

Are you already a union member?



Have you ever thought about joining a trade union? Unions make agreements that affect you. As a union member, you have the opportunity to become involved in how VU Amsterdam is organized. Membership gives you a say in your work and your working conditions at the university. In addition, union membership offers many extra benefits. It puts you in touch with a network of colleagues and provides you with advice and assistance in your work situation.

Membership offers you free access to useful information. If you encounter problems at work, you can count on advice, sound mediation and, if necessary, legal support. Trade unions also offer extra activities and facilities. These include:

- Courses on issues relating to employment and income, and training in general skills such as negotiating and communication;
- Career advice and financial advice;
- Help filling in your tax form;
- Discount on legal assistance insurance.

Fees for union membership can be paid from your gross wages through the optional model for terms and conditions of employment. If you choose to do so, you pay 30% to 48% less (net).

What does a trade union do?

The Collective Labour Agreement

The Collective Labour Agreement (CAO) is the basis for your employment contract. As an employee of VU Amsterdam, you are subject to the Collective Labour Agreement for Dutch Universities, often known by its Dutch abbreviation [CAO NU](#). The national trade unions negotiate this agreement with the Association of Universities in the Netherlands (VSNU). The unions are dedicated to representing the interests of their members. In doing so, they never lose sight of the interests of all employees and the organization as a whole.

The trade unions in the Local Consultation

Each university implements the national Collective Labour Agreement in detail at local level. At VU Amsterdam, this takes place in the [Local Consultation](#). Here, the four trade unions make agreements with the Executive Board on employment conditions, fringe benefits and the legal position of all university employees. In the event of a reorganization, they agree a responsible redundancy plan designed to mitigate the impact on employees. This often includes aspects such as redeployment, retraining and in-service training.

Union representation on Works Council and Subcommittees

The trade unions have representatives on the Works Council and the Subcommittees at the faculties and university departments. Every three years, employees have the opportunity to elect new members of the Works Council and Subcommittees. The unions nominate their own candidates and support them in their work for the Works Council and Subcommittees. This gives the unions a say in matters such as strategy, financial policy, personnel policy, and health and safety.

In this brochure, the four trade unions tell you more about what they have to offer. Read more on the following pages and visit the websites of the various unions to learn more about the benefits they offer.



FNV: On your behalf. For you.

A strong union is essential to continue guaranteeing good working conditions for employees. A strong union is capable of taking decisive action at crucial moments. That's what we're building. We do this together. And above all, for one another. Always together. Every membership contributes to this. For better working conditions—your working conditions. With nearly 1 million members, the FNV truly makes a difference in this area.



Why join the FNV?

- **Through the FNV, you gain influence over the organization of the VU.** As a union, we strive to understand what's happening on the job. We do not shy away from taking collective action when the interests of workers at the VU are threatened. Through strikes and protests, we've demonstrated that collectively, we can secure better terms and government funding. But issues such as work pressure, social safety, and (un)ethical international partnerships are also on our agenda and that of our members on the Works Council and departmental committees. Only collectively can we make our voices heard. And for that, we need you as a member!
- **For legal assistance, career advice, and, for example, communication training.** If you encounter problems in the workplace, you can count on advice, effective mediation, and, if necessary, legal support. FNV also organizes courses on labor issues, income, and general skills such as negotiation and communication training. You can also get help filling out your tax return.
- **Because the union is essential:** New national collective bargaining agreements are implemented at the local level at each university through the Local Consultation Committee (LO). During reorganizations, agreements are made regarding a robust social plan that mitigates the impact on employees. This includes, among other things: job placement, retraining, reskilling, and continuing education.

In short: FNV advocates for your interests regarding work, income, and working conditions.

Would you like to learn more or become a member of FNV?

You can contact the FNV-VU union representatives, Gabriel Peralta Alvarez and Abdallah Al-Janabi, by email at

fnv.vakbondsfunctionaris@vu.nl or visit our website:
www.fnv.nl/cao-sector/overheid/onderwijs-onderzoek

or sign up directly at:

www.fnv.nl/lidmaatschap/lid-worden



You are there for others, CNV is here for you

CNV Onderwijs is the trade union for people who work, have worked or will work in the higher education sector. If you work, are going to work or have worked in the higher education sector, CNV Onderwijs is the ideal trade union for you.



What does CNV do?

Together with our members, we ensure that you can carry out your work effectively and enjoyably. We do this by negotiating good terms and conditions of employment (Collective Labour Agreement), by helping you with your professional development, and by being there for you when things go wrong – including by providing legal advice. We form a large network where you can learn with and from one another.

Our principles

CNV is rooted in the Christian faith and inspired by Christian social thinking. These founding values are still very much part of who we are, but continue to evolve and adapt in response to the modern world:

- CNV seeks solutions and only resorts to strike action when all avenues of communication have failed.
- Our lives are not lived in isolation but in relation to others (*who needs our help the most?*).
- People have a personal responsibility. Good work is a responsibility of both the employer and employees, even during conflicts. (*What can you do to move towards a solution? How can CNV help you achieve this?*)
- We are careful with what we have, keeping future generations in mind (sustainability).
- Everyone who feels at home with these values can become a member of CNV.

CNV at VU Amsterdam

The CNV is well represented on the Works Council, and a CNV member is also active in the Local Consultation (the consultative body comprising the four trade unions and the VU). This enables us to exert our influence in line with our guiding principles. CNV members at the VU meet regularly to discuss our approach to current issues at the university. In recent years, these have included workload, recognition for all staff, combating polarisation and unacceptable behaviour, encouraging dialogue, and making a genuine commitment to sustainability. We try to prevent reorganisations, but if they are necessary, we ensure a sound social plan is in place.

Additional information

Does the above appeal to you, and would you like to work with the CNV to help improve the VU? If so, please get in touch with Elise Dijkstra from the CNV's union representative at the VU: e.dijkstra@vu.nl Would you like to find out more about the CNV? Then visit:

www.cnv.nl/onderwijs/hoger-onderwijs/

Algemene Onderwijsbond (AOB)

Dear colleague,

The Algemene Onderwijsbond (AOB) is the largest trade union for the whole of the education sector, from primary school to university – including you!



We represent our members both collectively and as individuals. We ensure that your voice is heard in the media and in politics, and inform you about new legislation and other current developments. We also offer expert legal advice. In the discussions on the Collective Labour Agreement, we negotiate with employers to make work more appealing and fulfilling, and to ensure the highest standards in teaching and research.

The AOB participates in the Local Consultation between unions and the Executive Board of the VU. In the Local Consultation, the unions make agreements with the employer about the further implementation of the collective labor agreement, the legal position of employees, or specific working conditions at the VU. Two members representing the AOB who are themselves employed by the VU participate in this Local Consultation: Pieter Wagenaar and Razi Quadir. They are provided with legal support in their work in the Local Consultation by a director of the AOB. The AOB is also represented in the VU's employee participation body, the Works Council. The Works Council is involved in matters such as working conditions and personnel policy.

The Local Consultation Committee and the Works Council are important bodies involved in reorganizations. The Local Consultation Committee can agree with the employer on a social plan with provisions for employees who are made redundant in the reorganization. The Works Council issues advice when the employer intends to reorganize.

We want to encourage politicians and employers to make clear and unambiguous commitments in the coming years:

- To reduce the workload;
- To maintain the close mutual connections between university teaching and research;
- To create more permanent positions and better prospects for early-career scientists;
- To achieve equal opportunities and a strong diversity policy.
- To support an adequate funding system based on targets rather than production.

We would love to work towards these goals with you. Together we can achieve so much more.

www.aob.nl/en/wo/

VU contact person: Pieter Wagenaar +31 (0)20 598 6918 or f.p.wagenaar@vu.nl

FBZ: together we can achieve more

You want to be able to do your job well and enjoy it – throughout your entire career. That is exactly where FBZ supports you. As one of the largest healthcare trade unions in the Netherlands, we strengthen your position. We do this in close collaboration with your professional association – for example, the NIP, NVO and KNMT. Together we can achieve more!



Your professional association supports you in your specialist field and is affiliated with FBZ. FBZ stands up for your interests as an employee:

1. Good terms and conditions of employment

FBZ is a party to the Collective Labour Agreement for Dutch Universities. We negotiate your terms and conditions of employment, such as salary, travel allowance, training and professional development. Because good terms and conditions of employment are essential for you to be able to do your job well and enjoy it.

2. Healthy working conditions

The workload within universities is high. That is why FBZ is committed to a healthy work-life balance. We encourage measures to reduce the workload, negotiate agreements on sustainable employability at every stage of life, and are committed to a safe working environment.

3. A say at your university

At every university, 'local consultation' takes place. During these meetings, we discuss with the Executive Board the implementation of terms and conditions of employment and working conditions, as laid down in the collective agreement. For many issues, the Collective Agreement for Dutch Universities allows scope to tailor these further to the specific needs of each university. Examples include agreements on social safety and reducing workload. Each local consultation has an annual budget available for this purpose. FBZ is entitled to send two representatives to each university. Would you like to contribute ideas, join the discussion and help make decisions at your university? Then sign up for the local consultation via bureau@fbz.nl.

4. Legal support

Do you have questions about job evaluation, would you like to discuss your terms of employment, or perhaps have your employment contract checked? Our legal experts know your collective agreement better than anyone. Does your professional association purchase legal assistance from FBZ? If so, you'll receive 10 hours of free legal support each year. Email rechtshulp@fbz.nl and we'll get straight to work for you.

Want to become a member?

You can join FBZ by becoming a member of a professional association affiliated with FBZ. If you join in September or October – Trade Union Month – you'll receive a net refund of 100 euros from your employer!

