

## Positive talks between umc's and unions on new cao

**On Friday, January 29, the cao-delegation of the NFU and the unions met for the fourth time to discuss a new cao for umc employees. The NFU's proposal for improvements in the labour conditions was explained in more detail by the delegation. At the unions' request, the cao-delegation will elaborate an integrated proposal, after which they will be given time to study the proposal carefully. The unions were asked to prepare a joint written response to it. At the moment, there are five separate proposal letters on the table.**

Gabriël Zwart, director of Maastricht UMC+ and Karen Kruijthof, director of Amsterdam UMC, are participating on behalf of the umc's. Gabriël Zwart explained, "Our employees do high-quality work under difficult conditions. We want to offer them the best possible labour conditions within the financial possibilities. They certainly deserve it! It also fosters the continuity of care to address matters like work pressure and absenteeism due to illness. In addition, we want more say in decisions, and to have learning and developing and career development stimulated."

Karen Kruijthof added, "The umc's want to focus the limited financial leeway available on wage increases in the biggest problem areas, such as for nursing care professionals and clinical positions (and support). We have also proposed a structural financial working from home scheme and increasing the bonus for irregular shifts. We are elaborating these topics in the proposal that goes to the unions at the end of next week."

### **Inaccuracies**

The cao-delegation of the NFU is disappointed that an inaccurate image is being presented in the media about topics that affect the labour conditions of umc employees. Gabriël Zwart clarified, "The discussion with the unions becomes difficult if falsehoods are making the rounds. The confusion about the care bonus does not concern the umc's. The umc's have already paid out the care bonus, and we are definitely not involved with so-called 'recall contracts'."

### **Follow-up**

At the end of next week the cao-delegation will present the integrated proposal. The unions have asked for plenty of time to examine it. At their request, the next meeting is planned in the week of February 22. An option for a follow-up meeting in mid-March is also being reserved.