

# Main salary negotiations 2022

Forskerforbundet USN

23.08.22



SKIFTE AVTALE: Unio og forhandlingsleder Guro Lind går nå inn i samme tariffavtale som Akademikerne i staten.

 Ole Palmstrøm

## Unio og Akademikerne går sammen

Unios ambisjon om å finne sammen med Akademikerne ble fullført under meklinga i statsoppgjøret.

Da forhandlingene i statsoppgjøret startet i april, annonserte Unio stat at deres hovedmål var å danne en ny avtale sammen med Akademikerne.



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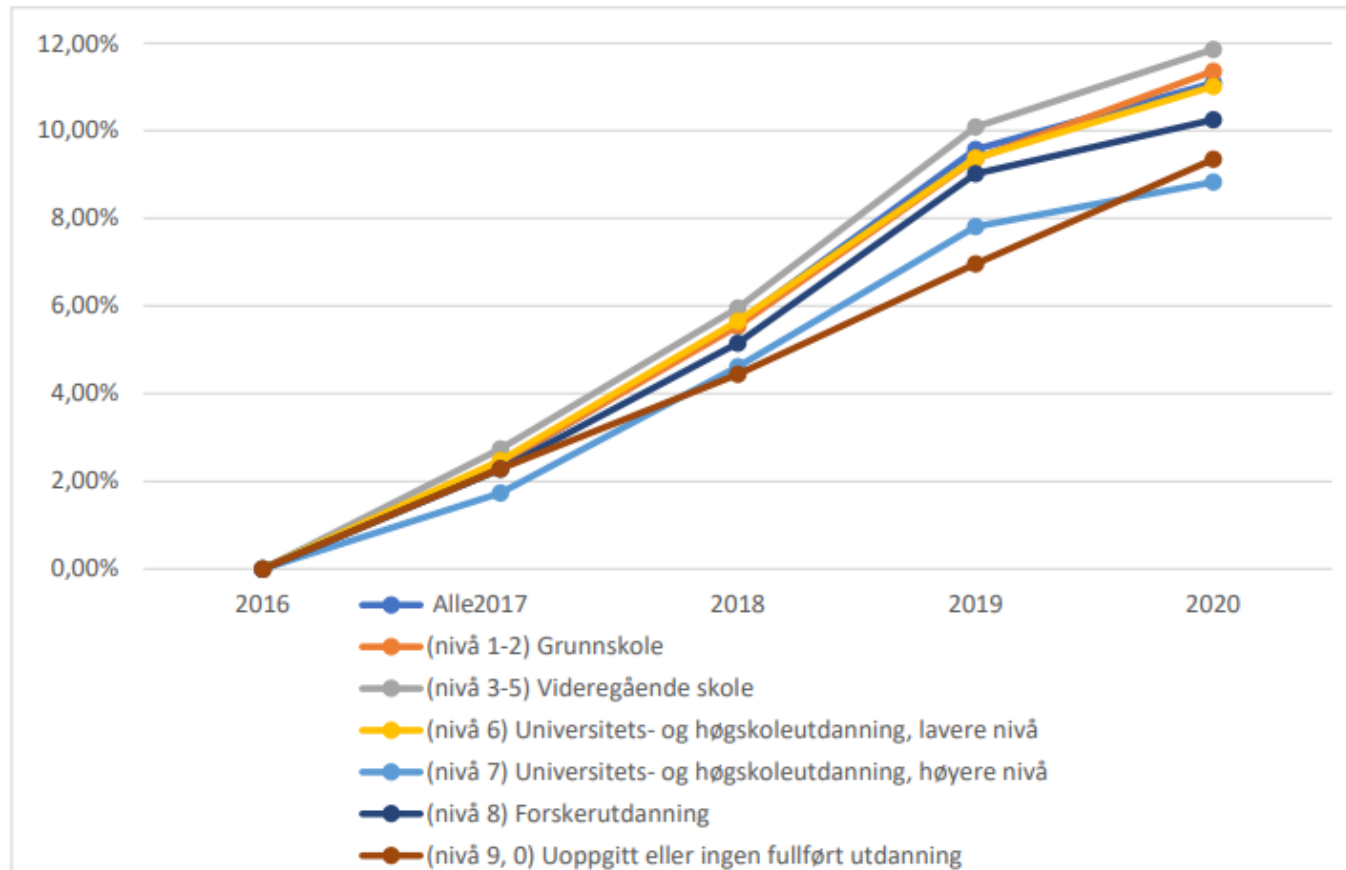
# Reasons for Unio to change deal

- Long-term educated (MA, PhD) have had poor salary increase compared to short-term educated
- Researchers employed by the state have had poorer salary increase compared to researchers working the private sector



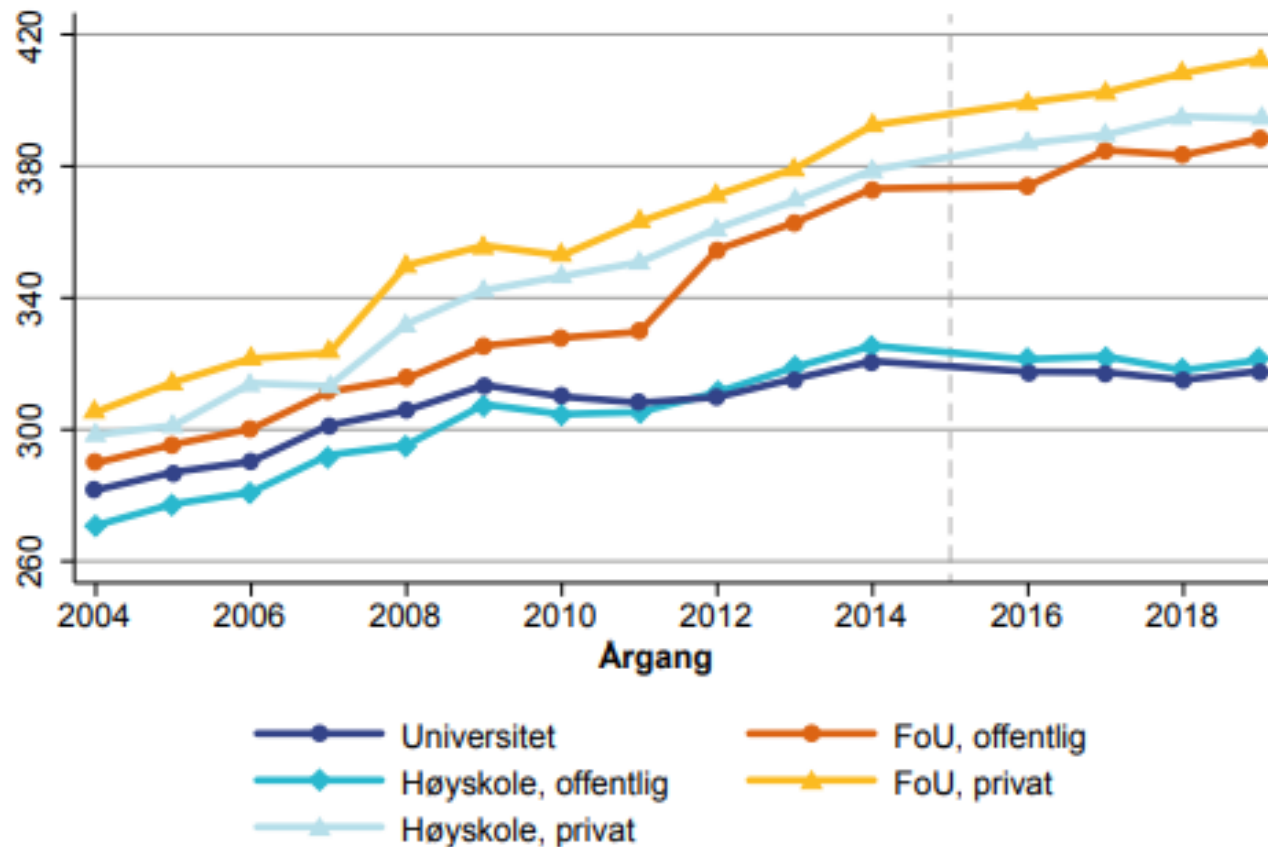
# Salary increase for various groups

Figur 1. Gjennomsnittlig månedslønn fra basisåret 2016 til 2020 etter utdanningsnivå. Prosent.



Rapport 2021:5, Institutt for samfunnsforskning

Figur 4.2 Gjennomsnittlig reallønnsutvikling innenfor ulike forskergrupper, korrigert



# What is new?

- Unio and Akademikerne have the biggest contract in the state sector
- Collaboration with Akademikerne means local salary negotiations
- Can negotiate both general and individual increase
- New ladders for salary development (seniority comes in addition)
- No more salary levels («lønnstrinn»)
- The non-members will follow our contract
- Employer shall consider «re-circulated» salary, discuss general salary compensation /group-wise and/or individual

# Ladders for salary development



- PhD candidates: min 501 200 kr, 3% annual increase for 4 years
- Short ladder: 1,1% annual increase for 10 years
- Long ladder: 1,1% annual increase for 10 years, 0,55% for 6 years

# Seniority



- Only part of the position
- All the positions that are part of «long» or «short» list, have to be placed on a ladder
- Exception: if you negotiate a better salary than above the 10 year average



## Long

- 1065 Konsulent
- 1410 Bibliotekar
- 1411 Avdelingsingeniør ++
- 1108 Forsker
- 1358 Statsmeteorolog
- 1008/1009 UH-lektor
- 1010 Amanuensis
- 1199 Universitetsbibliotekar

## Short

- 1408 Førstekonsulent
- 1085 Avdelingsingeniør
- 1109 Forsker
- 1011 Førsteamanuensis
- 1198 Førstelektor
- 1352 Postdoktor
- 1200 Førstebibliotekar

## Example

Associate Professor (PhD), short ladder

- Average salary when employed: 706 600 kr
- General annual increase: 1,24%
- Individual increase: 10 000 kr after 3 and 6 years

Salary after 10 years, old deal: **821.069 kr (16,2%)**

Salary after 10 years, new deal: **913.633 (29,3%)**

# Signals from FF centrally

- Establish minimum salary for BA, MA and PhD
- Gender, racial and other equalities
- Local union representatives' salary

# 2022 salary negotiations

- Annual framework: 3,84%
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- Local framework: 2,46% (from May 1st)  
Deadline 31.10.22

## Local policies

- Local salary policy (19.8.21)
- FF salary policy (21.10.21)
- Discussions in the local board
- Discussions with you (22.08/23.08)
- Delegation
- Collaboration with other trade unions.

# Knowledge and facts

- USN's local policy
- Statistics
- Comparable groups – BA, MA, PhD
- Administrative and scientific positions.

# What should the principles be?

- General increase – if yes, how many % of 2.46?
- Group(s) – if yes, which one(s)?
- Individual increase – if yes, how many % of 2.46?
- Within group(s)?
- Certain persons?
- Transitions.

## Negotiations with USN's leadership

- Equal partners
- Confidentiality
- Priorities
- Alliances (with other trade unions)
- 3-year-perspective on salary development
- Distribution to our members
- Nothing is finished before 01.11.22.



## Important dates

- 29.8: Initial meeting with USN's leadership
- 30.8: Info about local salary negotiations
- 19.9: Deadline for individual forms (if opened up)
- 6.10: Union delivers the lists to the leadership
- 14.10: Negotiations start
- 31.10: Negotiations end.