

Tampere University Association of Researchers and Teachers (TATTE)

ACTION PLAN FOR THE YEAR 2022

(Discussed at the board meeting on 3 November 2021. To be presented at the autumn assembly on 25 November 2021.)

1. The purpose of the operation of TATTE

TATTE is a trade union and a staff association which represents the interests of its members, supports their advancing attempts when practicing science and teaching and acts as a bond between the members. For this purpose, the association organises meetings, lectures and other similar events, makes statements and plans initiatives with other associations when possible and builds bridges towards the top management of the university.

2. The challenges and possibilities of the coming term

In the year 2022, the TATTE operating environment will be marked by the following matters:

Firstly, **after the merger of Tampere University, we still have not returned to a stable situation and the changes after the merger have continued to accelerate.** We will begin the term in a situation where the cooperation negotiations regarding the support service staff have presumably finished and the board has decided on new policies regarding the plans of the campus development. These are considerable changes that will surely affect the daily life of the people at the university in many ways in 2022.

Secondly, **the collective bargaining agreement will end at the end of March in 2022.** The negotiations are national, and on the local level TATTE will maintain readiness for strike and prepare for possible industrial action together with other trade unions and JUKO.

Thirdly, **the coronavirus pandemic will surely continue to influence the activities of people and organisations.** Even though it would seem like next year people will probably be able to work on-site somewhat freely, the Covid time has created new expectations for hybrid and remote teaching and work. Regarding interest representation, this can be seen for instance in the new way of highlighting the themes of remote work practices, office spaces and immaterial rights of teaching. In addition, it can be presumed that there are reservations regarding the face-to-face meetings of large numbers of people and, therefore, TATTE has to prepare for flexibility regarding organising events and meetings. On the other hand, the Covid time has proved that the opportunity to participate remotely might reach more people than meetings and events in person only. Continuing the hybrid model on a more permanent basis might be worth it to increase the participation rate.

3. The focal points of interest representation in the year 2022

3.1 The fair and proper working opportunities of researchers and teachers

The aim: The university as employer will treat fairly and properly all the employees regardless of their career phase and form of employment. The researchers and teachers prosper at their work, know their rights and are able to hold on to them. The rights and input of the grant researchers are recognised in the university community.

Being fair and proper are examined here from the perspective of organising the necessary requirements for doing the work, salary, the lawfulness of fixed-term contracts, following the collective bargaining agreement, agreements regarding immaterial rights, evaluating the demands and personal performance of the work and the opportunities to advance your career.

Actions on a local level:

- TATTE will keep in contact with the shop stewards of JUKO and members working in the bodies of the university and monitor what kind of problems and challenges are topical.
- On a local level, TATTE will bring forward the recommendations regarding fixed-term contracts and career models and the position of early career researchers at the university by The Finnish Union of University Researchers and Teachers (FUURT).
- TATTE will organise a questionnaire on the members' experiences of the salary systems of the university and strengthen the interest representation based on the results.
- TATTE will organise a panel which will discuss the prerequisites of practicing science in different environments both at the university as well as university of applied sciences.
- TATTE will communicate to its members regarding the problems of fair and proper working opportunities and organise a course of "academic self-defence".
- TATTE will keep contact with the top management of the university and inform them of themes that require developing.

Actions on a national level:

- TATTE will take a stand regarding interest representation questions in the board of FUURT and the working groups.
- Together with the union, in the spring of 2022 TATTE will organise association days focusing on interest representation.
- TATTE will be ready for strike and prepare for possible industrial action together with other trade unions at the university as well as JUKO before the collective bargaining.

3.2 The position of international researchers and teachers at Tampere University

The aim: The university will treat international researchers and teachers fairly and properly and recognises and acknowledges the special questions regarding their position. The international members of TATTE know their rights and are able to hold on to them.

Actions:

- TATTE will implement an influencing campaign in order to bring forward the development points discovered in the questionnaire in 2021.
- TATTE will organise a webinar in English for international researchers and teachers called "Working at the university – know your rights!".

3.3 Developing the decision-making practices and management systems of the Tampere University

The aim: The decision-making practices and management systems will be developed to respect the values and democracy of the university. The decision-making and management of the university will be open, logical and equal.

Actions on a local level:

- TATTE will ensure that the top management and bodies of the university are aware of the recommendations regarding advancing university democracy published by the end of 2021 by FUURT.
- For the purposes of influencing communication, TATTE will summarise the members' views on the significance of university democracy and the problems they have experienced acquired from the membership questionnaire in 2021.

4. Other internal operations of TATTE**4.1 The rules, the work of the board and decision-making**

The TATTE board exercises jurisdiction between the annual meetings and convenes approximately once a month. The board agrees on working practices and division of labour at the constitutive meeting in January.

The work of the board is supported by working groups, which are formed at the constitutive meeting. The working groups promote especially the themes related to the focus points of the term. For the working groups, there are specific tasks determined as well as possibly their own budget, within which they prepare things independently.

In the year 2022, the TATTE board will consider ways to better respond to the hopes and needs of the members. This is done using the following methods:

- The TATTE board will organise an internal workshop which will continue working on the themes of the member questionnaire completed in the end of 2021.
- A TATTE working group will prepare a rule reform which would acknowledge the changes needed in the member description. The new rules will be determined at the spring general meeting of TATTE.
- A TATTE working group will prepare new possible ways to take different humanitarian crises rising all over the world into account in its activities.
- TATTE will develop and try out a new way to organise quick surveys to include the members to get their opinions regarding topical matters to support the discussion with the top management of the university.

4.2 Recruitment and the well-being of the members

The future of TATTE relies on the members and active recruiting guarantees that the association remains operational. TATTE also wants to attend to the current members.

In the year 2022, the central ways to recruit members and attend to them are:

- TATTE will present its activities to doctoral students in the orientation day of the graduate school and attempt to develop the cooperation with the graduate school to arrange informal community events after the post-graduate studies.
- TATTE will actively inform people about the influencing work regarding themes to do with representing interests. The aim of this is to increase solidarity among researchers and teachers and increase faith in the future by giving attention to available solutions.
- TATTE will organise recreational activities for the members in connection with the spring and autumn general meetings and an after-work event a few times per year.
- TATTE will organise a traditional labour day event.
- TATTE will offer its members individual and group guidance.
- TATTE will award grants to the members and their work communities to support well-being at work.

The most important asset of TATTE consists of active board members, deputy members, shop stewards and TATTE members that represent the staff in different bodies and working groups of the university. The aim is that the TATTE membership is a simple, pleasant and meaningful way to participate in the development of the university for all people working as teachers, researchers and other academic experts at the Tampere University. TATTE recognises the unavoidable consequences of a work environment under pressure for the allocation of time resources to voluntary activities together.

In the year 2022, the active TATTE members will be supported by and given recognition to in the following ways:

- The TATTE board will aim for a fair, predictable and transparent work load division and communicate in a clear and controlled way. The work practices of the board will be agreed on together at the constitutive meeting.
- The TATTE assistant will take care of the practical matters, and the goal is that routine matters will take as little of the time of the active members as possible so that their input might better be utilised in organising content for the activities.
- TATTE will provide the board members and deputy members with training to help them with their work regarding association work according to their interests. TATTE will organise one or two trainings for all active members during the year to do with interest representation skills.
- TATTE will pay a small compensation to the board members, deputy members and working groups of the board according to the economic instructions. The board members and auditors who leave the board will be thanked in a small way.

4.3 Financial resources

The financial resources of TATTE are good. The financial strengthening of the association has been useful for the examining and development of the new university environment together with other associations. The funds will be carefully used to cover the basic activities and other costs of the association. The surplus has been used to direct resources as decided at the annual meetings of the association.

In the year 2022, a membership fee ceiling will be put into use. According to the calculations of the financial expert of the union, this will not significantly affect the income from the membership fees.

For several years, TATTE has invested some of its property. In the year 2022, the status of the investments will be investigated from the economic, ecological and social sustainability perspective, and a long-term plan will be made regarding the use of the property.

5. Communication

The basis of the communication of TATTE is functioning internal communication with the members, with the university community and nationally visible external communication. The association has their own website under FUURT and social media channels that are effectively used (Twitter and Facebook). Topical information will also be summarised in an electric newsletter sent a few times per year.

In the year 2022, the following parts will be developed regarding communication:

- The existing communication plan will be complemented and updated based on the results of the member questionnaire, completed at the end of 2021.
- The member communication will be developed based on the feedback received from the questionnaire by summarising the emails in two languages and by investing in the member letters.
- TATTE will be a guest administrator of the union Instagram for a period agreed on.
- The website will be developed by collecting the publications so that they are better available to the members and adding video introductions of interest representation.

6. Cooperation and networks

On a national level, TATTE is a member of The Finnish Union of University Researchers and Teachers (FUURT), which is a part of the Confederation of Unions for Professional and Managerial Staff in Finland (Akava). Via the membership of the union, TATTE is a member of The Negotiation Organisation for Public Sector Professionals (JUKO), which will negotiate the collective bargaining of the universities with the employee association.

On a local level, the most essential cooperation partners of TATTE are the other staff associations of the university, Tampereen tekniikan tieteenkijät (3T), Informaatioalan akateemiset ry (INA), Tampereen yliopiston opetusalan yhdistys (TaYLL), The Tampere department of the Finnish Union of University Professors, Tampereen yliopiston henkilökuntayhdistys (TaYHY), a local unit of Tekniikan akateemiset (TEKTUNI), Luonnontieteiden akateemiset (LATTE) and Tampereen yliopistolaiset JHL ry 660 as well as the Student Union of Tampere University, which represents students.

During the coming term, TATTE will try to work more closely together with other local associations of FUURT regarding national themes of interest representation.