

Public summary of the VU Local Consultation of Nov. 4, 2024

Mr. Nollen as director replaced Ms. Koornstra in this consultation this time.

Discussed were the national actions on Thursday, November 14, 2024 to protest the proposed government policy for higher education and research. The Executive Board thinks the measures are bad for the Netherlands and will participate with a delegation in Utrecht and advises all staff and students to do the same. It is not a tuition-free day, but lecturers may be able to be creative to still allow as many people as possible to participate in the protests. An appeal will be made in the VU zine.

Annual Social Report + Article C9 + Flexible Shell.

All written questions asked by the VO have been answered.

The employer has promised to send the figures on workforce developments per faculty and the entire VU, so that the unions can keep a finger on the pulse as part of our efforts to reduce the size of the flexible shell (CAO NU Agreement). Budget cuts, vacancy freezes, etc. lead to an unwanted reduction in temporary contracts and an increase in work pressure. Nollen is counting on strategic choices being made to implement the cutbacks, which will then no longer lead to an increase in work pressure.

Labor Inspectorate report on psychosocial workload

The Labor Inspection's report focuses on increasing social safety and perceived workload. Since then, budget cuts have landed in the organization, greatly increasing the pressure in and on the organization.

The employer says work is underway to implement the recommendations of the two-year-old Berenschot report on this. Trade unions have not yet seen these planned measures and express doubts about their diligence.

During the previous consultations, the desirability of increasing the leadership qualities within the organization through targeted supply, training plans, policy and enforcement was discussed.

Employer confirms that importance and puts reinforced efforts on improving leadership. To better evaluate the management measures taken and to be taken, a work experience survey will be conducted annually from now on.

The unions see reason to reinstate the Working Pressure Working Group in which employer, Works Council and LO work together.

Employment conditions funds 2025 and beyond

The employer has answered all questions and the unions would like to see an agreement or agreement in writing so that they can present this to their members with a positive opinion.

Evaluation of facilities scheme

The unions feel that the cap on compensation for the use of employee representatives to 0.8 FTE, 0.2 FTE for each union is too little. They suggest that two employees per union could be deployed in local consultations, as is also mentioned in the CAO NU. They point out that the workload for LO members is increasing due to the proposed reorganizations and that since 2019 work has been added by maintaining the newly created LO website and directing administrative support. The employer will consider this.

Internal Mediation

VU has an internal mediation pool. This tool meets the need to prevent disputes from escalating. Especially if used at an early stage. This tool also contributes to social safety. Trade unions are pleased to hear that mediation is being used and meets the needs of the organization.

Points for discussion

In response to an earlier question regarding the introduction of new rosters for people at the energy center, the employer stated that these have been introduced in accordance with the collective bargaining agreement and that the rosters are more favorable for everyone. Employees do not have the opportunity to object, but still have the opportunity to notify their objections as an evaluation will take place, in consultation with the employee participation.

The Animal Welfare Inspectorate, 4 fte will be transferred to the Amsterdam University Medical Center. For the employees involved, this is a transition to a different employer and a different collective bargaining agreement. In material terms, the employer argues that the employees are transferring. The VO argues that they should have been notified of this transfer and that the trade unions in the LO should have been notified as the legal status of employees is at stake.