



Board Meeting 004 /2019 - Minutes

Date: September 4, 09.00 - 12.00

Place: Dragvoll, Building 11, Level 5, 11563

Present: Angelina Pepper, Matti Veroni, Elodie Besnier, Davit Giglashvili, Erland Årstøl, Lisa Tietze, Masab Annaqeeb.

Invited speakers: Sigrid Rønneberg (Tekna representatives),

Per Kristian Røkkum Berge & Karoline Abildsnes (Student parlament / Studenttinget)

Referent: Line Løkås

Agenda

Welcome

- Angelina wishes everyone welcome

Quick check-in/ update from each board member: How do you do?

- Round around the table, everyone checks in.

Welcome to our new DION consultant Line Løkås

- Line will be filling in for Kine and she can assist in booking rooms, ordering food, helping with arrangements etc.

Cases

Issue of Salary Negotiations for PhD Candidates at NTNU / Sigrid

On Friday August 9, DION received an email inquiry about the recent salary negotiations for PhDs at NTNU. The outcome seemed somewhat unfair as PhD hired recently had a higher salary as “older” PhD candidates. We invite representatives from Tekna to discuss this issue as well as the next steps with us.

- The salary negotiations lies between the employer and the union, which will have to come to an agreement. If an agreement is not met the government enters into the debate and will try to create an arrangement that both parties can accept.
- The union, in this case Tekna, negotiates the salary for the union member. It is more difficult to negotiate for temporary employees. NTNU is not positive to negotiation for this group of employees.
- Q: Is it a conflict when the employer is a governmental sector and not the private sector? Tekna does not see this as a potential conflict because NTNU is a pure governmental institution.
- A few years ago the minimum salary was at 436 000 NOK , it was increased to 450 000 NOK last year, and this year it has been raised to 480 000 NOK. The government has decided that this is the minimum wage, but there is not enough money to get all the PhDs the new salary. Tekna says that this is a victory because there has not been a raise since 2012. The PhD salary now is closer to the private sector. It may seem a bit unfair now but this is a big win for all coming PhDs and in a longer term this will benefit you because you can argue a higher salary when you start to work. This is a set law from the government.
- If the money is distributed equally amongst all the PhDs, it will give a flat line, meaning that if every employee gets 2% increase no one will get a raise since the money will already be spent.
- Q: is it one sum of money for PhDs, one sum of money for postdoc and so forth? Tekna replies that the negotiation is for all employees, and all negotiate for the same money. The negotiations vary from individual negotiations to groups. For temporary employees it is more common to negotiate in groups.
- Q: Why are the unions not more engaged with arguing for the PhDs at this moment? Tekna replies that any negotiation normally has a perspective of a 10year period. With a long perspective in mind, you fight for the coming PhDs also, and those of you that did not get the new minimum wage, will benefit from getting a 3% yearly increase and a higher salary for your upcoming jobs.
- It is profitable to be a part of the union because you will generally get more in return like the 3% salary increase every year for all PhDs, if you additionally get 2% increase you will get a 5% raise which is not the situation for anyone else at NTNU. Your 3% salary increase every year will eventually make you rise above the salary level of the new PhDs. The new minimum salary is indeed higher but they will not get the 3% yearly increase that you get.
- Q: Is this for Tekna members? Tekna replies Yes. Tekna's deal might be different from other unions. Some unions may use a fixed increase to even out the difference while Tekna members will get a 3% raise. Tekna also distributes all the money locally. Tekna negotiates a 3year timeframe for PhDs, any other

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negotiation is in a 10year perspective. The plan is to increase everyone to come above the new salary increase.

- What can DION do: For questions -DION should be careful in communicating the effects of the new wage, advise them to go to your union representatives and ask them, find out what your union is doing. DION can write about the conversation with Tekna on the website and urge people to contact their union for specific detail and negation powers. DION does not have the mandate to negotiate.
- The new minimum wage does not effect postdoc's.
- Union members not in Akademikerne, get the ladder system that increase amounts to approximately 3%, the level is set by the government to meet equal pay. These unions negotiate for their own members, such as Forskerforbundet, NTL or LO.
- Q: Have you done the math on what will be the increase for everyone? Tekna answers yes, and this will empty the pot for now and forward. If you think in a longer term, you will get much more in effect.
- NTNU can increase everyone's salary if they want to but they are keeping the salaries at a minimum wage salary.
- DION can argue this in meetings with Deans, we can demonstrate the value of short-term work force. Short term employees are worth more.
- Rune in Tekna can give an overview of what your salary and raises.
- NTNU does not informed on the contracts which ladder step you are on, and what will be your increases. They should inform better and not withhold information that is important.
- Try to get HR, Arne Hestnes, to attend a DION meeting. He is the one that the unions are negotiating with.
- Erland will write a newsletter to post on the website.
- Sigrid will wash the text before publishing.

How could DION cooperate with Studenttinget?

Per Kristian and Karoline reached out to DION to address a better communication between the Studenttinget and DION.

- Student parliament is the highest student body and decides what the student representatives should address to the NTNU faculties. Local student parliaments in Gjøvik og Ålesund.
- Letter of intent from 2013 to collaborate. DION was historically funded from the budget of the student parliament, and now DION is funded by NTNU. The letter of intent probably stems from this relation.
- Reflections and thoughts on how a collaboration will benefit us?

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- Let students know about DION and what we do. It is beneficial for students to know DION, mainly focus on master students.
 - If the Student parliament is aware of any problems in the student's education, DION might be able to help figure out the best course of action.
 - Create arrangements that argues the possibility of staying in Akademika and take a PhD, pointing out the value of a PhD for master students.
 - PHD Grand Prix where the different compartments/groups present what they are working on. Popular science talks. Popular scientific communication at biochemistry institute, could this be interesting for master students?
 - On-boarding, off-boarding information needs more focus. Career after PhD is still actual stuff for master students. DION can invite the Student parliament to arrangements.
 - Quality of teaching also effects PhDs, establish a communication line with the students. PhDs are generally overworked with teaching. We can work at both sides, get both perspectives and see if there is something we can enhance.
- Student parliament Elections in April/May elected for 1 year. The same election time in DION.
 - International employees do not get enough information. Exchange students receive a lot of information and help that one does not get as an employee. DION can argue to create a mandatory to have, start-up document, that contains useful information to new employees. Currently, we do not have access to new employees and miss out on getting the system better.
 - Student parliament works politically and does not have contact with the students regarding student plans going forth a PhD.
 - What are the main topics at the Student parliament this upcoming year?
 - Practical education is not working properly
 - Campus location.
 - An ad hoc dialog between DION and the Student parliament can be good since there is no clear collaboration projects right now.

Email Inquiries update/ Erland & Mattia

- One student sent an inquiry and needed advice, but except for that it has been quiet over the summer.
- Emails regarding the new minimum wage situation.
- One request for a ski day, it is not replied yet. The board is not approving ski day. Can inform that in Sweden they have student discount and PhDs are classified as students in Sweden.
- Changing supervisor is a topic to address. It is difficult to do, especially if you want to change department. The supervisors apply for a grant and get funds for a PhD, so it is thereby not easy to change. Please consider other course of actions before trying to change supervisors. It is mainly a good idea to talk to the main supervisor,

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another solution may be that the co-supervisor takes a more active role? Contact HR to assist in the communication. DION is not a leading and mediating entity, we be present at meetings, but we are not a legal help, more like a moral support. Ombudsmann is for students and not for short time employees.

- Library did not reply on email to set an appointment regarding the possibility to use the medical library as a place for future arrangements.

Update on homepage/ Erland & Elodie

- Smashing new homepage!!! Some changes to the sign and structure of the page. Erland is still working to simplify the page, we are now using “how can we help” category’s instead of general information. Cutting information that has no real purpose and washing the English language!
- Categories are following what we discussed last time. Created sections on past events and arrangements. All the material and videos are at the same place. The newsletter is not on the web page now, but on SharePoint.
- If anyone wants changes to the site, contact Erland or Elodie.
- On the left side there is some empty space, can we place a box there that informs about upcoming events?
- Post on the website and link to Facebook, we will create events on both.

Update on past and future events:

- **DION in Gjøvik/ Davit**
 - 2 events, late September, beginning of October, board games. Happy hour shuffle board. Want more arrangements in the autumn since David is leaving December, to the beginning of March. Please see if you can recruit some to have arrangements while you are away.
- **Choir/ Mattia**
 - As of now there are few attendants. We want about 20 singers but are hopeful that we will recruit more.
 - Spread the word about the choir, Mattia will send an email tonight about which weekday we will select, probably Monday or Wednesday.
 - A closed Facebook group when we have the group, but to recruit we can have an open format and create Facebook events.
 - May have to pay for songs if we have a concert. Erland will look further into this.
- **Pride/ Musab**
 - 14th September is the date! We are registered and NTNU wants to walk with us.
 - DION have a banner and NTNU has their own banner for the parade.
 - Also want to have an event, maybe a queer movie night on September 12th

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- Happy hour 26/9? Check with the “Forsker grand prix” which is on the 26th or 27th
 - We have an Insta channel- we can have a challenge, #DION and give a prize for the best picture.
 - Twitter account is also up and running
- **Film Club/ Elodie**
 - License and copyright rights issue is not clear yet. It looks like we need to get a license.
 - What kind of film? International perspective from different countries. Musab and Mattia will send a list of possible movies.
 - We need to get the legal issues cleared before we publicize it on the site.
 - Hoping it will be up and running in October
- **Painting and Improv/ Angelina**
 - Contacted the painting instructor in Trondheim. 4000,- may seem expensive, it can be difficult to get participants, but all in all, it is a really good way to get creative.
 - Improv - Ok to do the Gibberish Workshop in October.
 - Will not publish in this newsletter, better for next.
- **Other**
 - Deadline is October 1st for the October newsletter.
 - Elodie will upload the application form for the grant.
 - Lisa have contacted the faculties for the meetings Monday 16th September, a few faculties have not answered yet, IE and Humanities.
 - Lisa want a PhD lunch together just to talk to each other, casual meeting where we provide cake, coffee and tea, create a sense of togetherness. Want to do this in November.

Other cases

- Contacted by a finished PhD which now works abroad. The PhD diploma is only issued in Norwegian it is expensive get the diploma in English. Can DION argue the case to have a more international focus? Bi-lingual or by default.
- Researchers committee, follow up? This may also be a case for the Student parliament to follow up for master and bachelor students?

Suggestion for the next DION board meeting

- Date for next meeting:
 - **October 4th at 9:00**

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