

Organizational changes & Adjustment measures

The specific plans regarding reorganizations that are sent to the Works Council for decision-making will also be sent to VO.

Redundancies are anticipated in:

- Earth Sciences (AW), plans are being revised, the bachelor's program will continue to exist.
- Communication & Marketing (C&M).

At the Center for International Cooperation (CIS), it is still uncertain whether the adjustments can be realized without forced redundancies.

A few days before this consultation, VO received the plans relating to the reorganization within the Communication and Marketing department. Prior to this, discussions were held with Arjaan Zijlstra, project leader of the support team, about the plans regarding the registration of interest.

VO believes that formal registration of interest should be postponed until the Works Council has issued its opinion and the Executive Board has made a decision. The employer indicated that postponing the registration of interest would lead to a longer period of uncertainty for C&M employees and that it is being used precisely to involve employees in the process themselves, rather than having to wait for the employer to 'assign' them. The employer reported that the registration of interest has been suspended for the time being until the meeting of the Works Council and the employees of C&M (scheduled for December 16).

WG reported in the November LO that the agreed social plan has tax consequences, because some tax regulations only apply to people who are actually working and not to employees who are exempt from work in the context of redeployment. This concerns, for example, redeployment candidates who make use of the 30% ruling. VO has asked questions about this. VO wonders whether it would not be wiser for employees to stop using the 30% ruling in the event of imminent dismissal. WG wants to inform employees properly about this and is still looking into it.

In addition, WG assumed that in the event of exemption from work, the allowances for commuting, working from home, and internet use would have to be discontinued or taxed. WG sent a proposal to VO to compensate for this with an (internet) expense allowance to facilitate job hunting from home. It has now become apparent that the internet expense allowance can continue untaxed during job hunting, and the proposal has therefore been withdrawn. Employees who are exempt from work in the context of redeployment will therefore continue to receive the internet allowance. However, the fixed allowances for commuting and working from home will be discontinued. On the other hand, employees can claim travel expenses related to job application obligations as business travel.

Outline agreement on new NU collective labor agreement

Issues such as the details of the Employability Fund and additional options for extending temporary contracts are still under discussion.

Employment conditions funds

Next year, an additional €10,000 will be made available to the Griffioen to serve drinks to employees during performances. After one year, the effects of this ‘free’ consumption on visitor numbers will be assessed to determine whether it is still appropriate.

Collective vacation days 2028

The VO has agreed to the proposal for 2028 to close for five days collectively. For the years 2029 and 2030, it repeated its previous advice: “The VO have already indicated that they would like to see more creativity in the implementation of this measure. Nowadays, thanks to the good home working opportunities available to many, buildings can close much more often than the number of days made possible by the use of collective vacation days.”

Collectieve vakantiedagen in 2028	
28 april 2028	vrijdag na Koningsdag
26 mei 2028	vrijdag na Hemelvaartsdag
27 december 2028	woensdag/kerstverlof
28 december 2028	donderdag/kerstverlof
29 december 2028	vrijdag/kerstverlof

[More information on the LO website](#)