

Tariff settlement 2022

**state tariff area referendum document**

june 2022

**Member number and pin code for use in electronic voting are sent to you by SMS.**

**Voting period is 10.**  **June at 2 p.m.**  **1000 to 20.**  **June 2022 at**

**1600.**

## Referendum

All employed members of Unio's member organisations who have their wages and working conditions laid down in a collective agreement with the state and whose state as an employer can vote. Pensioners and student members can'tvote.

The referendum must be conducted electronically. The actual vote is done on Unio's website: <https://www.unio.no/uravstemning>

All members of Unio's member association have been sent their membership number and pin code by SMS and/or email, so you can log in to Unio's referendum page and vote.

If you lose your PIN, log in to Unio's referendum page and have your pin resent.

When the recommended arbitration result is now sent out for a referendum, members have the opportunity to decide whether the result should be accepted or rejected.

*Hovedavtalens § 51 Avstemningsregler:*

1. Main tariff proposals shall as a rule be presented to the members to whom the dispute of interest applies. As a rule, the result of the vote shall appear in a referendum in accordance with the current guidelines, and give a full expression of the will of the members.
2. If several of the members to whom the dispute of interest applies have voted in favour of the proposal, it has been adopted. If the majority has voted against it, it has been rejected.
3. Won't be the condition after No. 2 fulfilled, the lineage is not binding unless 2/3 or more of the members to which the dispute of interest applies have participated in the vote.
4. Has less than 2/3 taken part in the lineage, and the condition one no. 100. 2 is not fulfilled, the line of line is advisory to the decision-making bodies of the confederations.

Remember that your vote is not a poll whether you think the result is good or bad, but whether you can accept the result or not.

If the result is accepted by the majority of Unio's members, the agreed wage changes will be implemented with any repayment from 1.5.2022. If the result is rejected by the majority of Unio's members, Unio will be on strike according to deadlines set out in the Main Agreement and the Service Disputes Act

Everyone is encouraged to vote. Oslo, 10 June 2022

To the members of the Norwegian Association of Researchers

Norwegian Nurses' Association Academics Association

Norwegian Physiotherapist Association The Tax Auditors' Association

Norwegian Church Clergy Association Norwegian Dental Nurses' Association

Norwegian Machinist Association Norwegian RadioGraphers' Association

Norwegian Deacon Association

# A referendum on the collective bargaining agreement between Unio and the state on a new main tariff agreement from 1 May 2022 to.m 30 April 2024.

The members of the Norwegian Association of Researchers, the Norwegian Police Federation, the Norwegian Nurses' Association, the Norwegian Nurses' Association, the Norwegian Physiotherapist Association, the Norwegian Occupational Therapists' Association, the Tax Auditors' Association, the Norwegian Machinist Association, the Norwegian Association of Nurses, the NorwegianDental Nurses' Association, the Norwegian Radiographers' Association, the Church of Norway's Clergy Association and the Norwegian Diakon Association , have through their organizations helped to formulate and influence the demands that Unio made from the start of the negotiations to the final proposal ofthe broker.

Unio's priorities in the settlement have been:

* A clear real wage growth for those with higher education, as documented, has had the worst wage development in the state.
* That the backlog from wage settlements in 2020 and 2021 will be re-taken.
* New main collective agreement for the education groups in the state together with the Academics
* Education has to pay off. Unio requires a payroll system that ensures a minimum entry value for new employees based on educational attainment.
* A payroll system that is based on seniority in position code
* That arrangements are established when transitioning to a new pay system that ensures predictability for wage development for employees during the tariff period.
* Improve local bargaining regulations to ensure that the parties at the enterprises areworthy parties and that the opportunities for good collective bargaining and general additions at the enterprise level are clarified.
* Strengthening the current common provisions
* Safeguarding acquired rights
* Reintroduce a good statistical tool to give the parties a better basis for following up the agreements, locally and centrally

### About the negotiations and mediation 2022

Negotiations with the state began on 20 April and ended in violations on 29 April. April. The reason for the breach was that the government's offer was too poor and the parties were too far apart in the discussions about the economy. There were constructive negotiations on elements other than the economic framework.

Mediation started on 2 January 2019. May with a mediation request in the period 21-24 May. On Unio's part, the negotiations/mediation wasconducted by the unio stat negotiation committee consisting of:

Guro Lind, Head of the Norwegian Association of Researchers

Unn Alma Skatvold, Deputy Head of the Norwegian Police Federation

Kristian Mollestad Norwegian Association of Researchers

Jorunn Solgaard Norwegian Association of Researchers

Andreas Christensen Norwegian Association of Researchers

Vegar Monsvoll Police Federation

Roar Fosse Police Federation

Ørjan Hjortland Police Federation

Terje Skyvulstad Education Association

Bjørg Sundøy Education Association

Kai Øivind Brenden Norwegian Nurses' Association

Susanne Gallala Norwegian Physiotherapist Association

Mizanur Rahaman for the Norwegian Association of Academicians (Academics' Association, Norwegian Occupational Therapists' Association, Tax Auditors' Association, Norwegian Machinist Association, Librarians' Association, Clergy Association, Norwegian Dental Hygienists' Association, and Norwegian Radiographers' Association)

Glenn Karlsen Bjerknes (observer) Library Association Marianne Thorsen (observer) The Tax Auditors' Association Hege Munthe (observer) Norwegian Occupational Therapist Association

Gun Hafsaas (observer) The Church of Norway's clergy association Klemet Rønning-Aaby (head of negotiations) Unio

Andrea Mandt (utvalgssekretær) Unio

Mediation ended on May 24th. The result of the mediation is going out of the way. Unio's response deadline to the National Mediator is set for June 24.

You have until April 20. June 16 at 4 p.m. to cast your vote.

# With this, the Unio State Negotiation Committee sets out the main tariff agreement in the state per. May 1, 2022 - Members vote with a clear recommendation to vote YES.

## Highlights of the recommended proposal

* + New main tariff agreement together with the Academics
  + The financial framework for the settlement is 3.84 per cent and is distributed as follows: With effect from 1 January 2020. As of May 31, 2022, it is negotiated locally within a limit of 2.46 per cent as of the date of the wage mass. 0.1 per cent will be set aside for changes in rates in the joint provisions.

### Inthe son and negotiation system

The wage system has been modernised, and member groups previously placed in salary limits have been secured an automatic annual percentage promotion for 10 or 16 years through transfer to wage ladders.

In connection with the preparation of local pay policy, the parties are encouraged to establish minimum wage levels for positions where bachelor's and master education is required.

The minimum wage for master's degrees and PhD candidates has been raised.

### Local regulations

Better provisions to ensure equal parties and more real negotiations in the enterprises. The opportunities for providing general additions through collective bargaining on the enterprises have been strengthened. Union representatives shall be covered by the local wage policy and it has been made clear that they shall not lose their salary in the position.

Expansion of the bargaining provisions in connection with reorganizations and unfounded wage differences.

### Fellesbestemmelsene

More improvements in fellesbestemmelse:

It has been made clear that what lies in the higher position's salary when you are a deputy, and that the payout is independent of the number of attendances.

Employees workingshifts/internships must ensure predictability for when they will have weekends off and when they have their time off. The inconvenience increases have been increased and overtime , which starts directly after a night shift, has now been raised to an hourly wage at100 per cent per hour.

Group life schemes have been strengthened and the right to leave in connection with the care of children has been extended.

### Competence development

An additional NOK 2 million will be allocated for training pursuant to the renegotiated main agreement for general strengthening of the cooperation between the parties and the work on co-determination.

The strengthening is in addition to funding for competence, co-determination and restructuring work in the state.

* + Protocol submissions on further work on travel time, home office, requesting wage slippage, position code system and sustainability/environment

## Assessment of the arbitration result

The negotiation committee, Unio state, recommends the mediation result, and emphasizes :

* + An economic framework for the settlement of 3.84 per cent that is above the front line and contributes to recovering some of the backlog.
  + New main collective agreement for the education groups in the state together with the academics who want to ensure Unio greater freedom of action over the pay mass of our members.
  + A new and simplified wage system with two wage ladders that ensures large member groups an automatic wage development and is based on seniority in position code. When changing the position code or hiring in a new position, you start over in the pay ladder.
  + Accumulated rights have been safeguarded and strengthened through changes in the joint provisions and an increase in the disadvantage increases.
  + Improvements in the local bargaining provisions that better ensure equal parties and good opportunities to provide general additions locally.
  + Extension of negotiation provisions in the event of reorganizations
  + Ensured good statisticalwork to carry out good negotiations both locally and centrally.
  + Secured work ahead in several areas that are important to Unios members, such as

travel time and home office. The work shall be completed well in advance of the main collective agreement in 2024, and will form the basis for any changes to the collective agreement.

## Recommendation of the Negotiation Committee

### With this, the Unio State Negotiation Committee sets out the main tariff agreement in the state per. May 1, 2022 - Members vote with a clear recommendation to vote YES.



Guro Elisabeth Lind Andrea Mandt

Negotiation Manager Senior Advisor

Unio State Unio State