

The Collective Agreement for the University Sector

Wage raises:

- The agreement period: April 1, 2022–March 31, 2024; however, the agreement may be terminated by March 31, 2023, should the parties be unable to reach an agreement on the wage raises for the year 2023.
- A general raise on June 1, 2022, by 1.45 %
- A local lot on December 1, 2022, by 0.45 %
- The local lots by the employer's discretion to the job-specific pay components together with job-requirement addition, or to the individual pay
- Euro-amount related salaries (other than in the universities salary system) will be raised according to the cost-effect on June 1, 2022 (1.45 %), and on December 1, 2022 (0.45 %)
- The academy professors' and academy researchers' salaries will be adjusted by general raises and local lots.
- The shop stewards' and safety representatives' fees will be raised on June 1, 2022, by 1.9 %

Family leave reform (as of August 1, 2022):

- Paid pregnancy compensation period (40 day) + paid parental leave (32 day + 32 day)
- The right to maternity and parental compensation transfers to the employer for the period of paid maternity and parental leave, also for the so-called calculated annual leave starting on June 16.
- Family leaves must be considered in the work plan.

Holiday allowance deduction upon resignation (as of August 1, 2022):

- Half of the holiday allowance will be paid upon termination of the employment relationship, if the employment relationship ends:
 - by cancellation by the employee herself/himself due to the probation period
 - by resignation of the employee for other reasons than retirement
 - by deeming the employment contract cancelled, or
 - by termination or cancellation of the employment contract on grounds related to the employee's person; however, not when the termination grounds are due to the employee's substantial and long-term impairment of working capacity.

Additionally, the following workgroups were agreed upon:

The Main Group and the Education Group

The Statistics Workgroup