

CONSTRUCTION PRODUCT INDUSTRY 2025

WAGE INCREASES ON 1 SEPTEMBER 2025

Wages will increase by 2.5% on 1 September 2025 or from the beginning of the nearest pay period thereafter.

Pay grades from 1 September 2025:

1.	€12.39/h
2.	€12.93/h
3.	€13.49/h
4.	€14.06/h
5.	€14.67/h
6.	€16.07/h

Young employees' hourly rates

Persons under 17	€10.18/h
Persons under 18	€10.62/h

Monetary allowances will increase by 2.5%

Evening shift allowance	€1.57/h
Night shift allowance	€2.71/h
Conditions allowance	€0.80/h
Mine allowance	€2.46/h

Separate compensation for elected employee representatives

The separate compensation specified in section 29 of the collective agreement shall be paid to chief shop stewards and occupational safety representatives of a company or regional unit who are members of the Finnish Construction Trade Union. The compensation is based on the number of employees represented by the elected employee representative. The duration of the exemption from work and the sum of the compensation are determined according to the number of employees at the workplace on the last day of June. The following separate compensations will be paid on 1 September 2025 or from the beginning of the nearest pay period thereafter:

Number of represented employees	€/month
10–50 employees	80.30
51–100 employees	102.87
Over 100 employees	154.22

Length of service bonuses

From the beginning of the pay period starting nearest to 1 September 2025, the length of service bonuses will be:

Length of service	Amount of bonus €/h
Over 5 years	0.32
Over 10 years	0.38
Over 15 years	0.46
Over 20 years	0.51
Over 25 years	0.58
Over 30 years	0.65
Over 35 years	0.73
Over 40 years	0.80

Performance-based pay

Performance-based wages will increase by 2.5%.

The piece rates for incomplete contract work will increase by 2.5% for the remaining hours.

Reimbursement of expenses in 2025

Domestic daily allowance €53

Partial daily allowance for days of at least 6 but no more than 10 hours €24

Overnight allowance €16

Meal allowance €13.25

Kilometre allowance in 2025

Allowance for the use of the employee's own vehicle €0.59/km

The kilometre allowance is increased by €0.04/km for each passenger whose transport the employer is responsible for. The kilometre allowance will increase by €0.04/km if the total weight of the machines and devices transported in the vehicle exceeds 80kg or if they are large in size.

