

## **Collective Agreement for Universities**

The collective agreement will enter into force on 21 May 2025 and will remain in force until 31 March 2028. The parties may terminate the collective agreement so that it expires on 31 March 2027.

The new collective agreement includes a salary increase solution in which wages will increase by 7.8%, a working group for the development of the salary system, and the possibility to agree locally on the principles concerning total working hours.

### **General increases**

The general increase as of 1 July 2025 is 2.5%.

The general increase as of 1 June 2026 is 2.2%.

The general increase as of 1 June 2027 is 2.0%.

### **Local amount**

The local amount as of 1 December 2026 is 0.3%.

The local amount as of 1 December 2027 is 0.4%.

As of 1 January 2027, the development allowance reserved for the development of the salary system is 0.4%. If the salary system working group does not reach a solution, the employer will decide on the use of the development allowance as a local amount of 0.4% as of 1 December 2026.

The use of the local amount will be discussed with the chief shop stewards, and the local amount will be allocated at the employer's discretion to the job-related salary elements including job requirement bonuses valid until further notice, or to the personal salary element.

Salaries in euros (other than salaries of the salary system for universities) will be increased by 2.5% as of 1 August 2025, by 2.9% as of 1 July 2026 and by 2.4% as of 1 July 2027. Aalto University has its own local salary system agreement, and the chief shop steward negotiates with the employer on the pay rises of the people covered by the system.

The remuneration of the shop stewards and labour protection delegates will be increased by 2.5% as of 1 July 2025, by 2.9% as of 1 June 2026 and by 2.4% as of 1 June 2027.

### **Working groups and text changes**

The aim of the salary system working groups is to develop regulations concerning the salary systems of teaching and research staff and other expert and support staff. Unless otherwise agreed, the changes will enter into force on 1 January 2027.

The task of the working group on statistics is to address the common knowledge base as well as questions of production and reliability of statistics.

The provisions on total working time have been specified, technical amendments have been made to the collective agreement and the name of the collective agreement has been changed to the Collective Agreement for Universities.

### **Future project of the collective agreement for universities 2025–2030**

The aim of the project is to create a common picture of the future of work at universities. More detailed objectives and a suitable method of implementation as well as forms of dialogue will be decided between the parties.

## **Experimentation on total working time**

The parties emphasise the importance of work plans as part of the planning of university work and the management of one's own work. The work plan accounts all the work, including supervisory work, that the employee is supposed to do during the school year.

The principles, recommendations and guidelines concerning work plans vary by university and unit. If necessary, the local parties, i.e. JUKO's chief shop steward/shop steward and the employer's representative, confirm the jointly agreed principles in a local agreement. The parties can also jointly state that the university will continue to use its current practices.

If no local agreement has been made locally or the parties disagree on whether the practices need to be reformed, the university or its unit will try out a working time experiment from 1 August 2026 to 31 July 2028. During the trial, the provisions of the collective agreement on the principles concerning the work plan or the maximum number of hours of contact teaching will not be complied with.

Teaching tasks include different forms of teaching and supervision, regardless of how they are organised, their preparation and follow-up work, teachers' joint teaching, field courses, laboratory teaching, the development of teaching, and the development and utilisation of new learning environments.

Unless otherwise agreed locally, the experiment will apply the following ranges for teaching tasks:

- 1) In teaching-oriented positions, teaching duties may account for 50–70% of the total working time per academic year.
- 2) Professors may have teaching duties ranging from 10% to 40% of their total working time per academic year. If the supervision of doctoral dissertations is considered a teaching task at the university, the number of teaching tasks may be 10 percentage points higher, i.e. a maximum of 50% of working hours.
  - Professors typically have research duties for 30–70% of their total working time. With regard to professors, the employer must ensure that they have enough time to take care of their duties according to the Universities Act.
- 3) In teaching positions that do not include research, teaching duties may account for 70–90% of the total working time.

During the coming agreement periods, the parties will monitor the effectiveness of local practices and agreements concerning work plans, as well as the experiences and observations gained from the total working time experiment. The experiment will continue until the end of the academic year 31 August 2027.

For more information on the new collective agreement, please contact the Office of the Finnish Union of University Professors and university shop stewards.