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The FNV and NU'91 trade unions have negotiated a new collective agreement that provides for a 3% pay increase for workers in maternity care. The last collective agreement actually expired on 1 January this year but bargaining has been difficult not just because of the COVID-19 pandemic but also because the unions are looking for key improvements on work-life balance and on-call time which the employers are reluctant to agree. As a result the agreement is only for this calendar year. It also includes a 1.5% increase on the end-of-year bonus taking from 6.2% to 7.7% of salary and there is a one-off lump sum of EUR 105. Bargaining for the next collective agreement will include discussions on work-life balance and how to address the unpredictability of working hours.

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