

Overall time frame for pay negotiations 2020

The local process for pay negotiations is to be scheduled within the overall time frame below.

Time	Activity
December 2019	The senior management team determines the budget for salary negotiations 2020, which is discussed in the Main Liaison Committee (HSU).
January- February 2020	Local scheduling of the pay negotiation process (preparation work in the liaison committees) including <ul style="list-style-type: none"> - Definition of the period allocated to preparation work - Definition of the period allocated to negotiations - Definition of the process for information to the employees about the result of the negotiations
3 February – 24 February 2020	During this period, employees can submit the information which is to be used during the pay negotiation process, and employees who are negotiating on their own behalf can submit their request for negotiation. Deadline: 24 February 2020
February – June 2020	Preparation and negotiation period Sufficient time for preparation is allocated locally. When the managers and the union representatives who are part of the negotiations are ready, the pay negotiations can begin. The negotiation period may therefore vary from one part of the organisation to another. The employees are informed about the result of the negotiations in accordance with the process defined by the liaison committees. The agreed pay increases will be disbursed immediately thereafter.
After the pay negotiations are over	Evaluation of the pay negotiations, including discussion and possible definition of criteria for pay negotiations 2021.