

Message from the cao-delegation to umc employees

Dear colleagues,

As you are all aware, the cao (collective labour agreement) negotiations started at the end of last year. We have just completed the third round. It's time to inform you about our position and the current state of affairs in the negotiation process for a new cao.

The cao we agreed on in 2018 is still sound and offers a good basis for the next one. Happily so, because a sound cao is in the interests of all umc employees. In the coming years, given the many challenges the sector is facing, extra financing will be essential for the curative care sector. But in political and societal terms, it is not possible to obtain more funding in these uncertain economic times. The consequences of the COVID-19 crisis, the rising pension premiums and the shrinking government contribution to labour cost development (ova) are constricting the financial scope in 2021. We have landed in a dilemma between economic possibilities and the expectations of our employees and society. As a result, there is limited scope for additional compensation. Since the fall of the Cabinet, we cannot expect any help from that quarter. Our hope for additional financial support is fixed on the next Cabinet.

Luckily, we have a good package of labour terms and conditions to fall back on, such as the current cao and the generous pension scheme of ABP. No one will be disadvantaged. The umc's also offer plenty of job security in these difficult times.

We have taken the input from the dialogue sessions to heart, along with other information about what our employees consider important. We also took the five unions' proposal letters into careful consideration. On that basis, we introduced a number of topics during the negotiation meetings. Differentiated employment and fair compensation particularly for nursing positions, reduction of the work pressure through e.g. more breaks, professional and personal development, more say and more autonomous choice in how you allocate your valuable time (including at work) are important measures for improving the labour conditions. We want to target the limited financial leeway on compensation where it is most needed. What we are definitely committed to is ensuring that all umc employees retain the purchasing power they have now. Given the uncertain economic conditions and lack of clarity about the new Cabinet's plans, we are thinking of a short-term cao for one year. For the long term, we propose using the time in 2021 to explore a number of important themes in depth (study agreements). For us, the most important issues are: which measures can we take while considering the work-life balance for all generations and how do we arrive at a job structure model and recognition programme that suits our world of today and that of the future?

This is what the umc's are standing for. A summary of our proposals to the unions are [attached](#) to this document.

Do you have a question for us? Then send an e-mail to caoumc@nfu.nl.

On behalf of the NFU cao-delegation,

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