

THE POWER OF UNIONS

Robin van Emmerloot, representative of the AOb

FOR THOSE WHO DON'T KNOW ME

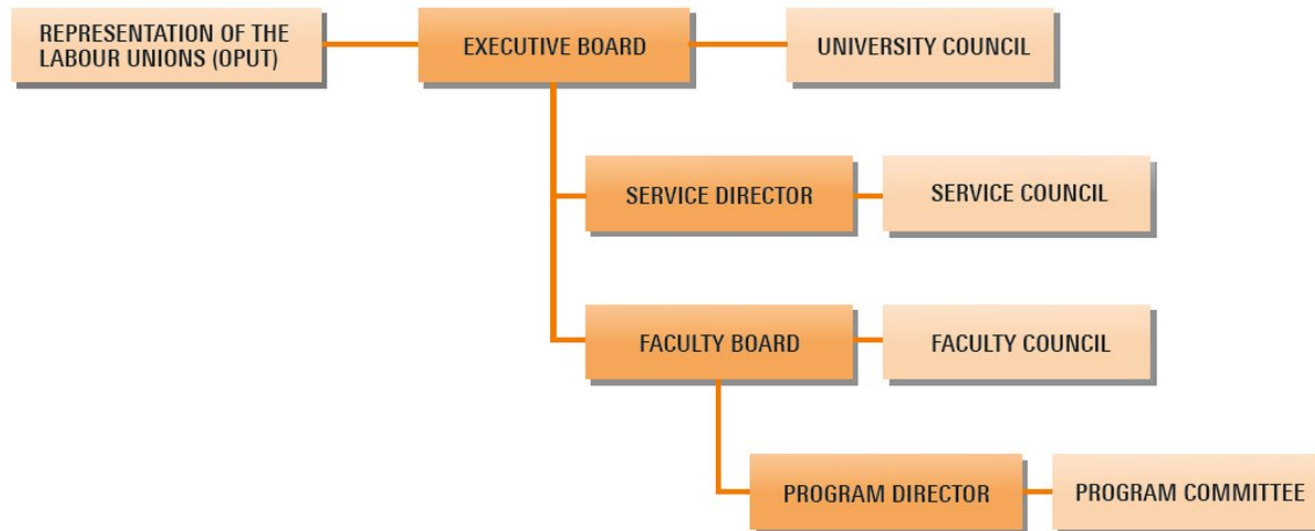
Robin van Emmerloot,
educational consultant @ CELT

1 day per week representative of
the union AOb

Experienced in special needs
education



ABOUT THE OPUT



Representatives of the unions,
ensuring the following up of the CLA
(CAO)

Making local agreements and being
a channel for national discussions

3 unions are represented

utwente.nl/oput

WHAT CAN YOU EXPECT?



Why join a union?



Which unions are there?



How do you join one?

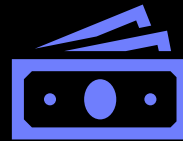
WHY JOIN A UNION?



Vote on collective
labour agreements and
other agreements



Legal advice and
assistance



Tax service



Content: workshops &
magazines

What rights do you have thanks to the unions?

- the weekend
- paid holiday, parental or sick leave
- maximum working hours
- the minimum wage
- pay negotiations
- enforcing contracts
- safe working conditions
- unfair dismissal protection
- Extension contract in case of maternity and parental leave
- No longer functioned based contracts





INTERNATIONAL CONTEXT

Not
automatically
part of a union

Choose a union
of your liking



4 UNIONS AT DUTCH UNIVERSITIES



FNV & CNV



FNV

Largest general union
'Tougher' in negotiations



CNV

Second largest general union,
with Christian identity
Not religious in outings, but do
take a 'softer' approach

Both are 'federations' of various field-specific unions



NOS News • Friday, 11:23 • Updated Friday, 3:24 p.m.



CNV cancels strikes early retirement, FNV decides tonight

The planned strikes between 14 and 20 October for the preservation of early retirement may not take place. Trade union CNV is suspending the strike plans and trade union FNV will discuss with the strike leaders tonight whether they will join them.

AOB & FBZ

AOB



Algemene Onderwijsbond
(General Education Union)

Officially part of the FNV, but as an autonomous entity

More focus on quality of education. Also includes educational magazines etc.

In Universities both FNV and AOB are active, but in other sectors FNV does not partake and AOB does in its place.

While they are more specific unions, they do partake in all discussions regarding agreements.

FBZ



Union specialized in healthcare professionals

Officially because of UMCs and Techmed part of negotiations as well

Currently within the UT not very active

An aerial photograph of a wetland landscape. The scene is dominated by a complex network of dark, winding water channels that separate numerous green, rectangular and irregularly shaped land parcels. These parcels appear to be agricultural fields or marshes. In the upper left corner, a small cluster of residential buildings with red roofs is visible, nestled among the greenery. The overall impression is one of a carefully managed or reclaimed landscape.

HOW TO PICK?

Compromises are always made, all parties have to make agreements

All represent their constituents, in ensuring working conditions and following the law

Check their websites, see what resonates with you

HOW TO JOIN?



It's month of the union! If you join now in one of them, you get a one-time discount.

Each have a form on their website, you do this on your personal address and bank account.

FNV: 19,22 per month

CNV: 20,50 per month

AOb: 20,60 per month

FBZ: ?

BUT WAIT, THERE'S MORE!

Through the UT Optional Model, you do get a tax return.

You get an annual statement of your union, which you can upload on AFAS.

This costs your membership per month

Target audience	Gross pm	Net pm*
students	Free	
Educational support assistant up to and including scale 8 or income below the minimum wage	€ 14,80	€ 8,88
PhD-candidate or teacher, oop'er from scale 9 board member or self-employed person	€ 20,60	€ 12,36

QUESTIONS?

Utwente.nl/oput

Contact me: r.h.m.vanemmerloot@utwente.nl /
RvEmmerloot@aob.nl

Or just walk in at room H317 in the Citadel

Thank you!