

Public summary of the VU Local Consultation of 3 February 2025

Work experience survey (WBO)

On 26 January 2025, the work experience survey was launched. From now on, we want to carry out annual measurements and also targeted surveys in the interim, including on social safety and work pressure. The annual measurements are important to identify trends.

ZZP / External hiring

In 2025, the tax authorities will start enforcing labour relations with ZZP'ers. The VU will investigate whether this will have an effect on current collaborations with ZZP'ers.

Facilities scheme

The VU agreed that each trade union should have a maximum of two employees facilitated to participate in the Local Consultation. AOB has found someone as a second member. The FNV has a candidate as additional member who is still waiting to see if membership fits

Auditor OR

Unfortunately, OR membership requires more time than is compensated for, which meant that the listener could attend the pre-consultation but unfortunately not the local consultation itself.

Social plan

Trade union members can cast their votes until 14 February 2025. There will be an explanation meeting on 6 February. Renee-Andree Koornstra will join that around 16:30 to answer any questions that are more in her path than in the path of the unions.

Workload

Discussion took place on the possible purpose of the working group to be set up by the employer. The employer will also ask the Works Council to participate and is counting on new employees taking part who may also have new ideas. Social safety, atmosphere and culture will very clearly also have to be addressed, as will keeping the workload matrix up to date and known.

In the summer of this year, the labour inspectorate will visit VU again and it expects us as VU to take measures at that time, such as time registration, but may also be open to alternatives agreed in proper consultation with the employee participation body that keep the workload negotiable and manageable.

The working group will ideally be ready when successive WBOs show that within the VU, workload is perceived as real in most places.

Periodic table and promotions

Marlene Bierling, head of the HR service centre, was present in the LO for this agenda item and reported that moving the periodicity date to the date of promotion had always been the royal way, even for the old SAP system, but that certain units and managers used to have the custom of deviating from this and keeping the periodicity date the same as the original date of entry into service. This practice did not support the new SAP for some time. According to her, no right or entitlement has (been) changed. Although the employer wanted to conclude the discussion, it has been said by unions that they want to do further research and feel free to come back to this.

Flexible shell

Discussed the career policy for teachers. Teachers 4 cannot enter permanent employment without promotion, while Teachers, 3, 2 and 1 can.

In principle, VU does not have an explicit policy to reduce the shell for a while now, due to the current financial problems for which shrinkage is foreseen, but the policy is to use temporary staff only for Peak and Sick and, in addition, to give temporary junior lecturers a four-year development contract.

Tenure track policy VU (TT)

The VU would like it to be possible to agree on a maximum term of eight years for a tenure track to Full Professor instead six years in exceptional cases. The Trade Unions will comment on this later.

Study debt repayment not in Choice model employment conditions

Trade unions proposed this in response to questions from members and an article in Ad Valvas, and because it would be of great benefit to employees. The employer sees the benefit for employees, but also a number of practical objections. An unmanageable influx to the scheme results in a costly final levy by the Inland Revenue if the total budget for expense allowances is exceeded.

Trade union leaders FNV and AOB now want to bring it to the national collective bargaining table.

For older reports and other information about the Local Consultation, see [the website of the Trade Union in VU Local Consultation](#)