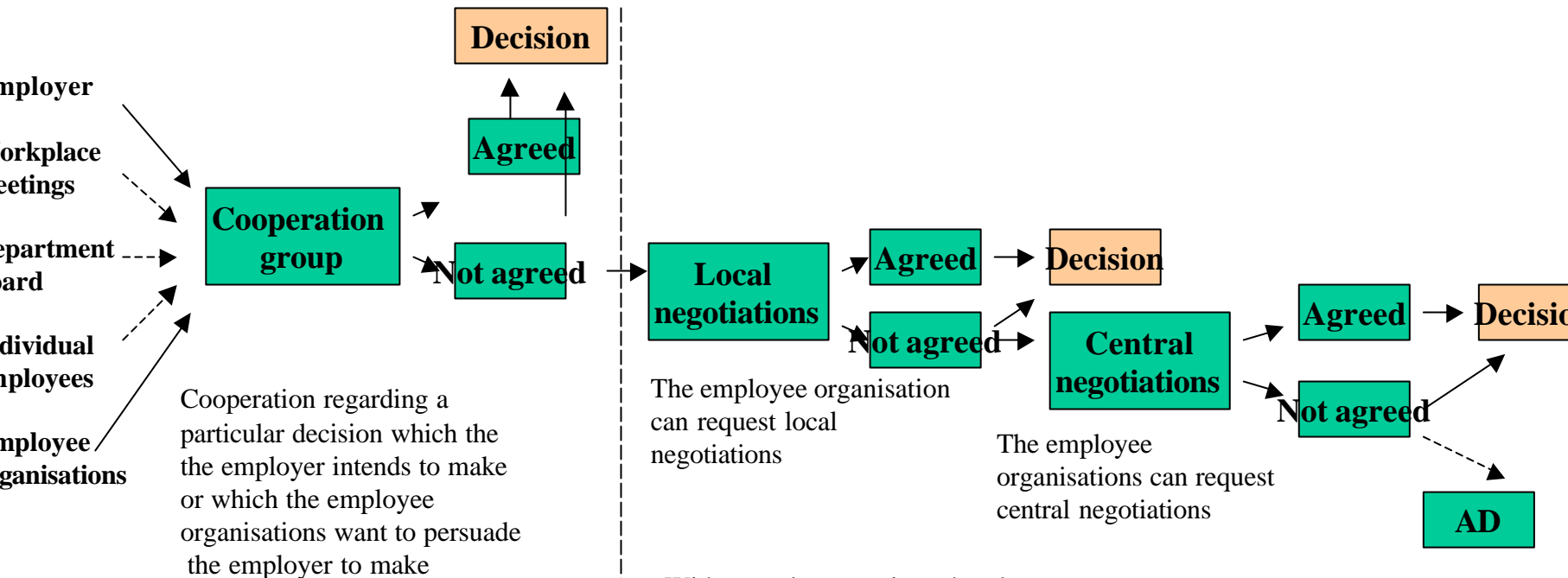


Flowchart for cooperation and negotiation procedure



Cooperation regarding a particular decision which the the employer intends to make or which the employee organisations want to persuade the employer to make

The employee organisation can request local negotiations

The employee organisations can request central negotiations

With regard to questions that do not concern the interpretation of agreements etc., the matter cannot be proceeded with after central negotiations. An example of a matter of this kind is reorganisation.

With regard to negotiations concerning a dispute, the interpretation of an agreement etc, the matter can be referred to AD for a final decision. An example of a matter of this kind is interpretation of the Employment Act.

Questions of cooperation can be initiated by the employer, the employee organisations, the departmental board, at workplace meetings or via individual employees.