

GENERAL AGREEMENT OF CONSTRUCTION SECTOR

This General agreement is the collective employment agreement of the construction sector in accordance with Paragraph 2 of Section 18 of the Labour Law and has been signed between the employers, the turnover of goods and services of which meets the requirements of Paragraph 4 of Section 18 of the Labour Law (hereinafter – the Employers), on the one part and

Latvian Builders Trade Union, registration number: 40008043826, registered address Bruņinieku iela 29/31, Riga, LV-1001, Latvia, (hereinafter – the Union), included in the union that unites the largest number of employed persons in the country – the Free Trade Union Confederation of Latvia, represented by its chairman Jevgeņijs Servuts on the grounds of Articles of association, on the other hand, hereinafter both together – the Parties,

considering that:

- (1) construction sector is one of the most important sectors of national economy of Latvia that provides more than a billion euro contribution;
- (2) construction is the national business sector of Latvia, where local entrepreneurs are successfully competing with foreign companies;
- (3) the construction sector has enormous potential for development and its use depends on the significant decisions and reforms of the employers and employees of this sector that will benefit both the persons working in construction and the building contractors;
- (4) only through cooperation we can ensure stable, efficient operation of the construction sector, development of the sector and social protection of those working in the sector;
- (5) only by joint forces we can eliminate shadow economy, keep the current specialists and attract new qualified workers and create adequate work conditions for all participants of the sector,

SIGN THIS GENERAL AGREEMENT OF THE CONSTRUCTION SECTOR:

Chapter 1

General conditions

- 1.1. The General agreement shall be binding for all employers – natural or legal entities or partnerships with legal capacity, which employ at least one person on the grounds of an employment contract and operate in construction sector regardless of whether the employer has registered its activity or not.

- 1.2. Economic activity in construction sector comprises activities, includes in Regulation (EC) No 1893/2006 of the European Parliament and of the Council of 20 December 2006 establishing the statistical classification of economic activities NACE Revision 2 and amending Council Regulation (EEC) No 3037/90 as well as certain EC Regulations on specific statistical domains, Section F, Article 41, 42 and 43.
- 1.3. General agreement applies to the employees (hereinafter – Construction employees), who are employed in the territory of the Republic of Latvia by the Employers, specified in Article 1.1 in the spheres, specified in Article 1.2 and which meet at least one of the following features:
 - 1.3.1. employee is employed in one of the professions of construction sector (Annex No 1);
 - 1.3.2. the employee performs work at the construction site for the performance of the construction contract, except, if the job responsibilities of the employee are not directly related to the performance of construction works (for example, guards, janitors, accountants);
 - 1.3.3. persons, who perform the work at the construction site for the performance of the construction contract for the benefit and under the management of the person receiving personnel provision services, except, if the job responsibilities of the employee are not directly related to the performance of construction works (for example, guards, janitors, accountants).
- 1.4. If the employer employs the Construction employer in other spheres, which are not specified in Article 1.2, the salary, specified in Article 2 of the General agreement shall apply only to the working hours of the employee, which have been actually spent by working in the spheres, specified in Article 1.2.
- 1.5. This General agreement shall not affect application of more beneficial terms, specified in the employment contract, other collective agreement or general agreement, to the Construction employee.

Chapter 2

Salary and working hours

- 2.1. The minimum monthly salary of the Construction employees within the framework of normal working hours shall be 780 *euros* (seven hundred eighty *euros*).
- 2.2. The minimum hourly rate of the Construction employees shall be 4,67 *euros* (four *euros*, sixty seven cents).
- 2.3. Surcharge for the Construction employees for overtime work shall be 50 (fifty) percent from the agreed salary, but if piecework salary has been agreed, then at least 50 (fifty) percent from the piecework salary for the performed amount of work.

- 2.4. The Construction employee shall receive a bonus of 5 (five) percent from the minimum monthly salary applied in the sector, if he has acquired education corresponding to his profession as confirmed by education document, issued by the vocational or higher education institution.
- 2.5. The summary working hours reporting period for the Construction employee shall be 6 (six) months. The company may agree on other reporting period not exceeding 12 (twelve) months in the collective employment agreement.
- 2.6. The employer shall be entitled to apply coefficient of 0,7 to the minimum hourly salary, specified in Article 2.1, or the minimum hourly rate, specified in Article 2.2, within 6 (six) months since signing of the employment contract, in regard to the Construction employees who are acquiring education in vocational or higher education institution, as confirmed by statement issued by the education institution, which is related to preparing for performance of professions specified in Annex No 1 or professions specified in the study direction. If the coefficient 0,7 is applied within the aforementioned 6 (six) month period, the surcharge for the overtime work shall be paid in accordance with the amount specified in Paragraph 1 of Section 68 of the Labour Law.
(With amendments made by the decision of the Committee of parties to the General agreement of construction sector of 30.05.2019, which came into effect on 03.11.2019)

Chapter 3

Committee of the General agreement

- 3.1. The parties shall establish the Committee of the parties to the General agreement (hereinafter – the Committee), composed by four representatives from each side – four representatives delegated by the Trade union and four representatives of the Employers: two representatives delegated from the association “Latvijas Būvuzņēmēju partnerība” (Latvian Partnership of Building Contractors), registration number: 40008104779, one representative delegated from the association „Latvijas Ceļu būvētājs” (Latvian Road Builders), registration number: 40008081902, and one representative delegated from the association “Latvijas Būvnieku asociācija” (Latvian Association of Builders), registration number: 40008015589.
- 3.2. The organizations representing the Employers, specified in Article 3.1, may be excluded and new ones may be approved if supported by the employers, as required by the laws and regulations to make the General agreement binding to all employers of the sector and all persons employed in the sector. The decision on replacement of organizations shall come into effect after being published in the newspaper “Latvijas Vēstnesis”.
- 3.3. If the Trade Union loses the status of the trade union or is liquidated, the obligations and rights resulting from this collective agreement shall be

taken over by the Free Trade Union Confederation of Latvia, registration number: 50008043851.

- 3.4. The Committee shall consider the matters related to the performance and application of the General agreement.
- 3.5. The Committee shall be entitled to involve experts, organizations of the sector and competent state authorities for the consideration of the matters. The involved persons shall not have voting rights.
- 3.6. The Committee meetings shall be convened by three representatives of the Committee as necessary. The Committee shall have a quorum, if all representatives take part in it.
- 3.7. The Committee shall pass the decisions unanimously.
- 3.8. The Committee shall appoint the responsible organization that will perform the functions of the secretary office.
- 3.9. Proposals and objections of the parties shall be expressed in writing and submitted to the members of the relevant party of the Committee.
- 3.10. In case of significant market fluctuations the Committee shall immediately work out proposals for amending of the General agreement.
- 3.11. The Committee shall consider the proposals for the amendments of the General agreement, including the amending of the minimum salary and the minimum hourly rate, at least once a calendar year from the moment of coming into effect of the General agreement, by assessing the economic situation in the country (changes of the gross domestic product, changes in productivity, inflation, deflation) and other motivated criteria.
- 3.12. The Committee shall be authorized to sign the amendments, additions and agreement on termination of the General agreement.

Chapter 4

Final provisions

- 4.1. The General agreement shall come into effect within 6 (six) months after being published in the official newspaper “Latvijas Vēstnesis”, but not later than January 1, 2019.
- 4.2. For six) months after the day of coming into effect of the General agreement the Employer shall be entitled to determine for the Construction employees the minimum monthly salary, specified in Article 2.1, within the within the framework of normal working hours of 650 euros (six hundred fifty euros) and the minimum hourly rate, specified in Article 2.2, of 3,89 euros (three euros and eighty nine cents). By applying the minimum salary and hourly rate specified in this article, the summary working hours reporting period for the Construction employees, specified in Article 2.5, shall be 3 (three) months.

- 4.3. The amendments and additions to the General agreement shall come into effect after being published in the official newspaper “Latvijas Vēstnesis” and within the term specified therein, but not sooner than within 3 (three) months from the date of publishing thereof in the official newspaper “Latvijas Vēstnesis”.
- 4.4. The Parties authorize the members of the Committee to submit the application to the official newspaper “Latvijas Vēstnesis” to publish the notice on the signing of this General agreement immediately after the amendments to the regulatory enactments, which determine the rate of overtime payment specified in Article 2.3 of this General agreement, have come into effect. The Committee members shall also be authorized to prepare and submit applications for publications of notices in the official newspaper “Latvijas Vēstnesis” regarding the amending or terminating of the General agreement.
- 4.5. None of the parties shall be entitled to terminate the performance of the obligations of the General agreement unilaterally.
- 4.6. The General agreement shall be effective until December 31, 2025. Unless one of the Parties has notified termination thereof latest within 3 (three) months before the specified term, the validity thereof shall be extended for the next six month period. In other cases this General agreement may be terminated on the grounds of agreement of the Parties.
- 4.7. The General agreement is signed in 2 (two) copies – one for the Trade union and one for the Employers, the copy of which shall be kept by the Confederation of Employers of Latvia. Both copies shall have equal legal effect.
- 4.8. There shall be no such effective collective agreements, terms of work procedure, as well as regulations of employment contracts and orders of the employers, which contradict the norms of this General agreement and worsens the legal position of the employee.
- 4.9. All disputes related to the performance of this General agreement shall be resolved via mutual negotiations, by agreement of the parties or through the mediation of the Committee. If the Parties are unable to reach an agreement, the dispute shall be resolved by the court of the Republic of Latvia.

Trade union:

Chairman of the Latvian Builders trade union

Jevgeņijs Servuts

(signature)

Employers:

Annex No 1

Construction professions

No	Profession code	Profession
1	132301	MANAGER /DIRECTOR (in construction)
2	132302	DEPUTY MANAGER /EXECUTIVE DIRECTOR (in construction)
3	132303	MANAGER /DIRECTOR of Principal activity unit (in construction)
4	132304	DEPUTY MANAGER DIRECTOR of Principal activity unit (in construction sphere)
5	132305	Construction work MANAGER
6	312304	MASTER (in construction sphere) <i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>
7	132307	Manager of engineering communication construction works
8	132308	Construction project MANAGER
9	211403	GEODESIST
10	211404	Geo-PHYSICIAN
11	214121	STRUCTURAL DESIGNER
12	214123	Design ENGINEE
13	214201	Civil ENGINEER
14	214202	Civil ENGINEER of building structures
15	214203	Civil ENGINEER of airports
16	214204	Civil ENGINEER of bridges
17	214205	Civil ENGINEER of buildings
18	214206	Civil ENGINEER of chimneys
19	2142 40	Independent EXPERT in energy efficiency of buildings <i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>
20	214208	Civil ENGINEER of berths and ports
21	214209	Civil ENGINEER of dredging
22	214211	Civil ENGINEER of hydrotechnical structures

No	Profession code	Profession
23	214212	Civil ENGINEER of hydrology
24	214213	Civil ENGINEER of irrigation
25	214214	Civil ENGINEER of railway
26	214215	Civil ENGINEER of roads
27	214216	Civil ENGINEER of sanitary equipment
28	214217	Civil ENGINEER of earth structures / mechanics
29	214218	Civil ENGINEER of structures
30	214219	Civil ENGINEER of towers
31	214220	Civil ENGINEER of tunnels
32	214221	ENGINEER of earth works
33	214224	ENGINEER of irrigation
34	214225	ENGINEER of sanitary structures
35	214226	TECHNOLOGIST of building materials
36	214227	TECHNOLOGIST of construction
37	214228	ENGINEER of melioration
38	214229	Civil ENGINEER of transport structures
39	214230	ENGINEER of building materials
40	214231	Civil ENGINEER of heating, gas and water technology systems
41	214232	ENGINEER of construction estimates
42	214233	ENGINEER of engineering communication attachment
43	214234	ENGINEER of simplified renovation and reconstruction objects
44	214235	ENGINEER of sustainable construction
45	214236	Civil ENGINEER of engineering system design
46	214237	Civil ENGINEER of refrigeration systems
47	214238	Civil ENGINEER of oil transmission systems
48	214239	Civil ENGINEER of gas transmission systems
49	214405	ENGINEER of air conditioning
50	214417	ENGINEER of air conditioning / mechanics
51	214421	ENGINEER of heating, ventilation and refrigeration / mechanics
52	214439	ENGINEER of thermal energy

No	Profession code	Profession
53	<i>(deleted by amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
54	214441	ENGINEER of heating system operation
55	214443	ENGINEER of thermal energy and thermal engineering <i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>
56	214448	ENGINEER of technical heating equipment
57	214930	ENGINEER of building operation and equipment provision
58	214932	ENGINEER of estimates
59	214951	ENGINEER of building systems
60	215101	Electrical ENGINEER
61	215103	Electrical system ENGINEER
62	215106	Electrical ENGINEER of electricity transmission
63	<i>(deleted by amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
64	216505	ENGINEER of geodesy
65	216509	ENGINEER of geo-informatics
66	<i>(deleted by amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
67	265131	STAINED GLASS ARTIST
68	265134	RESTORATOR
69	265140	RESTORATOR of furniture and wood carvings
70	311201	Construction CALCULATION SPECIALIST
71	311202	Building TECHNICIAN
72	311203	TECHNICIAN of measurements
73	311204	TECHNICIAN of supervision
74	311205	TECHNICIAN of irrigation
75	311206	TECHNICIAN of melioration
76	311207	TECHNICIAN of engineering communications
77	311209	TECHNICIAN of structures
78	311210	TECHNICIAN of hydrotechnical structures

No	Profession code	Profession
79	311211	TECHNICIAN of internal equipment
80	311212	TECHNICIAN of hydrotechnical structures
81	311213	TECHNICIAN of underground works
82	311215	Geo- TECHNICIAN
83	311216	Road TECHNICIAN
84	311217	TECHNICIAN of finishing works
85	311219	SPECIALIST of industrial construction
86	311220	SPECIALIST of protection zones of buildings
87	311221	SENIOR SPECIALIST of engineering communication attachment
88	311223	Fire safety INSPECTOR
89	311225	Fire safety TECHNICIAN
90	311226	Civil defense TECHNICIAN
91	311227	Fire safety and civil defense TECHNICIAN
92	311229	ASSISTANT construction works MANAGER
93	311231	Road MASTER
94	311232	ASSISTANT Road MASTER
95	311233	MASTER of artificial structures
96	311234	TECHNICIAN of ventilation and air conditioning systems
97	311235	TECHNICIAN of water and sewage systems
98	311236	TECHNICIAN of cold systems
99	311237	TECHNICIAN of gas supply systems
100	311238	TECHNICIAN of heating systems
101	311239	Concreting TECHNICIAN
102	311240	Dry structure TECHNICIAN
103	311241	ASSISTANT of construction project MANAGER
104	311242	Fire safety SPECIALIST
105	311243	Landscape TECHNICIAN
106	311302	Electrical TECHNICIAN
107	311303	Electrical illumination TECHNICIAN
108	311304	Electrical voltage distribution TECHNICIAN

No	Profession code	Profession
109	311305	Electrical traction TECHNICIAN
110	311306	Electrical system TECHNICIAN
111	311308	Electrical voltage transmission TECHNICIAN
112	311309	Electrical TECHNICIAN/ Electrical equipment SPECIALIST
113	311310	Technical SPECIALIST
114	311311	Electrical equipment SPECIALIST
115	311312	Agricultural energy TECHNICIAN
116	311313	Electrical network TECHNICIAN
117	311314	TECHNICIAN of factory electrical equipment
118	311315	TECHNICIAN of electrical installations
119	311527	TECHNICIAN of thermal energy
120	311529	TECHNICIAN of energy systems
121	311530	TECHNICIAN of heating, ventilation and refrigeration
122	311536	SPECIALIST of thermal energy
123	311550	TECHNICIAN of gas equipment
124	311801	TECHNICAL DRAFTSMAN
125	311807	DRAFTSMAN of building machinery
126	311808	DRAFTSMAN of electrical systems
127	311810	DRAFTSMAN of heating and ventilation systems
128	311814	Geology DRAFTSMAN
129	311817	Topography DRAFTSMAN
130	311822	DRAFTSMAN DESIGNER
131	311928	Work protection COORDINATOR
132	312202	Installation SUPERVISOR
133	312301	Site SUPERVISOR
134	312302	Road SUPERVISOR
135	312303	Bridge SUPERVISOR
136	312304	Building MASTER (in construction sphere)
137	<i>(deleted by amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	

No	Profession code	Profession
138	343513	Wooden building RESTORATOR
139	343514	Stone building RESTORATOR
140	<i>(deleted by amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
141	343517	Gold work RESTORATOR
142	343518	ASSISTANT RESTORATOR
143	4322 10	Repair work DISPATCHER
	<i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
144	431108	CONSTRUCTION ECONOMIST
145	432204	Work INSTRUCTOR
146	621016	DRIVER of self-propelled vehicles
147	711101	Building BUILDER
148	711102	BUILDER
149	711103	Building structure ASSEMBLER
150	711104	Dry structure ASSEMBLER
151	711105	Metal structure ASSEMBLER
152	711106	Reinforced concrete structure ASSEMBLER
153	711107	Glass structure ASSEMBLER
154	711108	Wooden structure ASSEMBLER
155	711201	PAVER
156	711202	Stove FITTER
157	711203	BRICK LAYER
158	<i>(deleted by amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
159	711206	Fireplace FITTER
160	711301	STONE CUTTER
161	711302	STONE MASON
162	711401	CONCRETE LAYER
163	711402	REINFORCEMENT LAYER

No	Profession code	Profession
164	711501	CARPENTER
165	711502	Log building BUILDER
166	711503	Wooden building BUILDER
167	711504	Construction CARPENTER
168	7111 04	Dry structure ASSEMBLER
	<i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
169	711509	Building product CARPENTER
170	711901	Drain FITTER
171	711902	Scaffolding ASSEMBLER
172		FOREMAN (in construction sphere)
	711903	<i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>
173	711904	FOREMAN of engineering structures
174	711905	Industrial CLIMBER
175	711907	Building WORKER of artificial buildings
176	711908	WORKER of artificial buildings
177	7126 07	Pipework ASSEMBLER
	<i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
178	7126 08	ASSEMBLER of external water and sewage networks
	<i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
179	711913	ASSEMBLER of fire safety systems
180	712101	ROOFER
181	712201	Floor LAYER
182	712202	TILE LAYER
183	712203	Mosaic LAYER
184	712204	Parquet LAYER

No	Profession code	Profession
185	712301	PLASTERER
186	712302	Finishing work WORKER
187	712303	CREATOR of decorative building elements
188	712401	Hydro- and thermal INSULATOR
189	712402	Acoustic INSULATOR
190	712403	Building SILTINĀTĀJS
191	712404	INSULATOR
192	712501	GLAZIER
193	712601	PLUMBER
194	712602	ASSEMBLER of plumbing equipment
195	<i>(deleted by amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
196	712604	ASSEMBLER of heating systems
197	712605	ASSEMBLER of water and sewage systems
198	712606	ASSEMBLER of engineering communications
199	712607	Pipework ASSEMBLER
200	712608	ASSEMBLER of external water and sewage networks
201	712609	ASSEMBLER of external gas networks
202	712610	ASSEMBLER of external heating networks
203	712611	ASSEMBLER of gas systems
204	712701	ASSEMBLER of air conditioning and cold systems
205	712703	MECHANIC of cold equipment
206	712704	ASSEMBLER of ventilation systems
207	712706	MECHANIC of air conditioning mechanisms
208	712707	MECHANIC of heating, ventilation and cold equipment
209	713101	PAINTER
210	713102	WHITEWASHER
211	713103	Wallpaper FITTER
212	713202	LACQUER
213	713301	Building CLEANER

No	Profession code	Profession
214	721101	Formwork PRODUCER
215	721102	Core PRODUCER
216	721201	Gas WELDER (OAW)
217	721202	SOLDERING WORKER
218	721203	Contact WELDER
219	721204	Manual ARC WELDER (MMA)
220	721205	ARC WELDER in welding with mechanical equipment in an active gas environment (MAG)
221	721206	ARC WELDER in welding with mechanical equipment in an inert gas environment (MIG)
222	721207	ARC WELDER in welding with tungsten electrode in an inert gas environment (TIG)
223	721208	ARC WELDER in welding with automatic equipment
224	721209	Laser WELDER
225	721210	Thermal CUTTER
226	721211	Plastic WELDER
227	721212	Metal material WELDER
228	721214	Gas plasma CUTTER
229	721215	Metal CUTTER
230	721301	Sheet metal ROLLER
231	721302	TINSMITH
232	721303	Roof TINSMITH
233	721304	Metal sheet BENDER
234	721401	Metal structure LOCKSMITH
235	721404	RIVETING WORKER
236	722101	BLACKSMITH
237	722201	LOCKSMITH
238	722202	Keylock LOCKSMITH
239	722301	MILLING MACHINE OPERATOR
240	722302	DRILLING OPERATOR

No	Profession code	Profession
241	722303	TURNER
242	722304	PLANER
243	722305	SLOTTER
244	722317	Metal cutting OPERATOR
245	722401	POLISHER
246	722402	Tool SHARPENER
247	722403	GRINDER
248	722404	EMERY WORKER
249	723101	Transport MECHANIC
250	723102	Car MECHANIC
251	723301	MECHANIC
252	723302	REPAIRMAN
253	723305	ASSEMBLER
254	723308	MECHANIC of construction and road construction machinery
255	723309	REPAIRMAN of construction and road construction machinery
256	723311	REPAIRMAN of heating equipment
257	723312	LOCKSMITH of heating equipment servicing
258	723313	REPAIRMAN of gas equipment
259	723314	ASSISTANT MASTER
260	723323	Tool MECHANIC
261	731605	Decorative PAINTER
262	731903	Metal CRAFTSMAN
	<i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
263	7319 04	Stone CUTTER
	<i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
264	732305	Bending machine OPERATOR
265	741101	ELECTRICIAN
266	741102	Electrical ASSEMBLER

No	Profession code	Profession
267	741103	Electrical network ELECTRICIAN
268	741104	Lighting ELECTRICIAN
269	741105	Building ELECTRICIAN
270	741204	MECHANIC of Electromechanical equipment
271	741301	Overhead cable FITTER
272	741303	Electrical line MECHANIC
273	741306	Line WORKER
274	741307	Underground cable FITTER
275	741309	High-voltage line ELECTRICIAN
276	741310	Cable line ELECTRICIAN
277	741312	Overhead line ELECTRICIAN
278	741313	Contact network ELECTRICIAN
279	742102	Electronics ASSEMBLER
280	742203	ASSEMBLER of telecommunication equipment
281	752201	CARPENTER
282	7115 09	Building product CARPENTER
	<i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>	
283	752205	ASSISTANT CARPENTER
284	752206	Timber material PROCESSER
285	752207	Wood product PAINTER - LACQUER
286	752208	Wooden model PRODUCER
287	752211	Wooden INLAY WORKER
288	754102	Industrial / commercial DIVER
		<i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>
289	811201	Stone / processing machinery OPERATOR
290	811202	Stone crushing OPERATOR
291	811301	Well /drilling OPERATOR

No	Profession code	Profession
292	811401	Concrete production OPERATOR
293	811402	Cement mill OPERATOR
294	818204	Heating /stove STOKER
295	818213	Heating equipment OPERATOR
296	821102	Installation works LOCKSMITH
297	821205	ASSEMBLER of electronic equipment
298	821209	ASSEMBLER of low voltage systems
299	833201	Dump truck DRIVER
300	833203	Truck DRIVER
301	833204	Loading truck /vehicle DRIVER
302	833205	Towing truck DRIVER
303	833208	Specialized / vehicle DRIVER
304	833210	Concrete mixer /pump DRIVER
305	834105	Tractor DRIVER
306	834201	Dredging machine OPERATOR
307	834203	Concrete layer machine OPERATOR
308	834204	Asphalting layer machine DRIVER
309	834205	Asphalt layer machine OPERATOR
310	834206	Earth drilling machine OPERATOR (in construction sphere) <i>(with amendments made by the decision of the Committee of parties to the General agreement of construction sector of 31.07.2019., which came into effect on 03.11.2019)</i>
311	834207	Bulldozer DRIVER
312	834208	Foundation roller machine DRIVER
313	834209	Asphalt roller machine DRIVER
314	834210	Excavator DRIVER
315	834212	Pile drilling machine DRIVER
316	834213	Gudronator machine DRIVER
317	834214	Grader machine DRIVER
318	834216	Road milling machine DRIVER

No	Profession code	Profession
319	834218	Self-propeller truck DRIVER
320	834220	Road marking machine DRIVER
321	834221	Other special self-propelled machinery DRIVER
322	834223	Road roller OPERATOR
323	834224	Grader and scraper DRIVER
324	834225	Earth moving machine OPERATOR
325	834226	Pipe layer machine DRIVER
326	834227	Earth layer maintenance FOREMAN
327	834301	Crane OPERATOR
328	834306	Mobile crane / vehicle DRIVER
329	834310	Forklift DRIVER
330	834316	Car crane DRIVER
331	931201	Road building auxiliary WORKER
332	931204	Repair WORKER of engineering technical building
333	931205	Road marking PAINTER
334	931206	ASPHALT LAYER
335	931207	Auxiliary WORKER of artificial buildings
336	931301	Building WORKER
337	931302	Repair WORKER
338	932902	ASSEMBLER (manual work)
339	932909	Auxiliary WORKER
340	933302	STROP FITTER
341	933308	Technical WORKER
342	962201	Casual LABOURER