

## Short public report of Local Consultation of January 29, 2024

### Communication:

1. The new CLA texts are available in writing and the new CAO-NU booklet can be picked up at the HR secretariat.
2. The details of the 57+ appointment are not yet ready.
3. A new Tenure Track policy is being developed. As of 2024, a tenure track from UD2 to UD1 will no longer be possible for new employees.

### Cue points

1. Terms of employment. The VO will submit a proposal for discussion for the consultation in April. VOs are shocked by the differences in terms of employment compared to the UvA. More than double the budget is available at the UvA and a lot of money is spent on supplementing the disability insurance for everyone.
2. VU Amsterdam has discussed the agreement to exchange Good Friday for another religious, national, regional or local holiday or memorial day with the Works Council. To make use of this possibility, you can submit a request to your manager. VOs want to include the experiences with this agreement when discussing the Collective days off in a subsequent local meeting.
3. The meeting with the new chairman of the Executive Board will take place in a subsequent meeting.

### Workload

Faculties and services are implementing their policies in their own way to combat work pressure, as their plans for 2024 show. At the time, a matrix was made by the workload working group. There is the impression that the workload matrix is not being used sufficiently. The Social Affairs and Employment Inspectorate is conducting an investigation into work pressure at universities. There will also be a Work Experience Survey. The results of this will be a reason to discuss additional central measures.

If you experience work pressure, discuss this with your manager. For more information visit:

<https://vu.nl/nl/medewerker/aan-het-werk/werkdruk-en-werkstress>

### Flexible shell

In the collective labor agreement, the agreement has been made to reduce the number of temporary contracts among teachers. It is unclear which contracts universities consider to be temporary contracts and flexible shells. The VO have submitted a number of questions in writing to promote comparability with other universities. The answers will hopefully be provided in a subsequent consultation.

### Reorganizations and organizational changes

The way in which VU Amsterdam informs the LO is laid down in a written agreement, see appendix.

Organisational changes are involved:

1. Positioning of the Diversity Office
2. Investigation into possible merger of Animal Welfare Authority VU, VUmc, AMC

3. Formalize change of responsibilities department heads Faculty of Religion and Theology, FRT.

### Survey:

At the end of 2023, there appeared to be room in the work-related costs scheme, which meant that all employees received a net benefit. The VOs would like to be informed about this in advance in subsequent years.

Appendix:

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#### **Agreements on organisational change local consultation**

Chapter 9 of the collective labor agreement NU (1 April '23 to 30 June '24) determines the consultation route in the event of a reorganization.

Article 9.1 of the CLA defines a reorganisation as follows:

*Reorganisation at a university or part thereof is understood to mean a change in the organisation, as referred to in Article 25(1)(a) to (f) of the Law on the works councils, which relates to the university or to an important part of it where compulsory redundancies are foreseen.*

Article 9.1 of the CLA also stipulates that it must be agreed locally that the employee organisations in the local consultation and the relevant participation body are obliged to be informed of organisational changes, as referred to in Article 25, paragraph 1, parts a to f of the Works Councils Act, and that forced redundancies are excluded, and how these are discussed.

In accordance with the agreements made by the WG/Executive Board with the Works Council regarding organisational changes dated 20 September 2023 (annex), employee organisations will be informed in writing and verbally in the Local Consultation about organisational changes that cannot be regarded as reorganisations and are not subject to advice or of which it is not clear whether obligation to provide advice within the meaning of the Works Councils Act.

Employee organisations are informed about the organisational changes, which are not subject to advice, but are expected to cause unrest for employees.

Employee organisations receive the same documents as the Works Council in the event of a reorganisation. In the absence of a reorganisation, the organisations a summary of the information received by the Works Council. These documents are anonymised.