

To representatives of trade unions in the LOAZ

Subject final offer
Our reference 18.10695/DK/DvL
Date 19-9-2018

Dear representatives of trade unions in the LOAZ,

The entire staff of the UMCs make an invaluable contribution to the health of today and tomorrow, through patient care, training, education, scientific research and supporting research. We greatly appreciate their work. We have heard your wishes for a new collective labour agreement (CAO). We share your concerns and those of our employees regarding the workload and feel, just like you, that a suitable salary must be associated with the responsible tasks carried out by all employees in the UMCs.

The discussions about a new CAO have lasted almost half a year. Together with you, we searched intensively in formal and informal ways for a CAO that all parties could accept. Our discussions focussed on salary increases as well as reducing the workload. Since the informal explorations have not led to a resumption of the negotiations, the NFU board deliberated about the situation that had developed. We listened closely to you and to our employees.

./ On this basis we have decided, after intensive consultation as the NFU board, on the attached final offer (NFU-18.10696) which we would like to present to you.

Here are the most important points:

Salary and compensation

- The following salary increase for a CAO with a duration of 36 months (from 1 January 2018 to 1 January 2021):
 - o 2.5% permanently from 1 August 2018;
 - o 2.75% permanently from 1 August 2019;
 - o 3% permanently from 1 August 2020.
- Conversion of the employees' personal budget to 0.92% of salary from 1 January 2019.
- Interns in the UMCs will receive compensation for expenses amounting to €100 gross per month during their internships in an UMC.

Measures to reduce the workload

- Approach to workload by reducing regulatory pressure and registration burden, taking non-care tasks away from care professionals, scheduling in a different way, and investing in good working conditions.
- Research into the balanced distribution of services.
- The right to paid informal care leave (70%) will be extended from three to four weeks per year. For informal care of immediate family members, including partner, child or parent, this is extended to a maximum of 12 weeks.
- All proposals concerning night and evening shifts have been withdrawn. The CAO remains unchanged regarding this point.

- A generation policy will be drawn up and monitored in all UMCs and addressed in the local consultations.



We are also implementing a number of changes which had been discussed earlier. Please refer to the attached final offer for details.

The following considerations were key in creating this final offer:

- The NFU board wants to achieve as much calm as possible in terms of labour relations so our employees can focus fully on the important core tasks in the areas of patient care, training and education, scientific research and its support.
- Given our appreciation and respect for the efforts made by our 70,000 employees, the NFU board has proposed more than the maximum compensation the UMCs probably would receive via the OVA-system [government contribution to working conditions development].
- There is a financial limit specified for the improvement of the working conditions depending on patients' interests and cost to society, and what we as a good employer consider acceptable and responsible. This fits into the context of the financial restrictions arising from the reforms of the outline agreement and the sharp increase in the ABP employers' pension premium in 2017, 2018 and 2019, for which UMCs have not been compensated.

We are making this final offer because we want to employ our resources optimally for the staff of the UMCs. At the same time, we ascertained that we have a joint responsibility for keeping care affordable. This offer goes further than the possibilities available in the budgets. It will require negotiations with the healthcare insurers and cost-saving measures.

We would like to hear by Wednesday, 26 September 2018, whether you intend to present this final offer to your members as a result of the negotiations. We hope that this will quickly lead to a definitive agreement on the UMC CAO 2018-2020, and that it will form the basis to address jointly a number of important issues to benefit our staff and patients.

Today we are informing the employees of the UMCs about the final offer and this letter. The employees will receive a clarification from their own UMC.

Yours sincerely,

Leon van Halder
Chair of NFU-CAO delegation*

** Leon van Halder, chair of the board of directors of Radboudumc is the successor from September 14 of the current chair, Wouter Bos, due to his imminent resignation as chair of the board of directors of VUmc/vice-chair of the board of directors of AMC*