

Public summary of VU Local Consultation of June 3, 2024

Prior

The Annual Social Report 2023 is not yet ready. It will probably be discussed in the LO in the third quarter. Then director Marcel Nollen will also be present and will also answer the questions of the unions about the flexible shell and its reduction as agreed in the CAO NU 2023-2024.

The new "tenure track" policy has not yet been formulated, but it is also being used less and less in practice.

Ezra Lodder is project manager from the executive staff on a project to strengthen the value of co-determination within VU. He is participating today as a listener.

Student Assistant Marisa Evers has been the new secretarial support for the LO unions (two hours per week) since June 1, 2024. She is participating today as a listener.

Organizational changes

Regarding the proposed merger of the three faculties (FRT, FGW, FSW), it is also clear to the OBP that this will not lead to forced layoffs and therefore no additional social plan is needed.

What is clear, however, is that the target that VU must incorporate in its budgets is steadily increasing, from 25 to 40 million and now, with the new coalition agreement in the making, even 60 million. Currently, departments and faculties are making plans to make cuts.

Workload

Labour Inspectorate report on workload and psychosocial workload

The Employer has received the report and will send it to the Unions. The report will be discussed at the next meeting. The Employer believes that a joint approach is needed from Universities of the Netherlands. Trade Unions point out that much has already been articulated in their current commitment to a new collective bargaining agreement and that the University Employers see little in it so far.

The Employer does see opportunities to improve leadership and management within the organization in line with the report. Leadership can be learned and a skilled manager

can make a lot of difference in discussing and handling work pressure and a safe work environment.

Employment benefits funds 2025 and beyond

The Unions have tabled outlines for spending in April 2024. They want to keep Sport & Culture agreements at the same level as it has been for years.

The Employer discusses with the SOZ department the costs and facilities provided and comes up with a substantiated proposal prior to a subsequent consultation, as part of an integrated proposal for spending the total funds.

Payment for Parental Leave is now agreed between Unions and the Employer. These entitlements derive from the Collective Agreement and are no longer funded from these monies.

Workfare

The Trade Unions want to know the size of the items used to fill the space in the working cost rules. The Employer sees this as payroll and does not want to provide this information. The Unions believe that the Employer is at fault and report that they are going to bring this to the CLA table.

Recognize and Appreciate (E&W)

Project leaders E&W, Gregor Half and Hanneke Slo came to explain the state of affairs. The career paths have been established centrally within VU with the consent of the Works Council. Now plans are being developed within the faculties with criteria per career step per domain. Employees find it very exciting how this will be implemented and what it will mean for them personally. The duality between teaching and research for each position is not in question, but it is not always understood that way in practice. Also, the relationship between career step and the UFO job profile is unclear to many. The Trade Organization expresses concern that faculties differ greatly in approach and may deviate from the CAO. It is up to the VU Executive Board to assess whether all decentralized plans are still in line with the CAO.

Introducing Margrethe Jonkman

The meeting with the chairman of the Executive Board took place in a pleasant atmosphere.

Rounds of Questions

Unions understood from an employee that he had been told by the HR service desk that the employee did not qualify for the *Vitality Pact* because his appointment size was not included in the table of examples. They later corrected this. Unions would like to know if this applies to more employees. The Employer will look into this.

People's *periodization date* is changed after a promotion. The new system cannot handle this properly and says employees are at an advantage as a result. The Unions heard that employees feel they are being disadvantaged. The employer will look into this.

What are the rules if an employee and supervisor have conflict over *fitting into the UFO profile*?

This is then a topic in the annual interview. An employee can seek help from an HR advisor, and through this person a UFO expert can also be asked for advice. Then there is another possibility of presenting the matter to the university employers' organization UN (Universiteiten Nederland).

Hearing aid allowance

Unions are being asked why there is an allowance for monitor glasses and not for hearing aids, when both can be very useful for aging employees. The Employer reports that for hearing aids no allowance is provided by the VU because it is not a work-related provision, but that in some cases an appeal can be made to budgets at the UWV, in consultation with the company doctor.