

ASPHALTING INDUSTRY 2025

WAGE INCREASES ON 1 SEPTEMBER 2025

Wages will increase by a 2.5% general increase on 1 September 2025 or from the beginning of the nearest pay period thereafter. Table-based wages and performance-based pay will be increased by 2.5%. Monetary allowances and separate compensations for personnel representatives will increase by 2.5%.

Time rates

In the time rate system, wages comprise three components, which are:

1. The table-based wage
2. A personal pay component (based on scoring, with one point corresponding to one per cent)
3. A vocational qualification allowance of €0.38/h and a specialist vocational qualification allowance of €0.84/h.

Pay grades

1	€12.32/h
2	€16.62/h
3	€17.61/h
4	€18.57/h
5	€19.56/h

Shift allowances

Evening shift allowance €1.7/h

Night shift allowance €5.55/h
(for work carried out between 9.00pm and 5.00am)

Deferred working hours €1.71/h
(from 4.00pm to 9.00pm)

Productivity bonus pay work

For productivity bonus pay work, the employee's pay comprises the following components:

1. Table-based productivity bonus pay
2. A productivity bonus based on the amount of production
3. A piece rate paid in addition to the productivity bonus

A further vocational qualification allowance of €0.38/h and a **specialist vocational qualification allowance** of €0.84/h will be paid in addition to the table-based wages (table-based wage, fixed table-based wage, and fixed hourly rate).

The productivity bonus pay grades are the same as those for the time rate system.

Production table

		Sites with less than 50 tonnes of production	Entire production bonus pay
Pay grades	€/h	€/h	€/h
1	9.52	15.41	14.90
2	12.76	18.71	18.12
3	13.49	19.48	18.87
4	14.23	20.22	19.58
5	14.97	20.97	20.32

The production must be at least €5.80/h from the beginning of the nearest pay period starting after 1 September 2025.

Travel time compensation €13.13/h

Pay grade 1 is an exception and has grade-specific compensation.

Shop steward

A regular employee or, in the case of seasonal operations, a temporary employee, who is a member of the Finnish Construction Trade Union and familiar with conditions in the represented industry and company, may be elected chief shop steward for a company or an agreed area.

Accrued days off

For seasonal work, accrued days off earned before 30 September may not be ordered to be taken only after the work period has ended, unless otherwise locally agreed.

Weekday public holiday compensation

Days entitling employees to compensation are New Year's Day, Epiphany, Good Friday, Easter Monday, Ascension Day, May Day, Midsummer Eve, Christmas Eve, Christmas Day and Boxing Day.

Compensation is paid provided that employment has continued for at least six weeks. Continuous employment of six weeks is considered to arise according to the conditions specified in the formula set out in subsection 1 of section 18 of the asphaltting industry's collective agreement. Compensation is based on the time rate pay grade without the personal pay component or further vocational qualification allowance.

Reimbursement of expenses in 2025

Daily allowance €53

Overnight allowance €16/day

Compensation for travel expenses €0.57/km for private cars

Daily commuting is compensated according to public transport fees.

