

Organizational changes & Adjustment measures

There was discussion about the change in the pension system, which could be disadvantageous for people aged 40-55 in particular if they are dismissed before the transition date of January 1, 2027, and are therefore no longer ABP participants on December 31, 2026. VO proposes that candidates for redeployment due to a reorganization be regarded as a group that is disproportionately affected and for whom a two-month suspension of the dismissal protection period could apply, or that for employees who would otherwise have to continue paying the employer's contribution themselves in order to retain the compensation, the pension contribution be paid by the employer, provided that this has the same material effect as the compensation offered by the ABP. The Employer will investigate who is likely to be affected by this.

The registration of interest with C&M is being carried out. 40% of the interviews have been conducted. There is a great need for discussion and explanation. The reorganization plan is now formally before the Works Council for advice.

The Employer proposes to discuss these and other points (including the Employability Fund) in an extra LO meeting on the social plan.

Outline agreement on new NU collective labor agreement Article 9.3a:

The additional options for extending temporary contracts in the event of a reorganization. The LO has agreed on a procedure to set conditions for this, to monitor its implementation in the LO, and to evaluate this measure in a timely manner. If it subsequently transpires that someone was wrongfully denied a permanent contract, they must still be given one.

Collective vacation days 2029, 2030

VO have agreed to the proposal for 2029 and 2030 to designate 5 collective vacation days per year. In previous consultations, the VO indicated that they would like to see more creativity in the implementation of this measure. For example, buildings can now be closed for ten extra days after New Year's Day due to the good home working opportunities. It has now been agreed that the Employer will present a proposal to the LO within six months that does justice to these wishes and that also offers advantages to the Employer.

Absenteeism advisors

The VU has had the position of absenteeism advisors for four years. They advise managers and employees in cases of long-term absenteeism (illness > 9 months) and on the employer's own risk bearing under the Sickness Benefits Act and the Return to Work (Partially Disabled) Regulated Act. Melissa van den Akker and Elina Schaut introduced themselves and outlined their working methods. They emphasized the importance of good training for managers and support for PhD students who set the bar too high for themselves.

Employability Fund

Annemarie Kneppers introduced herself. She will lead the working group that will shape the fund, with a possible impact on the VU social plan. Dick de Gilder and Sam Verduijn will participate in the joint working group on behalf of the secondary education sector.

[More information on the LO website](#)