

## 2.5 Local Salary Negotiations

### 2.5.1 Annual negotiations

Local negotiations are conducted at the place of negotiation, cf. Section 2.2, if one of the following conditions are met:

- a) Centrally allocated funds are provided to local negotiations. KMD calculates the funds for the individual negotiating location, listed in Appendix 2. The funds are distributed proportionally to the annual salary, unless otherwise agreed between KMD and academics.
- b) The employer's side allocates extra financial resources.

With effect from 1 May 2018, KMD and Akademikerne agree that it is being negotiated locally within a frame of 2.8% per that date of the total payroll.

The negotiations must be closed by October 31<sup>st</sup>, 2018.

If the negotiations are delegated, the parties agree at the place of negotiation set out in Appendix 2 on the size of the funds. If there is no agreement, the funds are distributed proportionally after annual salary. A summary from the meeting shall be recorded in writing.

Employees with paid leave are also covered by the negotiations, and their wage shall be assessed.

Employees who have returned after parental leave without pay, cf. Section 12-5 of the Working Environment Act, or family care leave without salary, cf. the common provisions section 20 no. 7, should also be considered salary-wise, if they returned before the salary effective from date.

### 2.5.2 Annual wage regulation for managers

The Ministry of Education or the company's board determines wage change for the company's top manager.

Salary change for executives at the next level of management is determined by the top manager in the business after agreement with the negotiating organizations. Even if the parties cannot agree, the dispute cannot be appealed. The employer's last offer will then apply.

Wage changes affect coverage on the enterprise's budget, out of the centrally disposed of funds, cf. Section 2.5.1, letter a (above).

The [Local wage policy](#) is the norm in assessing wage change for managers. Other reasons for the assessment of the manager's salary may be goals achieved, the performance of good management, significant organizational changes and the need to retain qualified labor, etc.

Salary adjustment can only be made in connection with local negotiations after item 2.5.1 (above), or when conditions for salary change on special grounds, item 2.5.3 (below) are present.

### 2.5.3 Specific grounds

1. The parties at the place of negotiation, see section 2.2, may conduct negotiations if:
  - a. There have been significant changes in the conditions underlying the determination of the salary of the position/the employee salary.  
Note:  
Negotiation demands based on paragraph 1a) above should be documented by a job description/job assessment or information that otherwise makes it possible to measure the changes in the assigned tasks.
  - b. Are planned or implemented measures that lead to increased efficiency, productivity, simplification or better user orientation. The employer defines the objectives of the measure and the size of the provision. The parties negotiate the distribution of the provision between the employees who contributed to the measure.
  - c. Have been reorganized / organizational changes where two or more businesses / operating units have merged and where it has as a result unjustified pay differentials occurred. Negotiations cover coverage business budget.
2. In agreement with the elected representatives, a temporary or permanent salary change may be granted to an employee or group of employees when there are special difficulties in recruiting or retaining specially qualified labor, or when they have done an extraordinary effort. If the parties do not agree, the dispute cannot be appealed. The employer's last offer will then apply. Written notes from the meeting shall be recorded.
3. Where documented difference in pay cannot be explained by anything other than gender, the employer shall in consultation with the elected representatives adjust the under-paid according to Section 34 of the Gender Equality and Discrimination Act. Written notes from the meeting shall be recorded.

### 2.5.4 Instruments

Based on Sections 2.5.1, 2.5.2 and 2.5.3, the following instruments may be used:

- a) General addition to all employees.
- b) Additions to a Group.
- c) Individual additions.
- d) Moving employees from a wages ladder to direct salary placement.**
- e) Change the position/title code.
- f) Agreement on minimum wage for workers with special duties, workplace and similar.
- g) Create and modify salary agreements.

The instruments in letters a) to c) may be permanent, the instruments in letters b) and c) may also be for a specific time period.

### 2.5.5 Employment in a vacant position, etc.

1. Before announcing a vacancy, elected union representatives appointed in the Organization / Unit / Work Area shall be informed about the salary range that the position will be announced with. The union representatives may demand to discuss the salary placement.
2. Salary placement must take into account equal pay for equal work.
3. The employer shall within 12 months after employment and upon transition from temporary to permanent employment, assess the employee's wage determination again.  
Union representatives shall be given an annual overview of the use of 2.5.5-3 in the business.

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*Translated to English from*

[https://www.regjeringen.no/contentassets/43efadcb4e394a5fa57176b00f7b07ea/2018/hovedtariffavtalen\\_2018-20\\_akademikerne.pdf#page=7](https://www.regjeringen.no/contentassets/43efadcb4e394a5fa57176b00f7b07ea/2018/hovedtariffavtalen_2018-20_akademikerne.pdf#page=7)

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