

Consultation on the Collective Labour Agreement for Dutch Universities

FNV

AC/FBZ

CNV Overheid

AOb

VSNU

Negotiation settlement Collective Labour Agreement for Dutch Universities 01 January 2020 to 01 January 2021

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On 11 May 2020, the VSNU, the Association of Universities in the Netherlands, acting on behalf of the universities, on the one hand, and the employee organisations FNV, AC/FBZ, CNV Overheid and AOb, on the other, hereinafter referred to as the parties, made the following general agreements on the development of the employment terms and conditions for the Dutch Universities. The parties will determine by 5 June 2020 at the latest whether this negotiation settlement will be converted into a definitive agreement.

1. Preamble

Extraordinary times

The parties note that the negotiation settlement has been reached in a period of exceptional disruption. The consequences of coronavirus are having an acute impact on all areas of society. Universities are facing profound changes to what was previously normal university practice. The university as a meeting place for academic debate has made way for remote education, research and operations. Academic education has rapidly moved from on-campus lectures and seminars to remote digital learning. While research continues where possible, as much as possible from home, it cannot be denied that there are significant challenges with regard to research and education in laboratories and practical training. A substantial number of support activities are also taking place from home. This is very demanding for our staff, and requires maximum flexibility to ensure that academic activity can continue. And good academic education and research are more important than ever in these challenging times.

The 2020 collective labour agreement

The consultations on a new collective labour agreement took place in the context set out above. Parties to the collective labour agreement consider it important to achieve a collective labour agreement at this time in which appreciation for the efforts and commitment of our employees is expressed.

It was therefore agreed between the parties to limit both the scope of consultations and the number of items to be discussed. The principal agreement concerns a structural pay rise of 3.0% and a one-off lump sum payment. In addition, agreements were made that are partly related to the problems arising from the current crisis. This also extends to employees for whom the coronavirus crisis creates uncertainties.

2. Term and remuneration

The collective labour agreement (CAO) is effective from 1 January 2020 up to and including 31 December 2020. On 1 June 2020, the salaries of university employees who are employed by a Dutch University will receive a general increase of 3.0%. In addition, university employees¹ who are employed by a Dutch University on 1 June 2020 will receive a one-off gross lump sum payment of €750 in the case of full-time employment, with part-time employees receiving an amount calculated on a pro rata basis according to their part-time percentage.

¹ With the exception of trainees and SOM trainees, and employees on minimum wage or minimum youth wage (including employees with an occupational disability who are employed under the provisions of the Participation Act). The one-off lump sum payment for employees in young workers' pay scales will be calculated on a pro rata basis according to their salary scale amount. In the case of employees receiving Wajong benefit (under the Disablement Assistance Act for Handicapped Young Persons), the employer may opt not to give the one-off lump sum payment if that is in the employee's interest.

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3. Funding of problem areas

The parties will set aside 0.45% of the pay bargaining range once, for the occasional funding of problems arising from costs incurred as a result of COVID-19 issues in relation to the employment terms and conditions of our employees. For example, the renewal of temporary contracts of researchers, PhD candidates, lecturers and the support and management staff assisting them. This is a specific agreement intended to express solidarity and commitment, in particular to university staff on temporary contracts. The parties will make agreements in the coming weeks on how this reserve fund will be spent at the universities. These agreements will be evaluated by the parties to the collective labour agreement prior to the end date of this collective labour agreement.

4. Extension of Vitality Pact

The Vitality Pact Scheme pilot of the Collective Labour Agreement for Dutch Universities, as laid down in Articles 6.13 up to and including 6.16, will be extended for a further eighteen months under the same terms and conditions. The pilot will therefore be extended until 31 December 2021. In line with this, the dates mentioned in paragraph 1 of Articles 6.15 and 6.16 of the Collective Labour Agreement will be amended:

- 6.15, paragraph 1 of the collective labour agreement: Employees will be able to participate in this scheme from 1 January 2019 until 31 December 2021. Actual participation in the scheme must have been initiated no later than 30 December 2021 and will continue until the employment ends, but at the latest until the State Pension age has been reached.
- 6.16, paragraph 1 of the collective labour agreement: The parties to the collective labour agreement will be evaluating the scheme in the interim, prior to the end date of this collective labour agreement, regarding its budget neutrality, its impact on recruitment and advancement and with regard to the workload. A final evaluation will take place before 1 October 2021.

5. Miscellaneous agreements

In addition, the parties to the collective labour agreement have made the following agreements:

- Rewording of agreement on support and management staff mobility*
The parties to the collective labour agreement agree to amend the wording of Article 6.11 of the collective labour agreement (Mobility and long-term employability of support and management staff) so as to emphasise the importance of finding a balance for support and management staff as regards development, mobility and long-term employability.
- Introduction of ombudsman role*
The parties to the collective labour agreement agree that, based on the results of the final evaluation of the ombudsman pilot (June 2020), an ombudsman will be appointed for all the universities. Recognising the fact that the insertion of the ombudsman role in the support structure that already exists within the universities should be undertaken with due care, the parties agree that the steps necessary to establish the ombudsman role for all the universities will be completed by 1 July 2021 at the latest.
The aim is to adopt an Ombudsman job profile in the UFO-update 10.0.
- Study arrangement for career prospects of young academic staff*
In the academic careers of junior lecturers (Lecturer 3 and 4) and post-doctoral researchers (Researcher 3 and 4), the close relationship between education and research is logical and guaranteed at the level of the individual. In this context, the parties agree to carry out a study into the career prospects of young academic staff in both teaching and research, also taking into

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consideration the studies 'Adequacy and Effectiveness' and 'Recognition and Appreciation'. The parties will include the results of this study in the next round of collective labour agreement negotiations.

d. Adjustment of trade union facilities

The parties agree on an amendment in Article D.3(5) of the collective labour agreement, second dash: 'registered members, including the trade union officials and trade union consultants, are given the opportunity to maintain relationships with their colleagues – fellow members and potential members - and, on occasion, to assist their fellow members as a counsellor during working hours'.

e. Technical changes

Editorial/technical changes in the collective labour agreement that are not related to the content of the text will be adopted in the Editorial Board.

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Agreed on 11 May 2020,

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