

Minutes of the Executive Board Meeting held on 20 April 2022

Location: Virtual meeting via Zoom
Time: 10:00 am – 12:05 pm

Present: Esther Maria Meyer, Marga Burri, Anna Viola Bleichenbacher, Tolga Daniel Dittrich, Galya Iseli, Séveric Yersin, Butrint Aliu, Ali Darudi, Elena Pauli, Sven Kraus, Lars Fluri

Absent: Thomas Messerli, Amancaya Formica

Total present: 11, eligible to vote: 9

Minutes: Lars Fluri

Agenda:

1. **Approval of the minutes of the executive board meeting held on 1 February 2022**
2. **Personnel: General manager – completion of handover**
3. **avuba stance on working and employment conditions**
4. **Collaboration between avuba and Group III representatives on university committees**
5. **Better Science Initiative**
6. **avuba's tax status**
7. **Collecting topics for the President's Office meeting**
8. **Amancaya Formica's probationary period**
9. **Request for funding for an academic/non-academic project**
10. **Interpellations in both Basel cantons**
11. **Miscellaneous**

Item 1: Approval of the minutes of the executive board meeting held on 1 February 2022

The minutes of the executive board meeting held on 1 February 2022 are approved and thanks are expressed.

Item 2: Personnel: General manager – completion of handover

- a. Remarks: The handover of the avuba general manager's work could not be completed by the end of February 2022. Amancaya Formica therefore asks the avuba executive board

to approve the additional support required from Patricia Eiche (around 15 hours). This time would be paid at Patricia Eiche's hourly rate of CHF 41.66.

- b. **Voting proposal:** Does the executive board agree to Patricia Eiche continuing the handover and induction for around 15 hours at an hourly rate of CHF 41.66? Yes/No

The proposal is accepted with eight votes in favor and one abstention.

Item 3: avuba stance on working and employment conditions

- a. Separate item "Tariff structures at the University" is discussed as part of this agenda item.
- b. We discussed tariff structures at the last meeting. The tariffs can be found here: https://psychologie.unibas.ch/fileadmin/user_upload/psychologie/Fakultaet/Mitarbeitende/Personal/20210101_Tarife_2021_Assistierende.pdf
The fundamental question of avuba's stance on this issue (see item 3) has been answered insofar as the actual situation varies greatly between individual faculties. This heterogeneity is itself reflected in the composition of the avuba executive board and makes it difficult to find a common stance on this matter, which goes beyond balancing the interests of the faculties. Specific need for action identified: A special provision is required to balance out the unequal treatment of assistants in different faculties regarding salaries and workloads. If, for example, an assistant at the Faculty of Science takes up the offer to reduce their workload to 80%, their salary will be lower than an assistant in the Faculty of Humanities and Social Sciences with a 60% workload. The complaints came from the Faculty of Humanities and Social Sciences in particular. avuba therefore recommends that the issue be tackled by the relevant faculty assembly and the Dean's Office.
- c. Measures are currently being developed with GRACE to make it easier to combine work and family. A proposal to the President's Office is also being developed, entitled "Problems and potential measures for improving assistants' working and research conditions, with a request to review the status quo in each faculty and suggest improvements" as per the resolution of the General Meeting on 2 December 2021.
- d. **Voting proposal:** It is suggested that a pilot model be proposed for recording working hours in order to more precisely monitor contractual "protected time" regulations and adherence to contractually regulated weekly working hours. In addition, options are being examined with GRACE to better familiarize assistants with their contractually regulated rights.

The proposal is passed unanimously.

Item 4: Collaboration between avuba and Group III representatives on university committees

The issue of confidentiality at committee meetings arises here. Members of university committees are prohibited from discussing non-public agenda items. avuba wishes to hold regular discussions and work closely with the members of the various university committees, commissions and assemblies. The presidium welcomes specific suggestions on how this could be achieved.

The item is of an informative nature and does not require a vote.

Item 5: Better Science Initiative

- a. The Better Science Initiative has formulated 10 calls to action for Switzerland's academic culture. This is supported by various Swiss universities, including ZHAW, HSG and UniBE. avuba needs to decide its position on the initiative and whether to add its name to these calls to action.
- b. The co-presidium proposes that avuba add its name to the Better Science Initiative.
- c. The executive board will examine the initiative in detail and vote on whether to sign up at the next ordinary executive board meeting.

The item is of an informative nature and does not require a vote.

Item 6: avuba's tax status

The Basel City Financial Administration has classed avuba as liable to tax. This has various undesirable consequences: Increased accountancy requirements, tax returns and, in the worst-case scenario, tax payments. Amancaya has spoken with skuba and dozuba, which do not appear to have this problem. The avuba presidium will now ask the University's legal services to look at the matter again.

As an immediate measure, the co-presidium and the general manager will contact the University of Basel's legal services to determine further actions.

Item 7: Collecting topics for the President's Office meeting

The executive board will provide the co-presidium with topics to be discussed at the meeting with the President's Office.

The item is of an informative nature and does not require a vote.

Item 8: Amancaya Formica's probationary period

Voting proposal: The presidium agrees unconditionally that Amancaya Formica should be considered to have passed her probationary period.

The proposal is passed unanimously.

Item 9: Request for funding for an academic/non-academic project

In 2019, avuba allocated CHF 400 for a Nursing Science event. Due to the pandemic, the event is taking place this year instead. The executive board must now decide whether the request must be resubmitted and reviewed in May at the same time as all other requests or whether it can be approved outside the review period due to the extraordinary circumstances.

Voting proposal: The co-presidium proposes that the request must be resubmitted for the current accounting period.

The proposal is passed unanimously.

Item 10: Interpellations in both Basel cantons

Each of the supporting cantons has received an interpellation regarding working conditions at the University. The interpellations and responses from the cantonal parliaments can be found here:

Basel-Stadt interpellation:

<https://www.grosserrat.bs.ch/dokumente/100396/000000396484.pdf>

Basel-Land interpellation:

https://baselland.talus.ch/de/politik/cdws/dok_geschaeft.php?did=3d98be16527c4c088602d47d31f13c8f-332&filename=Beantwortung_der_Interpellation&v=5&r=PDF&typ=pdf

The item is of an informative nature and does not require a vote.

Item 11: Miscellaneous

- Séveric Yersin talks about the University's stance on personal integrity, including sexual harassment and bullying. It must be considered problematic that the University's designated department (Personal Integrity) has appointed new staff members three times in three years. Furthermore, the instruments provided by the University for these purposes appear very limited.
- Marga Burri follows up on the question raised regarding compensation for home offices. From a legal perspective, the possibility of compensation would probably have to be addressed on a case-by-case basis. Furthermore, explorations would be required as to the extent to which the Federal Government's strong recommendation to work from home during the COVID-19 pandemic is equivalent to an obligation to work from home in the traditional sense. The executive board decides not to pursue this matter any further due to limited resources.

The item is of an informative nature and does not require a vote.

The next meeting is expected to be held in September 2022.

Basel, 20 April 2022



Sven Kraus
avuba co-president



Lars Fluri
avuba co-president