



AUTUMN

Evaluation of the annual pay negotiation process by Liaison Committees and in management.

06



DECEMBER

The senior management team decides on an overall pay negotiation budget, after discussion in the Main Liaison Committee (HSU).

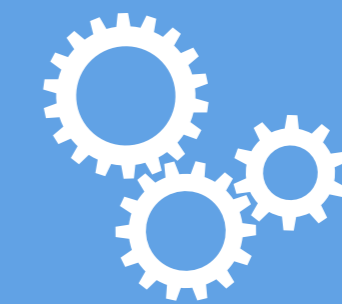
01



MARCH - JUNE

Negotiations are conducted, and the results are announced.

05



JANUARY

The local HR departments provides union representatives and negotiating managers with salary data.

02



PRIMO MARCH

The local HR departments provides union representatives and negotiating managers with employee motivations, incorporated in salary data reports.

04



FEBRUARY

Employees can submit their motivation for receiving a pay increase in mitHR.

03

Annual cycle for pay negotiations