

!!! UNDER EMBARGO !!!

TLDR: Let's demonstrate for an hour Thursday 12th of May at [Domplein Utrecht](#), starting at 13.15h, in order to put pressure on the collective labour agreement negotiations - that take place at that time in [Academiegebouw](#) – so that the new collective labour agreement will protect staff on temporary contracts. This **must remain a secret** for management, so be careful how you spread this email.

Secret Demonstration Domplein May 12 at 13.15h.

Dear academics, students, colleagues, activists, and employees,

In last years collective labour agreement (CAO) between university managers (VSNU) and the unions, a series of agreements were made to address the growing crisis of precarious working conditions in the sector. While the agreement was a tacit acknowledgement of the structural dependence of Dutch Universities on temporary staff, it failed to address the issues of the (by far) largest group of them: teachers! Universities simply refused! At the time, many were outraged by the refusal of the VSNU to acknowledge the severity and urgency of the situation. In fact, 45% of AOB members voted to reject the CAO altogether.

This year's negotiations on the collective labour agreement are totally different. After two year of activism, predominantly done by Academia's most vulnerable with great danger and detriment to their own careers - the peeps on temporary contracts, overrepresented by woman, non-white academics, non-able bodied academics -, joined by allies and pioneers such as WOinActie, the times have changed. A network has been built (see [CasualAcademy](#)), it spans almost all Dutch universities, and developed ties with management, press, politics, and not in the least the unions. The Unions have gotten completely behind the cause, and in this year's collective labour negotiations, we are front and centre as a group, instead of an afterthought. As we deserve to be represented by them, they deserve our support, and this is the time to provide it.

On Thursday 12th of May, the universities and unions will come together at the *Academiegebouw* at Domplein Utrecht, to negotiate the upcoming collective labour agreement. Dear academics, students, colleagues, activists, and employees, **let's gather Thursday 12th of May at [Domplein Utrecht](#), at 13.15h** to show ourselves, voice our concerns, support the unions, and pressure the universities in solid labour conditions for precarious academics. The negotiations will start at 14h, which means that they'll arrive somewhere after 13.30, so we need to be there at 13.15, and make noise for the first 15 or 30 minutes of the negotiations. **Bring signs! Bring your students, especially if you're teaching! Bring megaphones, whistles and anything else that can make noise. Bring numbers!** We need to be there with a sizable group to show how plenty we are. **So please, talk to your colleagues, bring them**, and eat your lunch from 13.15 until 14.15 at Domplein! The unions feel very confident about these negotiations. This is a chance to make an impact!

The decision to allow thousands of colleagues to continue to work in insecure conditions, moving around every few months in search of a new contract, without enough time to carry out research, offer proper

support to their students, or have a healthy separation between their work and their personal lives, is symptomatic of the wider problem in the sector. Universities see their casual staff members as expendable, cheap alternatives to permanent employees that can be hired, fired, and replaced at will. Whatever the human cost or the consequences for the quality of education.

Dear tenured staff. We need to talk. We have heard very little from you, but we could really use your support. Be aware that we have had no shortage of intimidation from some of you, and very little support from most of you, but we refuse to believe that the aggression, dismissal, and disinterest we experience is the attitude of the silent majority. So, join us for this hour. Support us, just for this hour. We know that you are busy, but so are we. Sadly, we don't have the luxury of detachment. And by the way, we know you are affected by the poor working conditions as well. If we don't fight now, then when? If you don't stand up for yourself, your colleagues, academia as a whole, then when?

One final thing, **DO NOT SPREAD CARELESSLY!** This demo must remain a secret for management. If universities get a wind of this demonstration, they will move the location.

We hope to see you the Thursday 12,

In solidarity,

0.7, CasualAcademy and CasualUvA

The event is part of a series of events called the [semester of action](#), organized by CasualLeiden, 0.7 and the CasualAcademy collective. For more information please read [our report](#) on our previous action, or follow us on social media [here](#), [here](#) and [here](#).

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