



## Progress with cao-umc negotiations

**Today (December 11), the collective labour agreement (cao) delegation from the NFU met with FNV, CNV, LAD, NU'91 and FBZ for the second time to discuss the creation of a new cao. NU'91, the nurses' union, has now joined the table as an independent party. In the two meetings conducted so far, all parties have put forward their most important topics. Despite the extremely restricted financial scope, the umc's feel there are possibilities for better agreements to improve the vitality of their employees.**

Many developments can influence the umcs' finances: the financial consequences of the COVID-19 crisis, the economically uncertain times, the rising pension premiums – which the umc's largely pay themselves – and the downward revision of the public contribution to labour cost development. This all greatly restricts the financial scope. Damage to and delays in research (clinical or otherwise) and education are not or barely compensated. And the umc's will have to deal with the postponed essential care in 2021. The demand for care is rising, although the means do not keep pace. In other words, the NFU is of the opinion that in the coming years, additional financial support will be essential for the curative care. The NFU and the umc's fully support the message in the unions' urgent letter to Minister Van Ark that was discussed on 30 November 2020 in the joint consultation of social partners in care with the Minister. This did not lead to the desired result, nor did the many motions in the House of Representatives. In the near future the umc's will continue to fight for more means.

### **Dialogue sessions**

Given a solid basis – the current package of labour conditions is good in general terms – the NFU sees possibilities for improvement, such as paying attention to lifelong career development and vitality, with a clear policy that addresses all generations. Modernisation of the job categories is an important focus, as is the reduction of work pressure wherever possible. In addition, the umc's want to give their employees a greater say. These points reflect the wishes of the umc employees, with whom dialogue sessions are currently being held. This input will continue to be collected and included in the follow-up of the talks with the unions.

Against this background and because of the many uncertainties and the formation of a new cabinet in the coming year, the umc's want to arrive a short-term cao.

The next meeting is planned for 15 January 2021.