Public summary of the VU Local Consultation of 23 September 2024

Before the meeting
The unions indicate that they want information as soon as possible on the usefulness and necessity of the proposed reorganisations to cut 59 million. Separate meetings will be organised on this and on the associated social plan, with the aim of having a social plan by the end of the year that facilitates the current 59 million as well as the effect of the government measures that predict a cut in government funding for the VU over the next three years of perhaps 110 million in total.

The unions report that they have clarity on addressing the dispute with the director regarding information requests on the application of the working expenses scheme. The dispute should first be submitted to the CvB and if it were to escalate into a conflict, it could be brought to the collective bargaining table. Meanwhile, the unions are discussing a social plan with director and would prefer to focus administrative attention on this and not pursue the dispute.

Annual social report 2023 + CLA article C9
Marcel Nollen joined this meeting as director. It was decided to take VO's questions on the social annual report etc. in writing outside the meeting and to focus in this consultation on VU's strategy on 'the dark clouds gathering' as a result of the new government's policies and plans.

Marcel would like to see employers and employees acting together to protest against these plans. He indicates that UNL is lobbying, but that it seems the minister does not see through the consequences of his plans. He will put on the agenda with the CvB whether people want to join the Day of Action on 14 November next, for example by skipping all teaching and thus sending the signal that everyone will demonstrate that day.
The VU is hit hard as a 'new' university and because we attract many foreign students and because we continue to focus on 'first generation students' who more often take longer to study. The VU wants to retain its broad character and identity and is committed to shrinking all organisational units.

Flexible shell
Figures and answers will be sent afterwards.

Employment conditions funds 2025 and beyond
The employer only sent its plans to the unions a few days prior to this consultation due to force majeure. It proposes to continue the amounts, except for the item of K€700 for Parental Leave. Instead, 50% of the cost of supplementary IPAP insurance for partial disability can be offered for all employees and an increase in the commuting allowance (public transport) by 1 cent per km.

The unions are pleasantly surprised and will study the proposals and possibly submit them to their constituencies after answering any questions.

Labour Inspectorate report on psychosocial workload
Discussed the desirability of increasing leadership qualities within the organisation through targeted offerings, training plans, policy and enforcement.
The employer said that an explanation of the report has been made within the VU and will send it for a next meeting and put it on the agenda.

Roundtable question
Trade unions are picking up signals of employees being threatened with dismissal by their managers citing a fleet review. It is pointed out to the employer that a fleet review is not a personnel procedure and cannot form the basis for individual personnel decisions. The employer shares this view and will bring it to the attention of HR advisers.