

Public Report on the VU Local Consultation Meeting, Monday, September 21, 2026

The conditions for using the Employability Fund have been provisionally agreed upon with the VO. [VU Employability Fund - Vrije Universiteit Amsterdam](#)

The additional building closures during the Christmas period will not be reviewed until 2027; the schedules for 2026 have already been finalized.

Mileage allowance for commuting and irregular shifts

During the previous local consultation in June, discussions focused on employees working full-time shifts or with regular on-call duties on weekends and at night, such as those at the energy center. They are often unable to commute by public transportation because public transportation does not run during the hours they are required to work. These employees generally feel poorly compensated for the expenses they incur and also need a parking space. Traveling by public transportation is reimbursed more generously than traveling by car, but for these employees, it is often impossible to get to work by public transportation. Moreover, these are often hard-to-fill positions.

The employer has since inquired about this with the Energy Center. The Energy Center does not acknowledge this issue. Parking spaces are available for Energy Center employees. The schedules are designed so that people can commute to work by public transportation; however, when work is required on holidays, situations occasionally arise where public transportation cannot accommodate these needs. In such situations, a customized agreement is made regarding reimbursement for the additional travel expenses incurred.

The employer is still investigating how this will be handled if employees are called in during a nighttime on-call shift.

Meeting Dates for Local Consultations in 2027 (11:00 a.m. to 1:00 p.m.)

1. January 25
2. April 5
3. June 7
4. September 20
5. November 1
6. December 6 (reserve)

Organizational Changes & Corrective Measures with the involvement of Ralph Lasage (CIS Reorganization Project Leader) and Arjaan Zijlstra (Head of the Mobility Center)

- **Results from the Mobility Center:** The figures will be sent separately. Since the start of the reorganization on September 1 of last year, a total of 13 employees have been supported by the Mobility Center. Of these, 5 employees have already left, 1 has been reassigned, and 7 employees are currently receiving support.
- The Executive Board has made a decision regarding the reorganization of Earth Sciences effective September 1, 2026. Five positions will be eliminated. The employees affected will be designated as candidates for reassignment
- The new DURF unit will launch on October 1. Vacancies will arise within this unit, which may be filled by CIS employees facing potential layoffs. Because no final decision has yet been made regarding the reorganization of CIS, these employees are not yet formally eligible for priority consideration for these positions. Union organizations are discussing with the VU whether these employees can be given priority for these positions without being disadvantaged in their rights under the Social Plan and in anticipation of a final decision.

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Results of the Work Experience Survey and Letter from the Labor Inspectorate, with contributions from Kitty van der Heijden–Lek and Paul van Soest.

Although many aspects of employee satisfaction are going well and are reflected positively in the surveys, there is still room for improvement in the areas of social safety and desired behavior. The VU has received three warnings from the Labor Inspectorate. Incidentally, most universities have received one or more warnings (Leiden University has not!).

The department heads would like to know the situation in each unit and have agreed that both topics and both speakers will return to the LO in six months to discuss progress.

[More information is available on the LO website](#)