must inform the temp worker's employer about the temp worker's pay grade pursuant to this collective agreement as well as the amount of pay payable to the temp worker pursuant to this collective agreement and the site agreement for the work carried out by the temp worker under the agreement on the use of temp workers.

6.4.3 A company using temp workers must provide the temp worker with the contract amount allocation statement and the temp worker's employer with the information concerning the temp worker in the allocation calculation, for the payment of final settlement and the annual holiday benefits that are adjusted in accordance with the final settlement. The temp worker's employer is liable to make these payments. A company using temp workers must act in a similar manner with respect to the interim calculation of the contract amount, if one is prepared.

65 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 is no reason to prevent the use of external labour when it is justified for the business or management of the company. Justified reasons include, for example,

- a) urgency of the work (the internal workforce alone is not adequate),
- b) standby nature of the work,
- c) the requirements on professional competence,
- 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, companies with at least 20 regular employees shall negotiate as chapters 6 and 8 of the Act

on Co-operation within Undertakings (334/2007) specify.

66 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 volume of work on hand and external labour'.

67 The client'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 section 5 (items 1–5) and section 6 of the said Act.

Should the client have neglected its obligation under the said Act (1233/2006), the client shall be responsible for the payment of the pay, holiday compensation and any relevant basic contract pay and other receivables, pursuant 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 client'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 client is responsible only for receivables where

- a) the Finnish Electrical Workers' Union has requested statements conformant to paragraph 6.2, subparagraph b) and notified the client or its competent representative thereof, or
- b) the employee or shop steward notifies the client or its competent representative no later than on the 30th calendar day from the date on which the receivable should have been paid to the employee under the terms of the collective agreement. The client's obligation of payment applies only to clear and undisputed receivables in accordance with the provisions of Chapter 2, section 14, subsection 2 of the Employment Contracts Act (55/2001).

7. CHAPTER: VALIDITY

This agreement is valid for the duration of the collective agreement, as a part of which this agreement applies.

Helsinki 12 June 2020

Service Sector Employers (PALTA)

Tuomas Aarto

Kaj Schmidt

The Electrotechnical Employers' Union (STTA)

Esa Larsén

The Finnish Electrical Workers' Union

THE FINNISH TAX AUTHORITY'S DECISION ON THE AMOUNTS OF TAX-EXEMPT REIMBURSEMENT FOR TRAVEL EXPENSES IN 2020

Vehicle, maximum amount of

compensation: Car:

- Kilometre allowance/car EUR 0.43, 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 0.22 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 in size
 - EUR 0.03 per kilometre if the employee 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 driving the car on a forest truck road or other road construction site closed to traffic, for the relevant kilometres

- Motorboat, max. 50 hp, EUR 0.75/km
- Motorboat, over 50 hp, EUR 1.10/km
- Snowmobile EUR 1.04/km
- Buggy EUR 0.98/km
- Motorbike EUR 0.33/km
- Moped EUR 0.18/km
- Other vehicle EUR 0.10/km

If other people travel in the vehicle owned or managed by the employee and that employee is responsible for their transportation, the maximum amount of compensation is increased by EUR 0.03/km for each person transported.

Per diem, training and meal allowance and accommodation compensation as of 1 January 2020:

- Full per diem allowance EUR 43.00 □
- Partial per diem allowance EUR 20.00 □
- Meal allowance EUR 10.75 □

The decision of the Tax Administration shall be reviewed annually.

APPENDIX 7

CALCULATION OF TIME LIMITS

Calculation of time limits

There are no special provisions in labour law or provisions in collective agreements concerning the calculation of time limits. The time limit calculation rules laid down in the Act on the Calculation of Time Limits (150/30) have been established as the rules applied to the calculation of time limits relating to employment relationships, such as term of notice, etc. Unless otherwise specified in the collective agreement, the following rules are applied.

1. If a period of time is specified as number of days following a particular date, the day on which the measure in question was performed is not included.

Example 1

If an employer notifies an employee about temporary layoff on 1 March and the term of notice is 14 days, the first day of layoff is 16 March.

2. If a period of time is specified as weeks, months or years following a particular date, the period in question ends in the specified week or month on the day the name or number of which matches the said date. If there is no such date in the month during which the period of time should end, the last day of that month is considered to be the final day of the time period.

Example 2

If an employer gives notice on 30 July to an employee whose uninterrupted employment has continued for more than four but no more than eight years and, therefore, the period of notice is two months, the last day of employment is 30 September. If the said employee is given notice on 31 July, the last day of employment is 30 September, as there is no 31st day in September.

If notice is given on such a date that the last day of the period of notice falls on a Sunday or religious holiday, Finnish Independence Day, 1 May, Christmas Eve, Midsummer Eve or a regular Saturday, the said day nevertheless is the last day of employment.

NOTE:

Appendix 7 with examples is based on the agreement signed by the central labour market organisations in 2001 on the protection of employees against dismissal. The period of notice specified in Example 2 is in accordance with the Employment Contracts Act (55/2001). The periods of notice applicable in the electrification and electrical industry are

specified in section 6, paragraph 7.1 of the collective agreement.

ALPHABETICAL INDEX

A

Time-based work.....	34
Signature protocol.....	9–15
Further vocational qualification bonus.....	76
Collection of trade union membership subscriptions.....	106
Auxiliary work.....	62
Weekday public holiday compensation.....	30–31
Housing production.....	51–52
On the definitions for basis points in housing production pricing, figure.....	147
Payment of meal allowance.....	83
Driver's bonus.....	79

E

Protection of candidates.....	160
Pay of a special installation technician.....	36
Special bonuses.....	37
Disputes.....	105–106
Miscellaneous compensation.....	102–103
Bonus for unusually dirty and unusually hard work.....	77–78
Special work bonus.....	35–36
Travelling home for certain public holidays.....	87

H

Topping-out parties.....	103
Personal time-based rate.....	34–35
Determination of the personal pay component.....	43–44
Paid leave to celebrate birthday.....	102
Employee representatives, employment.....	157
Pricing rules.....	49–51
Alarm-based work.....	27–28

I

Termination of employment.....	22
Paternity leave.....	100–101
Finnish Independence Day pay.....	30–31

J

Post-protection.....	160
----------------------	-----

K

Interruption of contract.....	72
Performance reviews.....	43–44

Average hourly earnings applicable to benefit calculation	74–75
Events related to training and development of the company's operations....	81–82, 87
Training events and similar, travel provisions	82, 87
Compensation for loss of income caused by local government duties	102
Compensation for loss of income caused by being summoned for conscription	102
Monthly salary	36
Foreman, work payable at time-based rates	79–80
Foreman, piecework.....	64–67
Foreman's duties, time-based work	79–80
Foreman's duties, time-based work	66–67

L

Addition and alteration work	55–56
Holiday bonus.....	97–98
Shop stewards.....	149–150
Election of shop stewards	150–151
Posted employees.....	103–104

M

Accommodation compensation	86
Compensation for travel expenses.....	84–85
Reimbursement for travel expenses	83–93, 169
Compensation of travel expenses, employee representatives.....	156

N

Negotiation procedure.....	70, 105–106
----------------------------	-------------

O

Unexpected work.....	27–28
Waiting time and respective compensation.....	75–76
Death of a close relative.....	102
Use of personal car.....	85, 88

P

Local agreement.....	17–18, 30, 54, 90
Pay day	95
Modes of payment.....	33–34
Basic hourly rates	35
Exceptional working hours	29
Application of the per diem system in special cases	87
Separate compensation payable to the chief shop steward and occupational health and safety representative	156
Release from work of the chief shop steward and occupational health and safety representative	154–155
Chief shop steward, election	150–151
172	

Chief shop steward and occupational health and safety representative,
development of earnings 158

Chief shop steward and occupational health and safety representative, compensation for loss of income	155–156
Chief shop steward and occupational health and safety representative, management of duties	155
Liaison for chief shop stewards, election.....	150–151

R

Pay for military reserve training time	102
Group life insurance	20,106

S

Sick pay.....	98–101
Scope of the agreement	16
Validity period of the agreement.....	106
Staff facilities	105
Sunday work.....	27, 28, 29, 72, 95
Protective clothing	104–105
Regular working hours.....	24,
27	

T

Time-based rate system for the building services technology sector	37–46
Breaks	25
Timesheets	94
Maximum working hours	26
Transfer of working hours.....	29–30
Place of recruitment	19
Effect of the employee's work ability on minimum pay.....	37
Types of work site	47–48
Transport arranged by the employer	87–88
Regional limitations to the obligation to offer work	23
Re-employment of a dismissed employee	23–24
On-site instructor's bonus.....	80–81
Industrial peace obligation.....	16–17
Work abroad.....	88–89
Employment contract.....	19
Agreeing on work	48–49
Employment, employee representatives	157–158
Job security, chief shop steward and occupational health and safety representative.....	159–160
Job security, employees in general	20–24
Regulations on co-determination procedure	152–153
Occupational health and safety representative's separate compensation .	156–
157	
Release from work of the occupational health and safety representative and chief shop steward	154–156
An employee's email account and other electronic systems upon termination of	
174	

employment.....	23
Occupational health and safety provisions.....	103
Working week.....	24

Working day	24
Shift lists	29–30
Work equipment	104–105

U

Per diem allowance abroad	89–90
Use of external labour	165–168
Average hourly earnings under a contract	65
Definition of contracts	46–47
Payment settlement for a contract.....	68–71
Compensation and bonuses payable outside the contract.....	72
Piece-rate pricing	109–146
Contract provisions.....	46–73
Piecework rates	
46–47, 53	
Payment of the contract price.....	70–71
Clarifying an unclear definition of piecework	47
Definition of piecework when criteria for invoicing do not exist or remain unclear.....	47
Definition of piecework and temp workers.....	47
Interruption of piecework.....	49, 72–73
Work included in the piecework entity and the parties' obligations.	56–64

V

Bonus for demanding and complicated work	78–79
Per diem allowance for days off	87
Standby work.....	28–29
Decision of the Tax Administration on tax-free compensation of travel expenses	83–84, 169
Weekly rest.....	27
Annual holiday.....	95–98
Order of staff reductions.....	23

Y

General agreement	149–168
Overtime work	26

