

Announcements **Month of the union**

- The unions plan to have a day presence in October in the hall of the main building, among others, to draw attention to the commitment of the unions and to recruit new union members among employees.

General affairs presented by the director

Marcel Nollen was present as agreed and explained the general situation and the annual social report. All faculties and units have drawn up plans to achieve the 60 million per annum adjustment. In addition, the Executive Board has more than adequately released one-off funds to invest in the transition.

About half of the plans of departments and faculties are now being realized and the other half are still being discussed internally. The Executive Board is satisfied with the concluded Social Plan because it provides a safety net for employees who are unexpectedly made redundant.

Nollen discusses the situation at Earth Sciences, where the plans discussed with staff and the employee participation body have been put on hold. The Executive Board realizes that this leaves people in certainty about their future for a very long time, but in response to the formulated proposed decision, information came in from the employee participation body and from external parties involved that could lead to the plans being amended. After all, that is why you take an intended decision: the actual decision can still change. The preparation and decision-making process went too fast. New steps will be taken in mid-November.

The VU is facing disappointing student intake this academic year 2025/2026. It is still unclear what this means for market share. The number of new international students has also decreased. Budget Day 2025 revealed that Higher Education cannot count on inflation correction. These are not figures the BoE is particularly concerned about for the time being, but they do color the mood.

Annual social report for 2024.

The Unions find the information presented too little in-depth and too few figures. It was agreed that the Unions can specifically request certain figures, also the Unions can request figures on the progress of the readjustment exercise.

Working conditions funds and collective insurance against partial disability

The Employer reports that about 10 people have opted out.

The Griffin requests funds to offer consumption to employees at employee performances.

We will discuss state of play in November and hope to have clarity on the unspent funds, after which plans and agreements can be made on this in the LO.

Work pressure & social safety

The new collective labor agreement reports one thing and another. We will come back to this as soon as the texts are finalized. These include the insertion of AI, the desirability of

production standards and the training program for managers and the offer of a 20-minute online training course to everyone for increasing social safety.

Organizational changes

The employer VU decided with the OR whereby all documents go directly to the OR and not to the P&O committee. In this way, the Local Consultation Committee is no longer attached.

New agreements must be made about informing and involving the LO in organizational changes and reorganizations.

Discussion took place on the transition of the Animal Welfare Inspectorate and the theoretical discussion on the issue of rules and laws on 'Transfer of Enterprise'. It was agreed that when a new intention may involve discussion on the applicable regulations, the possible regulations will be put on the agenda as a separate topic in the LO beforehand and that discussion will be discontinued now.

Adjustments

See above under General course of business

There was also discussion about the letter received by *internationals* from Earth Sciences. This letter is vague, but from an intention to accommodate the employee in the best possible way.

Outline agreement on new CAO NU

There are many issues where the details should be in consultation with the LO. Perhaps at the next consultation, the texts will be finalized, and a list of action points will have been drawn up.

Collective holidays 2026 and 2027

The VO have previously indicated that they would like to see more creativity in the interpretation of this measure. Buildings today, due to good home-working opportunities for many, can close much more frequently than the number of days made possible by the use of collective holidays. As far as VU is concerned, the use of collective holidays contribute to countering work pressure by allowing everyone to be off on those days. The current proposal for 2026 and 2027 is agreed upon.

Collective holidays in 2026	
2 January 2026	Friday/Christmas leave
4 May 2026	Monday before Liberation Day
15 May 2026	Friday after Ascension Day
28 December 2026	Monday/Christmas leave
29 December 2026	Tuesday/Christmas leave
30 December 2026	Wednesday/Christmas leave
31 December 2026	Thursday/ New Year's Day

Collective holidays in 2027	
26 April 2027	Monday before King's Day
7 May 2027	Friday after Ascension Day
27 December 2027	Monday/Christmas leave
28 December 2027	Tuesday/Christmas leave
29 December 2027	Wednesday/Christmas leave
30 December 2027	Thursday/Christmas leave
31 December 2027	Friday/Christmas Day

[For more information see the site of LO VU](#)