

OK21 – The State

New 3 year collective agreement from April 1, 2021

Economy

	1.4.2021	1.10.2021	1.4.2022	1.10.2022	1.4.2023	1.10.2023	I alt
General salary improvements	0,80	0,30	1,19	0,30	1,48	0,35	4,42
Implementation of new regulatory scheme	0,00	0,00	0,36	0,00	0,27	0,00	0,63
Total increases	0,80	0,30	1,55	0,30	1,75	0,35	5,05
Special purposes	0,00	0,00	0,20	0,00	0,00	0,00	0,20
Total collected increases	0,80	0,30	1,75	0,30	1,75	0,35	5,25
Excess increases	0,50	0,00	0,50	0,00	0,50	0,00	1,50
Total economic frame	1,30	0,30	2,25	0,30	2,25	0,35	6,75

The expected price development in this period is 3.95% according to DØR, the Finance Ministry expects an inflation of 4.4% during the period.

Economy– continued

- The regulatory scheme will continue, and it is still symmetrical
- Funds for special purposes:
 - Senior bonus effective from 62 years old– can be converted to two extra days off or an extra pension contribution
 - The state competencies fund will be continued
 - Breavement leave, the right to salaried leave for up to 26 weeks for both parents
 - The availability supplement towards pensions is raised from 9% to 12.5%
 - The highest salary level for those with a bachelor's degree is raised from 5 to 6
 - Continuation of leadership training in psychosocial work environments
 - Increase of base salary in the framework agreement for leadership positions





Green transformation

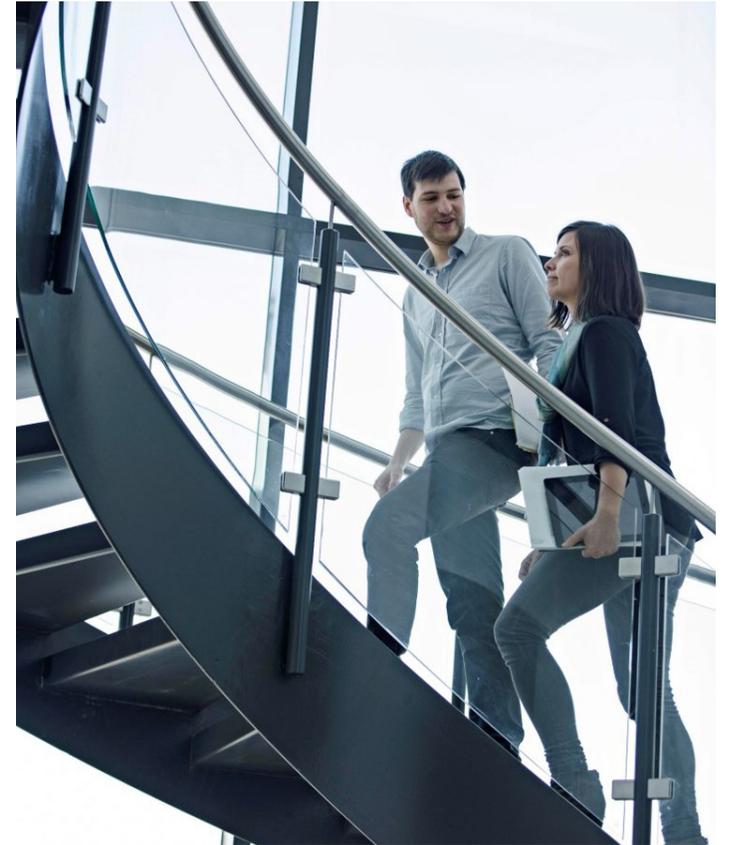
- Focus on the green transformation in
 - Current and future approaches to tasks
 - Interior design of state workplaces
- Dialogue in the Cooperation Committee on workplaces' green transformation and climate change mitigation





On boarding for new graduates

- Agreement on a time limited project that will contribute with inspiration to concrete content
- Attention to the on boarding of new graduates included in the collective agreement





Senior

- Senior bonus from and including the calendar year when one turns 62, goes into effect from April 1, 2022
 - Bonus per year 0.8% of yearly salary
 - Can be converted to two extra days off
 - Can be paid as an extra pension contribution
- Focus on retaining seniors through personnel policies

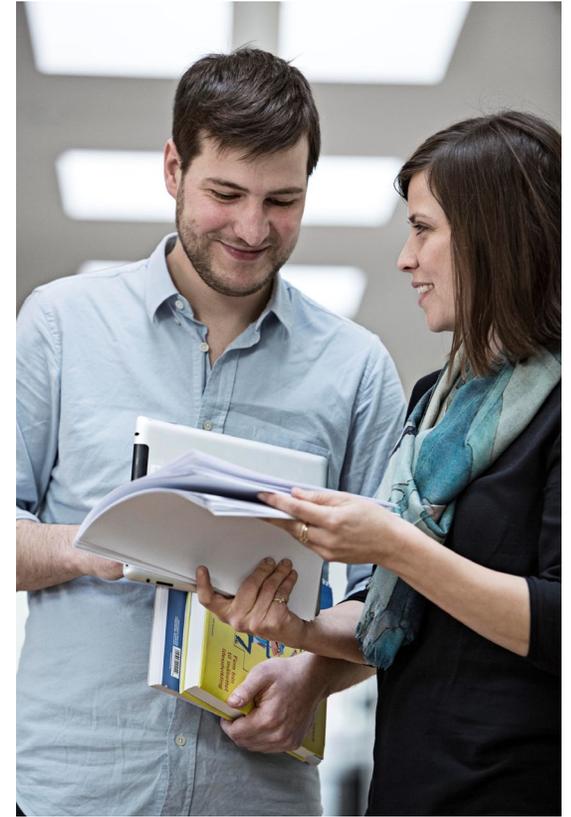




Union representatives

- Discussion between union representatives and leadership about time for union tasks
- Discussion of potential reduction of usual assignments
- Purpose: to ensure the necessary time

- Strengthened right to salary information at annual salary negotiations





Strengthening of local cooperation

- Clarification of employee involvement in connection with tenders, re-tenders, and outsourcing in the SU agreement
- Revision of the brief on the SU agreement's provisions for leadership's obligation to provide information and allow discussion in the Cooperation Committee – must ensure proportionality between the amount of information and its content, to the point in time when the material is delivered
- Extra grant of 1 million kroner per year to the Cooperation Secretariat





New AC organisations and educations

- Occupational therapists
- Physiotherapists
- Midwives
- Construction workers
 - Both those with professional Bachelors' and Masters' degrees are included in the collective agreement
- And collective agreement coverage of new 1-year Masters
 - There are new 1 year Masters programmes on the way, which are expected to be offered from the summer of 2021, which will get salary level 2-7

University colleges, business academies and others

- A set of frameworks are agreed upon, which will help to ensure teachers and others a more balanced workload and create more openness and transparency in the planning of working hours.
 - Continuous dialogue between leaders and teachers, and the approval of time usage at least every quarter
 - Discussion of the extent of the work, if it exceeds the normal working hours in a quarter
 - Discussion of assignment portfolio and the expected extent of the tasks with the individual teacher, with the goal of ensuring a proportionality between assignments and time
 - Discussion between leadership and union representative of the norm period's collected time usage based on the teachers' time registration
 - Union representatives should receive information on the collected time usage compared to leadership's time budgets
- Salary and terms of employment are agreed upon for the employees who are completing a researcher education to obtain a PhD



Higher education and research institutions

- Collective agreement coverage of teaching assistants at the universities
- Better parental leave for researchers in educational positions (PhDs, post-docs and adjuncts)
- Supplements to associate professors in the promotion programme, 45,437 kr annually (2012 level)
- Increase of supplements to associate professors, senior researchers, and senior advisers, increased by 2,182 kr annually (2012 level)





Vote on the result

- Vote among all members in DM employed in the state, region, or municipality during the period of March 16-28
 - In the voting period we will happily, as always, come to club meetings
- On April 21 the vote result will be announced

