

Umc's want improvement of current cao

On Friday, January 15, the cao-delegation of the NFU and the unions explored directions for solutions to add value to a new cao (collective labour agreement) for the employees of the university medical centres. It is clear that the standpoints of the NFU and the unions are still far apart on crucial points. An important element of the unions' proposal focuses on a structural wage increase for all employees. Given the limited financial leeway available, the umc's want to devote the available wage margin to the biggest problem areas.

Given the current developments (the corona crisis, economically uncertain times, the fall of the cabinet and the upcoming elections), the employees, unions as well as the NFU are greatly disappointed with the extremely limited financial scope still available. Assuming a sound basis – the current package of employment terms and conditions is sound in general – the NFU has presented proposals that aim to improve the current cao, paying attention to the points raised by e.g. employees during the dialogue sessions. They also meet some of the points that the five unions have introduced in their separate proposal letters.

Dialogue sessions

Dialogue sessions were held with employees in the umc's to uncover what is needed to face in a sustainable and healthy manner the challenges they encounter when working in healthcare, education and research. The cao-delegation of the NFU concluded on the basis of this input that it is necessary to take concrete steps regarding "valuable time": giving the employees more autonomy in choosing what they want to spend their valuable time/work time on: good breaks in schedules, time for learning and developing, and time for current and future career moves. For example, this could include dealing with work pressure, monitoring the work/private life balance, and offering conditions like time for time for overtime and extra shifts.

The cao-delegation of the NFU wants to come to feasible solutions together with the unions through an open discussion and realistic expectations. The next meeting is planned for January 29.