

Public report of the Local Consultation VU that took place on June 2, 2025

Announcements:

- Employees received a notification last week regarding partial disability insurance. Employees always have the option to opt out of the insurance. Employees can also take out supplementary insurance for full incapacity for work with a premium discount of over 30%. This cover can also be taken out from June 1 to October 1, 2025, without having to answer any medical questions.
- In September, Executive Board member Marcel Nollen will attend the LO for the annual discussion of the state of affairs and the draft social annual report for 2024.

Following the minutes of the previous meeting

- The employer will investigate whether a special email address can be set up for technical questions about the adjustment operation and the content and application of the social plan.
- Additional social policy may be needed for PhD students to mitigate the effects of a change in supervision.

Workload

It has not yet been possible to assign Works Council members to this task.

The results of the Work Experience Survey (WBO) are now available. The VU-wide results are discussed here, but they do not say much. The value lies in the results per unit. Starting this year, the WBO will be conducted annually to provide signals about changes in work experience within a unit.

Earth Sciences and the adjustment operation

The employer reports that discussions of the proposed decisions with the employee participation bodies, among others, have led to the plans being adjusted and the date of termination of employment being postponed from August 1, 2025, to February 1, 2026. This will hopefully mean that fewer than 37 employees will be candidates for redeployment and that this will happen later than was envisaged in the previous plans.

The employer is aware of the impact that such changes have on the employees concerned.

Discussions have taken place about possible voluntary deployment during the redeployment period. The employer sees no practical obstacle to this as long as job hunting is not restricted. Employees should discuss this with their manager. If necessary, the HR advisor can be involved in the discussion, as well as the Support Team for the adjustment operation. If the discussion continues, mediation may be considered.

The vacancy for junior lecturer in Earth Sciences was discussed. Employees who see an opportunity here can respond and, if equally suitable, will be given priority over external candidates.

The complex issue of foreign employees who are facing problems with the IND regarding their residence permits due to (planned) dismissal was also discussed. The employer wishes to show consideration for this issue and will involve the International Office and an external legal advisor to ensure that people are well informed.

Betapartners

In addition to the memo stating that no decision has yet been made on the procedure to be followed, the employer reports that the social plan for the adjustment operation will apply in any case and that redundancies as of September 1, 2025, are unlikely. VO points out that employees have been in the dark for over a year about what their work will look like after September 1, 2025.

Tenure track

The policy will continue, but with the change that it only applies to tracks where candidates qualify for a higher job profile (previously a higher position). The text on financing will be clarified, after which it will be submitted to the VO for written approval.

The VO would like the text to make it clear that employees in the program will be assessed on their performance and not on whether sufficient structural financing is available at the end of the program.