Agreement Decentralized Working Conditions Funds 2025-2028

LO November 2024

Background

From the gross wage bill of the VU, an annual amount of € 1,057,000.- is made available for additional terms of employment. It is agreed in the Local Consultation on which terms of employment the money will be spent and for what amount.

The guiding principle here is that the distribution contributes to a balanced and attractive package of employment conditions that almost directly benefits (all) VU employees. The package must therefore be broadly accessible. Every employee should be able to find something of his liking in it. It does not mean that every employee must be able to make use of every part of the package, or that every employee must be able to make equal use of it in a financial sense, but the package must be attractive enough for all employees.

The working conditions funds are put on the agenda of the LO at least 2x a year. Each year a budget is prepared and discussed and spending is reported. Every three years, the agreements on how the money will be spent are redefined.

Spending 2025-2028

Sports:

To promote employee health and sustainable employability, the current amount of €292,500 is maintained under 2 conditions:

- an annual clean-up campaign in December
- An own contribution by employees of 25 euros toward the commitment.

Culture:

In the interest of social cohesion and relaxation at and outside work, we facilitate employee performances. The budget of €120,000 for this will be maintained. under the condition that employees make their own contribution of €7.50 for employee performances. Consumption tokens will no longer be provided during these performances.
This budget is used primarily for employee discounts for screenings at the Griffin *itself*. The employee discount for movie screenings will be maintained. Exclusive screenings in the auditorium will no longer be reimbursable from the available budget.

Disability insurance - Partial premium contribution

The employer wants to provide the employee with a better level of protection against disability. People often do not sufficiently realize the consequences of not having such insurance. VU already offers this group insurance on a voluntary individual basis.

Employer provides this disability insurance collectively and contributes 50% of the employee premium on a group partial disability insurance plan. Employees who do not wish to participate may opt out.

With this pure group partial disability insurance, there are no exclusions on medical grounds with the exception of employees who are sick at the time the policy is taken out and this sickness period is not interrupted from 4 weeks of recovery after the effective date of the policy.

This arrangement does justice to the composition of our workforce. Employees can choose to be fully co-insured as well.
Especially at the higher pay scales, the gap between benefits and original pay is large. Employees from lower pay scales are expected to be less likely to opt out if 50% is contributed to the premium.

The amounts conform to a collective contract and requires a participation rate of 80% with a lower limit of 50%. If the lower limit is reached, there is no longer a pure collective and employer and unions will enter into consultation.

The cost of contributing 50% of the employee premium on a group partial disability insurance plan is €395K net.

Additional reimbursement for commuting expenses
Employer wants to accommodate employees, who come to work by public transport, and face higher transport costs. The allowance will be increased from €0.12 to €0.13 per km. This increase will involve an annualized amount of €263K for approximately 2,334 employees. Allowances for another mode of travel (such as bicycle or car), remain unchanged.

Other:
Other objectives, such as Staff page, Contribution running club, IPAP ACTA and LO facilities will be maintained.

Spending AVW 2025-2028

	Budget 2025-2028
Parental leave	
VU Fit@Work	292.500
Staff presentations	120.000
Staff page	4.000
Contribution running club	8.000
Training costs due to reorganization	0
IPAP ACTA	20.000
IPAP VU	395.000
Additional commuting costs	263.000
LO facilities	7.000
Budget 1,057,000	**1.109.500**

The above budget is set for the years 2025 - 2028.