

Newsletter Universities: first round of negotiations CLA

Dear FNV member,

In recent weeks we have been busy preparing for the collective bargaining negotiations at Universities. The first round of negotiations took place on March 7. In this newsletter you can read all about our efforts and the course of the first round.

March 7: first round of negotiations CLA

At the kickoff of the negotiations, we explained our CLA-points to the employers in detail. What we want:

- A **realistic, structural wage increase** of 4.3% + €150 on top of each salary scale. This way, lower salary scales will improve more, in percentage terms, than higher scales. Salaries should also grow automatically with rising prices each year (Automatic Price Compensation);
- **Quality of work:** for example, by making agreements on reducing work pressure, increasing social safety and a diverse working environment;
- **Secure work:** by agreeing, among other things, that structural work means a permanent contract, that lecturers are given full-time contracts at their request, and that PhD students, tenure trackers and postdocs are better protected in the event of sickness/absence;
- **A strong union:** by making union membership more attractive to new members and being able to raise awareness of the union in the workplace.

Response of employers

The employers asked a number of questions about our CLA-points during the first round of negotiations. They also indicated that they would prefer a low-policy CLA, particularly because these are politically uncertain times and there are significant financial challenges. Nevertheless, they do see starting points for further substantive discussion. We will hear what this means for the next collective bargaining meeting (March 27) as soon as possible.

Nice to know

You can read our full CLA-commitment [here](#). We will keep you informed of the negotiations through our [website](#) and newsletters. It would really help us if you share this newsletter with your colleagues!

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