

Collective Agreement for the Commercial Sector, 1 February 2018 to 31 January 2020

<b>Wages for IT personnel as of 1 April 2018</b>					
<b>Helsinki, Espoo, Kauniainen, Vantaa</b>					
	<b>1st year</b>	<b>3rd year</b>	<b>5th year</b>	<b>8th year</b>	<b>11th year</b>
<b>A</b>	1811	1882	1950	2037	2118
<b>B</b>	2079	2189	2310	2467	2619
<b>C</b>	2385	2533	2678	2875	3067
<b>D</b>	2537	2700	2876	3090	3299
<b>E</b>	2711	2902	3113	3355	3585
<b>F</b>	2920	3133	3354	3608	3858
<b>G</b>	3206	3458	3705	4011	4288
<b>Elsewhere in Finland</b>					
	<b>1st year</b>	<b>3rd year</b>	<b>5th year</b>	<b>8th year</b>	<b>11th year</b>
<b>A</b>	1752	1817	1884	1966	2041
<b>B</b>	1996	2092	2198	2337	2486
<b>C</b>	2267	2403	2545	2715	2894
<b>D</b>	2404	2556	2718	2922	3120
<b>E</b>	2568	2751	2942	3171	3388
<b>F</b>	2765	2965	3165	3413	3643
<b>G</b>	3035	3265	3500	3779	4041

<b>Wages for IT personnel as of 1/4/19</b>					
<b>Helsinki, Espoo, Kauniainen, Vantaa</b>					
	<b>1st year</b>	<b>3rd year</b>	<b>5th year</b>	<b>8th year</b>	<b>11th year</b>
<b>A</b>	1840	1912	1981	2070	2152
<b>B</b>	2112	2224	2347	2506	2661
<b>C</b>	2423	2574	2721	2921	3116
<b>D</b>	2578	2743	2922	3139	3352
<b>E</b>	2754	2948	3163	3409	3642
<b>F</b>	2967	3183	3408	3666	3920
<b>G</b>	3257	3513	3764	4075	4357
<b>Elsewhere in Finland</b>					
	<b>1st year</b>	<b>3rd year</b>	<b>5th year</b>	<b>8th year</b>	<b>11th year</b>
<b>A</b>	1780	1846	1914	1997	2074
<b>B</b>	2028	2125	2233	2374	2526
<b>C</b>	2303	2441	2586	2758	2940
<b>D</b>	2442	2597	2761	2969	3170
<b>E</b>	2609	2795	2989	3222	3442

F	2809	3012	3216	3468	3701
G	3084	3317	3556	3839	4106

Collective Agreement for the Commercial Sector, Wage Annex, 1 February 2018 to 31 January 2020

The school student wage is 70 % and the trainee wage is 85 % of the first year lowest wage for each occupational group.

The wage of a clerical trainee is 85 % of the first year pay of a clerical employee at the job requirement level in question.

<b>Wholesale sales assistants II and III as of 1 April 2018, Helsinki, Espoo, Kauniainen,</b>				
	1st year	3rd year	5th year	8th year
Wholesale sales assistant	2284	2380	2493	2619
Wholesale sales assistant	2651	2753	2872	3008
<b>Elsewhere in Finland</b>				
	1st year	3rd year	5th year	8th year
Wholesale sales assistant	2152	2246	2351	2472
Wholesale sales assistant	2483	2583	2677	2805

**Mechanics and servicing staff as of 1/4/18**

Helsinki, Espoo, Kauniainen, Vantaa	1793
Elsewhere in Finland	1722

**WAGES AS OF 1 APRIL 2018**

**Monthly and hourly wages of employees in commerce as of 1 April 2018**

**Helsinki, Espoo, Kauniainen, Vantaa**

Pay scale	1st year		3rd year		5th year		8th year	
A	1720	10.75	1782	11.14	1878	11.74	1968	12.30
B1	1807	11.29	1867	11.67	1970	12.31	2058	12.86
B2	1824	11.40	1893	11.83	1998	12.49	2088	13.05
C1	1933	12.08	2001	12.51	2126	13.29	2222	13.89
C2	1948	12.18	2019	12.62	2154	13.46	2257	14.11
D	2050	12.81	2128	13.30	2271	14.19	2443	15.27

**Elsewhere in Finland**

Pay scale	1st year		3rd year		5th year		8th year	
A	1652	10.33	1710	10.69	1796	11.23	1880	11.75
B1	1734	10.84	1793	11.21	1890	11.81	1966	12.29

B2	1752	10.95	1819	11.37	1911	11.94	1993	12.46
C1	1852	11.58	1918	11.99	2030	12.69	2117	13.23
C2	1865	11.66	1931	12.07	2051	12.82	2146	13.41
D	1965	12.28	2057	12.86	2163	13.52	2316	14.48

Monthly and hourly wages of service station restaurant employees as of 1 April 2018						
	1st year		5th year		8th year	
Helsinki *	1842	11.51	1893	11.83	1983	12.39
Elsewhere in Finland	1816	11.35	1889	11.81	1931	12.07

\* Helsinki, Espoo, Kauniainen, Vantaa

Monthly and hourly wages of representatives of licensees in service			
1st year	3rd year	5th year	8th year
13.00	13.31	13.63	13.93

Monthly and hourly wages of service station restaurant supervisors as of 1 April 2018								
Pay scale	0–2 years		over 2 years		over 5 years		over 10 years	
1	1913	11.96	1958	12.24	2005	12.53	2050	12.81
2	2013	12.58	2058	12.86	2109	13.18	2156	13.48
3	2081	13.01	2130	13.31	2181	13.63	2229	13.93
4	2102	13.14	2150	13.44	2201	13.76	2252	14.08
5	2206	13.79	2259	14.12	2315	14.47	2370	14.81
6	2315	14.47	2370	14.81	2428	15.18	2487	15.54

#### WAGES AS OF 1 APRIL 2019

Monthly and hourly wages of employees in commerce as of 1 April 2019								
Helsinki, Espoo, Kauniainen, Vantaa								
Pay scale	1st year		3rd year		5th year		8th year	
A	1748	10.93	1811	11.32	1908	11.93	1999	12.49
B1	1836	11.48	1897	11.86	2002	12.51	2091	13.07
B2	1853	11.58	1923	12.02	2030	12.69	2121	13.26

C1	1964	12.28	2033	12.71	2160	13.50	2258	14.11
C2	1979	12.37	2051	12.82	2188	13.68	2293	14.33
D	2083	13.02	2162	13.51	2307	14.42	2482	15.51
<b>Elsewhere in Finland</b>								
<b>Pay scale</b>	<b>1st year</b>		<b>3rd year</b>		<b>5th year</b>		<b>8th year</b>	
A	1678	10.49	1737	10.86	1825	11.41	1910	11.94
B1	1762	11.01	1822	11.39	1920	12.00	1997	12.48
B2	1780	11.13	1848	11.55	1942	12.14	2025	12.66
C1	1882	11.76	1949	12.18	2062	12.89	2151	13.44
C2	1895	11.84	1962	12.26	2084	13.03	2180	13.63
D	1996	12.48	2090	13.06	2198	13.74	2353	14.71

The school student wage is 70 % and the trainee wage is 85 % of the first year lowest wage for each occupational group.

The wage of a clerical trainee is 85 % of the first year pay of a clerical employee at the job requirement level in question.

<b>Wholesale sales assistant grades II and III as of 1/4/19</b>				
<b>Helsinki, Espoo, Kauniainen, Vantaa</b>				
	<b>1st year</b>	<b>3rd year</b>	<b>5th year</b>	<b>8th year</b>
Wholesale sales assistant	2321	2418	2533	2661
Wholesale sales assistant	2693	2797	2918	3056
<b>Elsewhere in Finland</b>				
	<b>1st year</b>	<b>3rd year</b>	<b>5th year</b>	<b>8th year</b>
Wholesale sales assistant	2186	2282	2389	2512
Wholesale sales assistant	2523	2624	2720	2850

**Mechanics and servicing staff as of 1/4/19**

Helsinki, Espoo, Kauniainen, Vantaa	1822
Elsewhere in Finland	1750

Collective Agreement for the Commercial Sector, Wage Annex, 1 February 2018 to 31 January 2020

<b>Service station restaurant employees</b>						
	<b>1st year</b>		<b>5th year</b>		<b>8th year</b>	
Helsinki *	1871	11.69	1923	12.02	2015	12.59

<b>Elsewhere in Finland</b>	1845	11.53	1919	11.99	1962	12.26
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\* Helsinki, Espoo, Kauniainen, Vantaa

**Monthly and hourly wages of representatives of licensees in service stations as of 1 April 2019**

<b>1st year</b>	<b>3rd year</b>	<b>5th year</b>	<b>8th year</b>
13.21	13.52	13.85	14.15

**Service station restaurant supervisors**

<b>Pay scale</b>	<b>0–2 years</b>	<b>over 2 years</b>		<b>over 5 years</b>		<b>over 10 years</b>		
<b>1</b>	1944	12.15	1989	12.43	2037	12.73	2083	13.02
<b>2</b>	2045	12.78	2091	13.07	2143	13.39	2190	13.69
<b>3</b>	2114	13.21	2164	13.53	2216	13.85	2265	14.16
<b>4</b>	2136	13.35	2184	13.65	2236	13.98	2288	14.30
<b>5</b>	2241	14.01	2295	14.34	2352	14.70	2408	15.05
<b>6</b>	2352	14.70	2408	15.05	2467	15.42	2527	15.79

Collective Agreement for the Commercial Sector, 1 February 2018 to 31 January 2020

**Salaries of warehouse and transportation supervisors as of 1 April 2018**

<b>Helsinki, Espoo, Kauniainen, Vantaa</b>	<b>1.vuotena</b>	<b>3.vuotena</b>	<b>5.vuotena</b>
Warehouse and transportation supervisor	2113	2170	2232
Warehouse and transportation supervisor	2307	2391	2484
<b>Elsewhere in Finland</b>	<b>1.vuotena</b>	<b>3.vuotena</b>	<b>5.vuotena</b>
Warehouse and transportation supervisor	2034	2089	2145
Warehouse and transportation supervisor	2218	2296	2379

**Salaries of warehouse and transportation supervisors as of 1 April 2019**

<b>Helsinki, Espoo, Kauniainen, Vantaa</b>	<b>1.vuotena</b>	<b>3.vuotena</b>	<b>5.vuotena</b>
Warehouse and transportation supervisor	2147	2205	2268
Warehouse and transportation supervisor	2344	2429	2524
<b>Elsewhere in Finland</b>	<b>1.vuotena</b>	<b>3.vuotena</b>	<b>5th year</b>
Warehouse and transportation supervisor	2067	2122	2179
Warehouse and transportation supervisor	2253	2333	2417