

# 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 Staff Council and Subcommittees**

The trade unions have representatives on the Staff Council and the Subcommittees at the faculties and university departments. Every three years, employees have the opportunity to elect new members of the Staff Council and Subcommittees. The unions nominate their own candidates and support them in their work for the Staff 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.



# Who speaks for you?

## **FNV: On your behalf. For you.**

A strong trade union is essential to guarantee good working conditions for employees on an ongoing basis. A strong union is able to act decisively at critical moments. This is an important tradition that we must continue to build on. We do this with each other. And more importantly for each other. But always together. Every membership helps us achieve this goal. To achieve better working conditions. Your working conditions.



With almost one million members, FNV really makes a difference.

Have you ever considered joining the FNV? FNV gives you the opportunity to become involved in how VU Amsterdam is organized. As an FNV member, you can have a say in your work and your working conditions at the university. As the largest union at VU Amsterdam, we have a powerful voice. And did you know that membership comes with all kinds of other benefits?

## **From career advice to communication training**

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. FNV also organizes courses on issues relating to employment and income, and training in general skills such as negotiating and communication. Through FNV you can obtain free career and financial advice. You can also get help filling in your tax form and take out affordable legal assistance insurance.

## **Why we need a trade union**

Once a new Collective Labour Agreement has been negotiated at national level, it then has to be implemented locally at each university. At VU Amsterdam, this takes place in the Local Consultation. In the event of reorganization, a responsible redundancy plan has to be agreed on, designed to mitigate the impact on employees. This often includes aspects such as redeployment, retraining and in-service training.

FNV is hard at work on several fronts to influence decisions that affect the future of its members. This includes providing representation on the Staff Council, where FNV participates in the discussions on VU Amsterdam's overall strategic vision and its policies on finance, personnel, health and safety. Every three years, employees have the opportunity to vote for a new member of the Staff Council. FNV nominates its own candidates and also supports them in their work for the Staff Council.

**In short, FNV stands up for your interests in work, income and working conditions.**

## **Want to find out more or become an FNV member?**

You can reach the union official FNV-VU, Mark Peters, by email

[fnv.vakbondsfunctionaris@vu.nl](mailto:fnv.vakbondsfunctionaris@vu.nl) or by phone: 020 5989426/5983806 or check our FNV website: [fnv-onderwijs en onderzoek](#)

# You are there for others, CNV is here for you

CNV Overheid is the trade union run for and by people who work, have worked or are seeking work in the public sector. We stand up for the rights of employees, but also of students, retirees and people on benefits. As you work to help others, we work to help you.



Overheid

## What does CNV Overheid do?

We work with our members to ensure that you can do your work effectively and enjoyably. We do this by agreeing favourable working conditions (through the Collective Labour Agreement), by helping you in your professional development and by being here for you when things get tough. We form a large network, where you learn with and from each other.

## Our principles

CNV Overheid 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 Overheid 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 Overheid 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 Overheid at VU Amsterdam

In many organizations, CNV members are committed to good working conditions and a good legal position for employees. VU Amsterdam is no exception. We are well represented on the Staff Council and a CNV member is also active in the Local Consultation (the round table meeting between the four trade unions and VU Amsterdam). Because we work at VU Amsterdam ourselves, we understand what is going on in the workplace and what the employees need.

## Additional information

Want to find out more about CNV Overheid? Take a look at our website:

<https://overheid.cnvconnectief.nl/>

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# 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.

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.

<https://www.aob.nl/wo/>

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



# FBZ

FBZ represents the employee interests of (para)medics and other professionals at universities. If you are a member of a (professional) association affiliated to FBZ, you automatically enjoy the benefits of union membership.



## **FBZ at the collective bargaining table**

The evolving labour market permanently demands renewal of employment conditions or improvement of working conditions. In the coming years, the focus will be on sustainable employability and employee development, among other things. There is also a vitality pact that allows older employees to work less on attractive terms. All topics on which contemporary collective bargaining agreements have been reached. That's what we do for you as a union.

## **The influence of our members**

FBZ makes a case for its members by collectively discussing the bottlenecks experienced by employees, both at the negotiating table and during regular consultations with your employer. When preparing our agenda for a new CBA, we ask you to indicate what you need or what bottlenecks you experience, so that we can take this input to the CBA table. We think it is important to have a good connection with practice. That is why members participate in sounding board groups during the CAO negotiation

## **Local Consultation at VU Amsterdam**

FBZ's negotiators also regularly consult with your employer on improving working conditions, for example addressing work pressure. We attach great importance to the successful implementation of the plans at each university. We are happy to receive signals on this. This also applies if you experience problems with compliance of agreements contained in the collective labour agreement. In consultations with your employer, we pull together with the Works Council as much as possible. In elections at your university, you can stand as a candidate on behalf of FBZ. If you are elected to the OR, we offer support and put you in touch with other OR members via a LinkedIn group.

## **Become a member?**

Would you like to become a member of one of FBZ's affiliated associations? On our website under 'About FBZ' you will find an overview of the affiliated associations and the member benefits are listed. As a member, do you have questions about your employment contract, leave, a reorganisation or dismissal, for example? Check [www.fbz.nl](http://www.fbz.nl) and click on Legal Aid (rechtshulp).