

Public summary of the Local Consultation VU of 8 April 2024

Reducing the flexible workforce

The employer will discuss the questions of the trade unions in the next LO when dealing with the 2023 social annual report. The available figures on the size of the flexible workforce are not very clear at the moment.

Terms of employment apply 2025 and beyond

The trade unions have put outlines for spending on the table. They want to keep the agreements on Sport & Culture at the same level as they have been for years. They want to change the agreements on payment of parental leave to a different destination. This would mean that more money would be needed for Sport and Culture because of inflation and because of the growth of the workforce. Because parental leave is now regulated by law and collective labour agreement, this cost item is no longer applicable. As an alternative, trade unions are considering IPAP, a personal budget at Surf and a right to a sabbatical to be filled in professionally to promote employability. The discussion will be continued in a subsequent meeting.

Schedule 2026 Collective days.

Trade unions have found that the collective days off are appreciated by a significant part of the rank and file, but do not want to commit to the longer term because new developments may come from the collective bargaining negotiations. They agree to the proposal of seven collective days for 2026. (2 January, 4 May, 15 May and 28 to 31 December 2026).

Work-related costs scheme

The Employer will consider how it provides insight into how it implements the agreement referred to in Chapter E number 22 of the NU Collective Labor Agreement. The trade unions want to know the size of the items with which the scope in the work-related costs scheme is filled.

Science guide

The Employer has made enquiries with UNL at the request of the trade unions and is following UNL's line of not contributing to guarantee its long-term survival.

Recognition and Rewards

This will be discussed in more detail in the next meeting.

Transition payment

Employees who are resigned must apply for the transition payment themselves. When asked, the Employer indicates that it will act with this method as provided for by the legislator in the explanatory notes to the Act.

Hearing aid reimbursement scheme

Trade unions are asked why there is an allowance for computer glasses and not for hearing aids, while both can be very useful for aging employees. The Employer will check what has been arranged in this regard.

Impact of the Internationalisation in Balance Act (WIB)

Trade unions foresee a huge impact and ask what the Employer is doing to cushion the consequences. The Employer replies that it is keeping its finger on the pulse together with the Universities of the Netherlands.