Flowchart for cooperation and negotiation procedure

Employer
Workplace meetings
Department board
Individual employees
Employee organisations

Cooperation group
Agreed
Not agreed

Local negotiations
Agreed → Decision
Not agreed → Central negotiations

Central negotiations
Agreed → Decision
Not agreed → AD

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.

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

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.