

FLOORING 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.

Time rates

Table-based wages will increase by 2.5%

Pay grades	€/h
0	12.90
I	14.73
II	17.21
III	18.87

Piece rates

For incomplete contract work, the piece rates will be increased by 2.5% for the remaining work.

The collective agreement piece rates will be increased by 2.5%.

Tool allowance €1.36/workday

Daily allowance in 2025

The daily allowance is €53.

Accommodation and overnight allowance in 2025

The accommodation allowance is €57/day and the overnight allowance is €16/day

Tax-exempt kilometre allowances set by the Tax Administration in 2025

Compensation for travel expenses:

private car €0.59/km

trailer €0.10/km

caravan €0.15/km

machines and devices €0.04/km

transport of passengers €0.04/km/person

Sick pay

Sick pay corresponds to the average hourly earnings of the 12 previous wage payments. A self-reporting procedure must be agreed in companies for common cold-type absences lasting no more than 3 days. The parties cannot agree that a medical certificate is always required.

Separate pay component

The employee will be paid a separate pay component of 7.7% as weekday public holiday compensation for Epiphany, Good Friday, Easter Monday, May Day, Ascension Day, Midsummer Eve, Christmas Eve and Christmas Day in connection with every wage payment.

This component also includes the accrued days off allowance. The Act on Celebrating Independence Day as a Public Holiday applies to paying wages for Independence Day. The employees are entitled to full pay for Independence Day if the day would otherwise have been a working day.

This separate pay component of 7.7% is also paid to those working reduced hours. The separate pay component must be itemised on the payslip. The separate pay component must not be included in the employee's time rates, piece rates or bonus pay. The separate pay component does not count towards the holiday bonus.

Holiday pay

The holiday bonus is 18.5% of the wages paid during the employment period. Of the holiday bonus, 14% is paid before the beginning of summer holiday and 4.5% is paid before the beginning of winter holiday.

