

NEGOTIATION RESULT cao Wageningen Research Foundation

5 July 2021

1. Duration cao

From 1 April 2021 until 1 April 2022.

2. Income

a. Increase in salary scale amounts:

The amounts listed in the salary table (cao appendix A) and the actual salaries will be increased by **1.64%** per 1 October 2021.

b. Increase in end-of-year-bonus

The year-end bonus is to be increased by **1.0 percentage point** (from 3% to 4%) as of December 2021.

c. Employee contribution for Unemployment repair WR 2016

The employer will cover the costs of the employees' private contribution to the unemployment benefits repair WR-2016 as stipulated in the cao DLO (2017-2019) in the period 1 April 2021 till 1 April 2022. The employee contribution for 2021 has been set at **0.4%** of the annual salary by the PAWW-foundation.

3. Vitality pact

The WR vitality pact is to be reopened as soon as possible following the ratification of this Negotiation Result by the employer and the employee organisations' constituents. There is a three-month application period, with the exception of those employees who applied for the vitality pact prior to the expiration of the cao on 31 March 2021 and who have reached the required age before the new cao 2021/2022 is ratified. For this group of employees, a shorter period between the application and effectuation may be agreed upon. Effectuation may take place on the first of the month following a vesting period of no less than 30 days.

The vitality pact will remain in effect after the expiration date of this cao until 30 September 2022 (the latest effectuation date). The latest application date is 31 March 2022.

The weekly work roster will be set up in such a way that the leave and compensation hours combined amount to at least five-fold the average weekly reduced number of working hours.

4. Working conditions (hybrid working)

Hybrid working after the COVID-19 crisis is a major theme in the cao. Together with Wageningen University, Wageningen Research wishes to facilitate partially working from home in the future. This calls for team-level tailored solutions to be reached through agreements between the team and its supervisor. The team's best interests must be leading, and meeting in the working environment remains valuable.

The further details of the implementation of hybrid working within WUR are to be discussed in the POWR/OPWU joint assembly. The SoFoKleS 'Hybrid working in Higher Education' report (see appendix ...) will serve as a basis.

The cao parties have determined the following framework aspects for hybrid working:

- Hybrid working is an option, not a right for employees;
- The employee works there where he is able to work most effectively (and with the most satisfaction), following permission by the supervisor;
- Individual agreements are made between supervisor and employee based on the cao agreements on hybrid working and the SoFoKleS 'Hybrid working in Higher Education' report (see appendix ...);
- The supervisor includes options to facilitate hybrid working, for example, through hybrid meeting facilities;

- When working at home, the employer retains the responsibility (and right to carry out checks) to ensure the home office meets the occupational health requirements.
- The organisation may opt to make the requirements for the home office available or to offer compensation, for example, based on declarations.
- Compensation may only be offered if the employer can test whether the home office is Occupational Health requirement compliant.
- Adjusted provisions are made for employees not living in the Netherlands in keeping with the fiscal and social security situation.

Cao-parties have also reached an agreement on compensation for working from home as of 1 September 2021. This compensation is made up of three components:

- € 2, - per day of working from home (either on fixed days or based on declarations)
- € 4, - per week with two home-office days
- A monthly internet contribution of € 25, -
- Commuting allowance as per the Implementation Arrangement Travel Expenses WUR (the € 2, - compensation for working from home is forfeited on these days).

On-call workers, student assistants, freelancers, PhD candidates without an employment contract and students are excluded from the compensation for working from home. The new system of compensations will be evaluated in mid-2022.

This cao agreement is a WUR provision for the duration of the cao WR and is to be further detailed in the POWR/OPWU joint assembly.

2. Working pressure

Discretionary working hours and safeguarding private time

A preamble is to be added to the cao WR on facilitating sufficient discretionary working hours and the safeguarding of private time:

“Work pressure at Wageningen Research has been high for a long time. The cao-parties continue to focus on lowering work pressure. One way in which this may be done is to ensure sufficient discretionary working hours, for example, by reducing the number of appointments, keeping email correspondence to a minimum and ensuring employees have sufficient time for reflection, for work that is not part of the daily routine and time to read articles. Employees are entitled to breaks. In addition to lowering work pressure, keeping private time private is extremely important.

With this in mind, the cao-parties agree that the employer will ensure that there are sufficient discretionary hours available for employees. Options include email-controlled weeks, a fixed appointment-free hour every day, or facilitating variation in tasks. Implementation will be WUR-wide, and in consultation with POWR/OPWU. Moreover, the parties agree that the employer will safeguard the employees’ private time.

The employer reports on the implementation in the POWR/OPWU joint assembly. To lower administrative pressure, this is limited to main points. However, always ensuring that it is clear to the employees what measures their employer has taken. There is a list of best practices available on the VSNU website.”

Realistic task assignments

Work pressure at WR may be lowered by giving employees realistic tasks that can be realistically performed within their work schedule. This means making transparent agreements on the ratio between various tasks such as research, valorisation and other tasks, as well as standard-setting for the weight

of the different tasks. Moreover, proper distribution of tasks among the team members is needed. Implementation of assignments and tasks is to be as decentralised as possible. Further details are to be formulated in the POWR/OPWU during the cao-period.

3. Vital@work

Vital@work is related to, and partially overlaps with, the work pressure issue. WUR launched vital@work over five years ago. A programme focused on vitalising employees within a team to continue to perform work healthily, passionately and productively. Now and in the future. A team of vital employees as a basis for a healthy organisation. Employees that can be deployed sustainably and flexibly are crucial to achieving the ambitions of WUR to answer the continuously changing questions from the world around us. The intranet group Vital@work provides employees with all the information on this subject,

During the past corona period, many efforts have been made to provide employees with support to stay vital and healthy while working from home. Remote working brought with it some challenges that the Vital@work programme has already addressed.

It has been decided that the POWR/OPWU joint assembly is to be included in determining the direction of WUR's focus and level of priority regarding issues of vitality. These choices are made based on continuously updated, developing and adjusted perspectives.

4. Study

Employers' organisation AWWN compared the cao NU and cao WR in the spring of 2021. In the POWR, an investigation into the differences will be conducted, including the differences between the two agreements that have risen after the date of the AWWN comparison.

5. Optare

The sustained change in working methods calls for a recalibration of Optare. The key is a clear and easily implementable model. This will be further detailed in the POWR and OPWU joint assembly from the fall of 2021.

6. Changes in the cao-text

Parties will review, clarify and make technical changes to the text of the cao based on, among others, the agreements reached, experiences, changes in legislation and rulings, as well as expected legislation. This will include:

- Aligning the texts pertaining to the implementation provision sickness and disability with the ZANU, without making substantive changes,
- Implementation Arrangement Travel Expenses WUR is to be amended, increasing the allowance per kilometre from 7.6 cents to 8 cents (while maintaining the maximum one-way commuting distance at 30 kilometres) per 1 January 2022. Moreover, as of 1 September 2021, a fixed travel allowance may be waived in favour of a more flexible declaration-based compensation in cases where there is irregular commuting. In cases where the commute is undertaken by public transportation, the actual costs may be compensated for the cheapest ticket and a maximum one-way travel distance of 100 kilometres) from 1 September 2021.
- The cao texts (art. 3.1) and the complaints procedure (art. 1) are to be adjusted as stipulated in the appendix (changes in bold font).

The parties are to decide whether this negotiation outcome will be ratified and serve as a definitive agreement by 16 August 2021 at the latest.

Wageningen, 5 July 2021

Stichting Wageningen Research,
On behalf of the board

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Appendix Ammendment CAO (article 3.1) and complaints procedure (article 1)

Article 3.1 Classification level of job position

1. The employee's position is classified in accordance with the WR function classification system. The university function classification system is part of the WR function classification system.
2. Each classification level has a specific pay scale. These pay scales are included in the CAO appendix A.
3. When a new or altered function profile is classified, the Wageningen Research foundation function classification appeals procedure comes into effect.
4. **For complaints concerning the function profile, the Wageningen Research individual complains provision applies.**

Individual complaints provision Wageningen Research

Article 1 Definitions

Complaint: each and every written expression of dissatisfaction felt by the employee regarding an aspect of the job, working conditions or working circumstances (including the outcome of evaluation and development meetings **or the applied function profile**). Broadly applied, legal regulations, the CAO and the provisions therein as well as the company provisions that apply to the employer, in so far as the method of compliance is stipulated, may not be considered objects of a complaint.