

Summary 2025

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What happened in 2025

In 2025, the Local Consultation (LO) continued to serve as the local negotiating table between the trade unions and the Executive Board. That year, the OPUT in Twente participated at the table with renewed energy, led by a new chairperson and new members following the retirement of the previous chair. The unions had grown in size and visibility across universities, and the OPUT also expanded in 2024 and 2025 with more members.

The year 2025 ended as a challenging period for the University of Twente. After a reorganisation at the S&T faculty discussed in 2024, two more followed that year at University College ATLAS and the Faculty of ITC. These changes led to several forced redundancies, strikes, and protests. Despite the difficult circumstances, the events also revealed the strength of the university's community, bringing together staff and students in acts of solidarity. In support of colleagues affected by both campus safety issues and the reorganisations, solidarity marches were successfully organised.



Developments within the UT

At present, stronger local connections between the various participation bodies within the University of Twente are shedding light on the somber period that has passed. For example, OPUT regularly organizes meet-and-greet sessions, information events, member meetings, and other activities. In addition, ties with decentralized participation entities are growing stronger, aiming to ensure effective collaboration with the faculty and service councils.

This connectedness appears to be necessary for the time being. In December 2025, the university newspaper U-Today published a reconstruction detailing repeated cases of misconduct and highlighting significant shortcomings in the University of Twente's social safety system. In addition, the University of Twente was placed on a blacklist by The Rights Forum due to its cooperation with the Israeli defense industry.

In short, we have identified clear reasons for the employer to engage in open dialogue with employee organizations about the University of Twente as an employer and its working environment.

However, the formal opportunity for such discussions remains the Local Consultation meetings, which have experienced some irregularities in how their mandate is implemented. For instance, although an annual meeting schedule is agreed upon, it has been unilaterally shortened twice, putting the depth and quality of these conversations at risk. All in all, we at OPUT are committed to representing our colleagues and will continue striving to improve this process. After all, nobody wins unless everybody wins.



Robin van Emmerloot

Chairman OPUT

Overview of LOs and topics covered

The Local Consultation consists of six scheduled meetings between employee representatives and the employer. These meetings cover standard topics such as the follow-up of collective labor agreements and updates on well-being initiatives. The table below provides an overview of the additional topics discussed in this forum.

Date	Main topics	Opmerkingen
06-03-2025	Annual reports supporting structure	
04-06-2025	Reorganisation University College ATLAS	
03-07-2025	No in-depth discussions	Duration LO was unilaterally reduced from 120 to 30 minutes
18-09-2025	Reorganisation ITC	
27-11-2025	New covenant Executive Board – University Council – OPUT Budget AVWG2026	
18-12-2025	University of Twente Leave Regulations	Duration LO was unilaterally reduced from 120 to 30 minutes



Working groups

In addition to the Local Consultation, members of the OPUT are active in working groups with representation from the employer, often from the HR & FIN departments.

Working group	Description	Status
Covenant	After terminating the covenant in 2024, drafting of a new covenant	New covenant agreed by LO of 27-11
Organizational changes	Proposal to renew organisational changes scheme	Paused until current reorganisations are completed
Vacancy policy	Vacancy policy for supporting staff.	New scheme is ready.
Employability Fund	In response to the CLA '25-'26, filling in local regulations around employability fund	Started in December 2025

Activities OPUT

In addition, the OPUT has independently organized a number of activities during this calendar year. For example, it has worked to increase its accessibility and to gather information and feedback from its supporters. Below is an overview of these activities.

Date	Activity	Description
26-3-2025	Information session Reorganisations UCT	Explanation of the rights and obligations in times of reorganisation by CNV advisor Martin van Gessel
03-6-2025	Catch-up session CLA negotiations	Q&A session on the collective labor agreement negotiations by advisor FNV Sam Verduijn
12-6-2025	Meet & Greet trade union members	Meet & greet between the supporters and LO members
03-07-2025	Information session Reorganisations ITC	Explanation of the rights and obligations in times of reorganisation by CNV advisor Martin van Gessel
01-09-2025	Start online campaign month of the trade union	Information about union membership in response to the month of the union
09-10-2025	Trade union market	Physical session with union membership and representation
29-10-2025	State of the Unions webinar	Short webinar with explanation of union membership and Q&A about representation

Composition OPUT 2025

Name	Function	Bond	Note
Robin van Emmerloot	Chairperson Member	AOb	Chairman from Apr. 2025
Klaas Poortema	Deputy Chairperson Member	FNV	Till August 2025
Bram Schouwstra	Member	FNV	
Cynthia Souren	Member	FNV	
Kees Wesselink - Schram	Deputy Member	FNV	
Laura Franco Garcia	Member	AOb	
Rosalie Arendt	Deputy Member	AOb	September 2025 – January 2026
Ronnie Harmelink	Member	CNV	
Anita van Dijk	Member	CNV	Since November 2025
Laila Tijink - Zinad	Secretariat		
Petra ter Brugge	Secretariat		
Sam Verduijn	Advisor	FNV	
Ahmed Charifi	Advisor	AOb	
Martin van Gessel	Advisor	CNV	
Lilian de Groot	Advisor	FBZ	



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