Public Report: VU Local Consultation, Monday, June 1, 2026

Commuting mileage allowance to be increased!

- The WG and VO have agreed to increase the mileage allowance by utilizing the fiscal leeway created by tax increases on tax-free allowances effective January 1, 2026. Effective June 1, the allowance for business travel will increase from 23 to 25 cents per km.The tax adjustment for the commuting allowance will be applied retroactively as of January 1, 2026, to 25 cents for employees who are employed by the VU as of June 1, 2026. This will be implemented automatically and ex officio; employees do not need to take any further action.
- Discussions have focused on employees in full-time continuous shifts or with regular on-call duties on weekends and at night, for example at the energy center. They are often unable to use public transportation to get to work 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 better than traveling by car, but for them it is often impossible to get there by public transportation. Moreover, these are often positions that are difficult to fill. It has been agreed that the WG will look into these situations and that we will revisit this in a future meeting. It must also align with what may currently be under negotiation at the collective bargaining table.

Support for employees facing dismissal will continue even after dismissal

- At the request of VO, the information in the Reassignment Plan has been clarified to state that employees who have been dismissed due to a reorganization will be supported by the work-to-work support team. After dismissal, there will be a smooth handover of support, which will continue until the end of unemployment benefits.

Other announcements

- The agreed-upon collective days off are listed in the academic calendar through 2030.
- **Employee benefit funds:** To promote movie theater visits among employees, the WG is considering potentially unspent employee benefit funds. VO first wants to know if there are any unspent funds and would prefer to spend money on discounts for movie theater visits rather than on the current drinks at Bar Boele during theater visits.
- **Information on the diversity policy.** The WG reports that this is still pending due to organizational bottlenecks and the drafting of a new strategy.
- As soon as an analysis of the work experience survey per unit and an explanation from the Executive Board are available, these will be shared with the VO for discussion in the LO. The average employee satisfaction score across the VU is a 7.5, which is a good score.

Secretarial support for the LO

It is agreed that this support may continue (funded from decentralized employment conditions funds) and that a new Student Assistant may be hired for 2 hours per week with a one-month overlap with the current position to ensure a smooth transition and onboarding.

Organizational Changes & Adjustment Measures

- **Results from the Mobility Center:** the figures will be sent later.
- **Social plan and employability fund.** The employer no longer sees a need to revise the current Plan and would like to reach a written agreement on the possible use of the Employability Fund, in line with the results of the joint working group by July 1. It was agreed that VO will receive the working group's findings as soon as possible.
- **The (D)URF Department** The proposed decision has been submitted to the Works Council and will be sent to the LO participants as soon as possible. This is not a cost-cutting measure but an expansion that may offer opportunities, with priority given to employees at risk.
- **The reorganization of CIS** is a topic of discussion with the Works Council.

The Workload Working Group

Paul van Soest: Head of the Occupational Health, Safety, and Environment Department joined the LO meeting to exchange ideas about a potential mandate and approach for the working group. It has been agreed that the working group will start in September 2026 so that the new Works Council can participate. The process will begin with a review of

1) The decentralized RI&E and Action Plans, as well as

2) the results of the WBO.

3) The results of the implementation of the workload matrix and of

4) the Teaching Allocation Models currently in use at the various faculties and units.

Mediation

The use of mediation to resolve disputes within the organization clearly meets a need. There are now three trained and registered internal mediators working 0.1 FTE. This is a secondary role, and recruitment is underway to expand the team. The three mediators introduce themselves: Arie Koops, Geerte Faas, and Marise van Amersfoort. VU-net provides a detailed description of how it works and how an employee can seek support in conflicts and difficult conversations. See: Mediation and conversation facilitation for staff

Building Closure

The Director and Manager of FCO: Franc van Nunen & Els van Haasen explain the costs and benefits of a collective closure of the VU buildings. The presentation will be shared with the

LO afterward. The November meeting of the LO will discuss in more detail a possible closure around Christmas.

More information on the LO website