

# Minutes of the General Meeting of 2 December 2024

**Location:** Kollegienhaus (main building), Lecture Hall 116  
**Time:** 18:00 - 20:00 with aperitif afterwards  
**Present:** At the beginning 37 participants physically, of which 35 with voting rights; from agenda item 9 on, 38 participants physically, of which 36 with voting rights; and 4 participants online (without voting rights)  
**Minutes:** Patricia Eiche

## Agenda items:

1. Welcome
2. Election of minutes taker
3. Election of the person counting the votes
4. Approval of the agenda of the General Meeting of 2 December 2024
5. Approval of the minutes of the General Meeting of 27 November 2023
6. Approval of the minutes of the extraordinary General Meeting of 11 June 2024
7. Approval of a) the avuba annual report 2023 and b) the associated auditors' report
8. Activity report 2024
9. Discharge 2024 a) of the executive board, b) of the co-presidium, c) of the general management and d) of the auditors
10. Outlook 2025
11. Approval of a) the 2024 projection (consultative) and b) the 2025 budget
12. Elections for the year 2025: a) Additional board member(s), b) Co-presidents and c) Auditors
13. Varia

## Agenda item 1: Welcome

Lars Fluri and Antonia Vogler welcome all those present and thank the assistants for taking the time to attend this General Meeting.

All avuba members received today's agenda in the email with the subject "avuba General Meeting 2 December 2024: Invitation, agenda and apply to be co-president 2025" on Tuesday, 24 October 2024. Everyone present has received a paper copy of the agenda for this evening.

As not everyone present speaks German, the meeting is held in English.

Lars Fluri briefly presents the items on the agenda.

## Agenda item 2: Election of minutes taker

Antonia Vogler explains the voting procedure: Resolutions are passed by a simple majority of those voting, unless the bylaws stipulate otherwise; i.e. the majority of voting members must be in favour

for an application to be adopted. The General Meeting decides on amendments to the Bylaws with a 2/3 majority of the members present and entitled to vote. As there is no vote on amendments to the Bylaws today, a simple majority is sufficient for all votes.

Each avuba member present has one vote and has received a green card for "Yes" and a red card for "No". The two avuba co-general managers are not avuba members, i.e. they are not entitled to vote and have therefore not received any voting cards.

For practical reasons, only the avuba members present in this room are allowed to discuss, ask questions and vote, while those who participate virtually can only follow the discussion passively. The main reason for this decision was that people who leave the Zoom room change the number of voters present - maybe without anyone noticing. In this case, the number of votes for a majority changes at the same time.

- Question 1: To determine the number of persons entitled to vote, the first question to the General Meeting is: "Are you entitled to vote? If yes, please raise your hand and show the green card."  
The number of persons currently present with voting rights is 35, i.e. 18 votes are required to obtain a majority .

Patricia Eiche, co-general manager of avuba, is available to take the minutes.

- Question 2: "Do you vote for Patricia Eiche as tonight's minute taker?"  
://: -> Those present vote unanimously in favour. The elections are approved with 35 in favour, 0 against and 0 abstentions.

### **Agenda item 3: Election of the person counting the votes**

Amancaya Formica, avuba co-general manager, is standing for election as vote counter.

- Question 3: "Will you vote for Amancaya Formica as tonight's vote counter?"  
://: -> Those present vote unanimously in favour. The elections are approved with 35 in favour, 0 against and 0 abstentions.

### **Agenda item 4: Approval of the agenda of the General Meeting of 2 December 2024**

The executive board asks for approval of the agenda of today's avuba General Meeting.

- Question 4: "Do you approve the agenda of today's avuba General Meeting?"  
://: -> The majority votes in favour. The elections are approved with 34 in favour, 0 against and 1 abstention.

### **Agenda item 5: Approval of the minutes of the General Meeting of 27 November 2023**

The executive board asks for the minutes of the General Meeting of 27 November 2023 to be approved.

- Question 5: "Do you approve the minutes of the General Meeting of 27 November 2023?"  
://: -> The majority votes in favour. The minutes are approved with 21 in favour, 0 against and 14 abstentions.

### **Agenda item 6: Approval of the minutes of the extraordinary General Meeting of 11 June 2024**

The executive board asks for the minutes of the extraordinary General Meeting of 11 June 2024 to be approved.

- Question 5: "Do you approve the minutes of the General Meeting of 11 June 2024?"  
://: -> The majority votes in favour. The minutes are approved with 22 in favour, 0 against and 13 abstentions.

### **Agenda item 7: Approval of a) the avuba annual report 2023 and b) the associated auditors' report**

#### 7. a) avuba annual report 2023

In the financial year 2022, avuba recorded a profit for the year of CHF 15,554, which was carried over to the following year as a surplus. In the following year, 2023, the organisation's expenses amounted to 157,255 francs. Income consisted of 114,077 francs in membership fees and the annual contribution from the university of 77,000 francs, as specified in the performance agreement. This resulted in a surplus of CHF 33,822 for 2023. Combined with the surplus from 2022, this resulted in a cumulative surplus of CHF 49,376 at the end of 2023, which was carried over to the 2024 financial year as a reserve.

The annual reports of avuba are publicly accessible at <https://avuba.unibas.ch/> under "Formalities" -> "Minutes and [annual reports](#)".

The executive board asks for approval of the avuba annual report 2023.

- Question 7 a): "Do you approve the avuba annual report 2023?"  
://: -> The majority votes in favour. The annual report is approved with 30 in favour, 0 against and 5 abstentions.

#### 7. b) Auditors' report

At the General Meeting on 27 November 2023, Tina Ternes, doctoral researcher at the Faculty of Humanities and Social Sciences, and Lucien Käslin, doctoral researcher at the Faculty of Law, were elected as auditors to audit the 2023 avuba annual report (financial) in 2024.

Tina Ternes and Lucien Käslin audited the 2023 avuba annual report (financial) on 11 April 2024. They have written an auditor's report. It contains the following comments:

- We have audited the income statement of "avuba", the Assistants' Association at the University of Basel, starting 1 January 2023 and concluding 31 December 2023.

- The balances reported in the income statement correspond to the supporting documents. The supporting documents for the randomly audited postings are filed appropriately.
- We request the General Meeting to approve the income statement for the period of 1 January 2023 to 31 December 2023 in its current form and to discharge the general managers, the co-presidium and the executive board.

The executive board asks for approval of the auditors' report on the 2023 annual report.

- Question 7 b): "Do you approve the auditors' report accompanying the avuba annual report 2023?"  
://: -> The majority votes in favour. The auditors' report is approved with 33 votes in favour, 0 against and 2 abstentions.

### **Agenda item 8: Activity report 2024**

Lars Fluri and Antonia Vogler present avuba's activities in 2024:

- Association administration: 3 Executive Board meetings, 1 extraordinary General Meeting, today's General Meeting, various circular resolutions of the Executive Board, preparation of the financial report and conducting the audit;
- Participation: Search for successors for vacant cross-faculty assistant representative seats, meetings and events with assistant representatives from the University of Basel, regular meetings with actionuni board members and exchange with skuba;
- Lobbying: 2 meetings with the President's Office, drafting of two statements (May "Protests of recent weeks", November "Harassment by the professor"), participation in family-friendliness workshops at the university, various meetings and events for the "Compilation of possible measures" for the upcoming "Reform of employment and working conditions for (post)doctoral researchers" (with avuba members, Patricia Zweifel and other Swiss mid-level associations), compilation of an overview of doctoral researchers' salaries in Switzerland, drafting of a flyer together with skuba: "If you get too close, you go too far";
- Switzerland-wide survey on mental health (Swiss-wide Mental Health Survey): The survey has been completed (2'500 participants, 560 of them from Unibas). The project team, which also includes Patricia Eiche, will analyse the data and write and publish the reports in 2025;
- Events for avuba members: 20 avuba lunchtime meetings, including on subjects related to mental health, 2 financial seminars, 6 happy hours, 3 writing retreats, 1 BBQ, 1 city tour, 1 Welcome Day with Grace, 1 "Nonviolent Communication" workshop;
- Financing of 13 academic/non-academic projects;
- Communication: Regular posts on Twitter and LinkedIn, monthly onboarding emails to new assistants, monthly emails about upcoming avuba events, 4 avuba newsletters, creation of a two-page information paper per faculty for new assistants.

Antonia Vogler and Lars Fluri add the following:

- At last year's General Meeting, it was discussed that avuba should agree with the head of HR that various documents and guidelines should be sent to new assistants. avuba now receives a list of newly hired assistants every month and sends them an onboarding e-mail;
- Doctoral researcher surveys per department: Under the head of GRACE, all doctoral researchers at the University of Basel have now been surveyed per department. As the departments can decide for themselves which data they publish and how, avuba has not yet

been given access to the data. The new avuba co-presidium will try to get an insight into the survey results in 2025;

- avuba has drawn up a list of potential and predominantly cost-neutral measures to optimise employment and working conditions. These follow the avuba guidelines. The corresponding compilation is available in printed form and will be distributed to the members present.

Lars Fluri explains that avuba represents the interests of assistants from all seven faculties.

The avuba board therefore consists ex officio of representatives of all assistants. These persons are elected by the assistants of the respective faculty.

avuba members as at autumn 2024:

	PhD	PhD_share	Postdoc	Postdoc_share	Total	Total_share
Natural Sciences	915	34%	284	60%	1'199	38%
Medicine	1'045	38%	73	15%	1'118	35%
Humanities	407	15%	80	17%	487	15%
Law	120	4%	2	0%	122	4%
Psychology	81	3%	17	4%	98	3%
Cross-Faculty	66	2%	9	2%	75	2%
Economics	65	2%	7	1%	72	2%
Theology	33	1%	3	1%	36	1%
Total	2'732	100%	475	100%	3'207	100%

#### **Agenda item 9: Discharge a) of the executive board, b) of the co-presidents, c) of the general management and d) of the auditors**

Explanation of the discharge resolutions:

The association's governing bodies are liable to the association and its members for any damage they cause through intentional or negligent breach of their legal or statutory duties. The association can release the individual members of the governing bodies from this liability by resolution of the general meeting.

Only members of the association without a Board function are entitled to vote on the discharge resolutions. In addition, the auditors who have audited the avuba annual report may not discharge themselves.

Since the last vote, one additional person with voting rights has entered the lecture hall. The number of people present with voting rights is therefore 36 from now on, and the number of votes required for a majority decision is now 19.

- Question 9A): "Who is an avuba member but not an avuba board member?"  
://: -> 28 attendees may participate in the next three votes. The respective motion is accepted if 15 or more avuba members vote in favour.

#### 9 a) Discharge of the executive board

The executive board asks for the discharge of the executive board:

- Question 9 a): "Do you discharge the executive board?"  
://: -> The majority votes in favour. The avuba board is discharged by the members without a board function (27 in favour, 0 against and 1 abstention).

#### 9 b) Discharge of the co-presidium

The executive board asks for the discharge of the co-presidium:

- Question 9 b): "Do you discharge the co-presidium?"  
://: -> The majority votes in favour. The avuba co-presidium is discharged by the members without a board function (27 in favour, 0 against and 1 abstention).

#### 9 c) Discharge of the general management

The executive board asks for the discharge of the general management:

- Question 9 c) "Do you discharge the co-general management?".  
://: -> The majority votes in favour. The avuba co-general management is discharged by the members without a board function (27 in favour, 0 against and 1 abstention).

#### 9 d) Discharge of the auditors

In addition to the avuba board members, the auditors may not discharge themselves. The executive board asks for the discharge of the auditors:

- Question 9 D): Who is an avuba member without a board function and not Tina Ternes or Lucien Käslin?  
://: -> 28 members present may take part in the next vote. The next motion is accepted if 15 or more avuba members vote in favour.

The executive board asks for the discharge of the auditors.

- Question 9 d) "Do you discharge the auditors?"  
://: -> The majority votes in favour. Tina Ternes and Lucien Käslin are discharged by the members without a board function (27 in favour, 0 against and 1 abstention).

### **Agenda item 10: Outlook 2025**

The co-presidium explains the activities planned for 2025:

- Observation and collaboration in the project "Reform of employment and working conditions for (post)doctoral researchers" at the University of Basel;
- Exchange with other Swiss mid-level associations to discuss how to respond to possible future budget cuts at universities;
- Maintaining contact and regular exchange, in particular with the assistants' representatives in the faculty committees, the faculty assemblies and in the cross-faculty committees, the skuba (student association of the University of Basel) and other stakeholders (avuba members who are also VPOD members, for example);
- Work out how to support assistants who suffer from abuse of power due to the intertwined nature of "recruitment, supervision and assessment";
- Continued collaboration in the project team for actionuni's Swiss-wide Mental Health Survey (publication of the reports is expected in summer 2025);

- Continuation of the existing services for assistants: Lunchtime meetings, funding of academic and non-academic projects , free legal advice, communication with members;
- We are awaiting the President's Office's decision on the measures proposed by avuba to improve participation and university self-administration by assistants. Following this, avuba will determine the further steps to be taken.

An avuba member, who is also involved in VPOD, informs us that a social partnership meeting was held with the President's Office on 31 October 2024. The official minutes are still pending. However, the VPOD was verbally informed at this meeting that the President's Office does not intend to create permanent positions below professorship level. Lars Fluri and Antonia Vogler explain that this statement is new to avuba. avuba will await the official minutes of the above-mentioned meeting and then consider how avuba could proceed.

avuba would like to follow its guidelines and advocate at the University of Basel that

- the contractual workloads and protected research time are adhered to;
- the dependence on the supervisor is reduced by unbundling the personal union of "recruitment, supervision, assessment";
- Assistants are equally prepared for an academic and non-academic career;
- permanent, academic positions below professorship level are established;
- an academic career is compatible with family commitments;
- high-quality research is promoted and assistants receive sufficient support when applying for funding;
- good, fair and healthy working conditions prevail;
- personal integrity is protected;
- the co-determination of assistants researchers is guaranteed;
- and assistants from abroad are integrated.

Lars Fluri presents the list of avuba board members 2025 (as at 2 December 2024). He emphasises that assistants from the respective faculties can contact the representatives in case of difficulties or for feedback:

- Faculty of Theology: Kathrin Schwarz, deputy: Vacant
- Faculty of Law: Anna Viola Bleichenbacher, deputy: Meret Cajacob
- Faculty of Medicine: Felix André Erb, Deputy: Vacant
- Faculty of Humanities: Sepideh Alassi, deputy: Vacant
- Faculty of Sciences: Boris Ševarika, deputy: Sergej Maul
- Faculty of Economics: Raul Hochuli, deputy: Vacant
- Faculty of Psychology: Fabio Carbone, deputy: Sophie Reckels

## **Agenda item 11: Approval of a) the 2024 projection (consultative) and b) the 2025 budget**

### 11. a) Approval of the 2024 projection (consultative)

The following table shows the details of the 2024 projection:

Swiss francs	2024	2024	2024, Budget	2024, Budget	2024, Budget
	Forecast	Total budget	GA 2023	Extraord. GA	Board
Salaries (co-managers and co-presidents)	145'000	145'000	145'000		
Payment of accumulated overtime PE since 2022	6'500	0	0		
Honoraria (On behalf of the avuba board, hourly wage)	1'400	5'000	5'000		
<b>Costs for personnel expenses</b>	<b>152'900</b>	<b>150'000</b>	<b>150'000</b>	<b>0</b>	<b>0</b>
Communication costs (newsletter subscription)	200	400	400		
Office supplies, printer, laptop and travel expenses	2'200	2'000	2'000		
Events, lunchtime meetings, HH, social events and refreshments for meetings incl. writing retreats	32'000	30'500	12'000	10'000	8'500
Co-financing of academic and non-academic projects	4'800	10'000	10'000		
Co-financing of free legal advice (skuba-Clinic)	2'000	2'000	2'000		
avuba membership fee actionuni	300	300	300		
Gifts for avuba board incl. course	3'000	2'700	2'700		
<b>Operational costs</b>	<b>44'500</b>	<b>47'900</b>	<b>29'400</b>	<b>10'000</b>	<b>8'500</b>
<b>TOTAL EXPENSES</b>	<b>197'400</b>	<b>197'900</b>	<b>179'400</b>	<b>10'000</b>	<b>8'500</b>
Income from membership fees	114'000	114'000			
Income from university financial contribution	79'000	79'000			
<b>Actual year-end result</b>	<b>-4'400</b>	<b>-4'900</b>			
<b>Reserves at end of year = accumulated year-end results</b>	<b>44'976</b>	<b>44'476</b>			

The main goal was and is to not exceed the maximum amount of accumulated reserves allowed by the university of 50 TCHF!

Lars Fluri explains the expected forecast for this year until the end of December 2024. Thanks to conservative budgeting and careful handling of avuba funds in recent years, avuba has accumulated a surplus of CHF 49,376 as at 31 December 2023. However, if avuba exceeds the maximum permitted reserves of CHF 50,000, the university will reduce its annual contribution to avuba, which currently amounts to CHF 79,000. To prevent this from happening, the expenditures approved by the General Meeting on 27 November 2023 had to be increased twice. This was done by convening an extraordinary General Meeting in June 2024 and by a circular resolution of the avuba board in October 2024. The primary objective remains to ensure that the reserves fall below CHF 50,000 as at 31 December 2024.

avuba would like to pay Patricia Eiche's accrued overtime. These are shown in pink in the table. Most of the overtime was accrued in 2022. Patricia left avuba at the end of February 2022 and helped out at avuba on an hourly basis during the year until she received a contract on a 30% basis from October. The surplus of uncompensated 80 hours of overtime was carried over to 2023 and has not been reduced since, although her workload was increased to 40% as of 1 January 2024. In 2024, her overtime (up to and including 1 December 2024) increased by 42 hours to a total of 122 hours. This was due in particular to this year's unexpected and extraordinary collaboration in connection with the "Reform of employment and working conditions for (post)doctoral researchers" project. To ensure that the overtime from previous years is not carried over into the new year, we must compensate her for the hours worked in 2024. This will cost avuba a total of CHF 6,500.

- Question 11 a1) "Do you authorise the payment of Patricia Eiche's accumulated overtime in 2024 in the amount of CHF 6,500?"  
://: -> The majority votes in favour. The payment of overtime is approved with 34 votes in favour, 2 against and 0 abstentions.

Lars Fluri explains that the above table is an estimated projection, as the year 2024 is not yet complete.

The executive board asks for the 2024 projection to be approved on a consultative basis.

- Question 11 a2) "Do you approve the projection for 2024 with an expected loss of CHF 4,400 and cumulative reserves of around CHF 45,000?"

://: -> The majority votes in favour. The 2024 projection is adopted in a consultative vote with 29 in favour, 0 against and 7 abstentions.

### 11. b) Budget 2025

Lars Fluri informs those present about the next steps:

- We are going to explain the development of expenditures for events and meetings in recent years.
- The avuba General Meeting will then vote on whether the avuba membership fee should remain at CHF 20 per semester.
- The avuba members present will then decide on the budget for personnel and material expenses.
- And finally, there will be a vote on whether the avuba board should be authorised to spend up to a maximum of CHF 10,000 in 2025 on possible projects to support assistants who have been victims of abuse of power, in addition to the regular costs.

Explanation of the development of costs for events and meetings:

<i>Swiss francs</i>	2022	2023	approx. 2024	Budget A	Budget B	Budget C
Events, lunchtime meetings, HH, social events and refreshments for meetings incl. writing retreats	3'914	7'238	32'000	15'000	15'000	15'000
<b>Accumulated reserves without "additional project"</b>	<b>15'554</b>	<b>49'376</b>	<b>44'976</b>	<b>42'476</b>	<b>39'476</b>	<b>37'476</b>
Accumulated reserves including "additional project"				32'476	29'476	27'476

In order not to exceed the maximum admissible reserves of CHF 50,000 in 2024, more lunchtime meetings, happy hours, social events, refreshments for meetings and other meetings were organised than in previous years. In addition, avuba spent CHF 7,000 on three writing retreats in 2024, which will take place in February 2025. This means, for example, that even with an approved budget of CHF 15,000, a total of CHF 22,000 would be spent on events and meetings in 2025.

In 2025, avuba would like to organise fewer events and instead concentrate on networking with assistant representatives at the University of Basel, skuba (the student association of the University of Basel) and Swiss mid-level staff representatives in order to bundle actions and strategies relating to similar concerns. these tasks require personnel resources. It is therefore proposed to reduce expenditures for events and meetings and to increase Patricia Eiche's workload and the budget for honoraria.

Lars Fluri presents the budget options using the following table:

Swiss francs	2024	2025	2025	2025
	Forecast	Budget A	Budget B	Budget C
	PE 40%	PE 45%	PE 50%	PE 50%
Salaries (co-managers and co-presidents)	145'000	153'000	160'000	160'000
Payment of accumulated overtime PE since 2022	6'500	0	0	0
Honoraria (On behalf of the avuba board, hourly wage)	1'400	12'000	8'000	10'000
<b>Costs for personnel expenses</b>	<b>152'900</b>	<b>165'000</b>	<b>168'000</b>	<b>170'000</b>
Communication costs (newsletter subscription)	200	200	200	200
Office supplies, printer, laptop and travel expenses	2'200	2'000	2'000	2'000
Events, lunchtime meetings, HH, social events and refreshments for meetings incl. writing retreats	32'000	15'000	15'000	15'000
Co-financing of academic and non-academic projects	4'800	8'000	8'000	8'000
Co-financing of free legal advice (skuba-Clinic)	2'000	2'000	2'000	2'000
avuba membership fee actionuni	300	300	300	300
Gifts for avuba board incl. course	3'000	3'000	3'000	3'000
<b>Operational costs</b>	<b>44'500</b>	<b>30'500</b>	<b>30'500</b>	<b>30'500</b>
<b>TOTAL EXPENSES</b>	<b>197'400</b>	<b>195'500</b>	<b>198'500</b>	<b>200'500</b>
Income from membership fees	114'000	114'000	114'000	114'000
Income from university financial contribution	79'000	79'000	79'000	79'000
<b>Actual year-end result</b>	<b>-4'400</b>	<b>-2'500</b>	<b>-5'500</b>	<b>-7'500</b>
<b>Reserves at end of year = accumulated year-end results</b>	<b>44'976</b>	<b>42'476</b>	<b>39'476</b>	<b>37'476</b>

Discussions follow:

- Would it theoretically be possible to reduce the co-general managers' workloads again for 2026? Lars Fluri affirms this statement.
- It was also asked whether it would not be possible or necessary in the longer term to distribute Patricia Eiche's workload among the other avuba employees on the one hand and, on the other, to sustainably reduce the dependence on the expertise of Patricia Eiche, who has worked for avuba since 2013. Lars Fluri explains that the new co-presidium will discuss the division of labour with the Co-general managers at the beginning of the term of office. The transfer of expertise is more difficult to implement as, among other things, the co-presidium is newly elected each year and is generally in office for a maximum of two years due to the fixed-term employment contracts. Amancaya Formica, who has been a member of the general management since February 2022, is also working overtime and is therefore unable to take on any further tasks from Patricia Eiche at the moment
- Maybe it would make sense for avuba to hire someone younger at a lower salary for a small workload? Lars Fluri explains his experience in 2022, when he and the second co-President at the time, Sven Kraus, were looking for a successor to Patricia Eiche: People who are satisfied with a small workload are often people who are in a qualification phase. As soon as they take a career step, they would leave avuba again or they are older and therefore more expensive. To avoid too much coordination effort with the existing people, someone would have to be hired for a specific project, i.e. for a defined area. For this reason, avuba proposes increasing the amount for honoraria in the budget. This would allow the avuba board to compensate someone on an hourly basis for a specific assignment. If people are not remunerated at market conditions, they are more likely to leave avuba even more quickly. Patricia Eiche explains that she will soon be 50 years old, has worked as general manager of avuba since 2013 and has a total of 22 years of equivalent professional experience.
- At the moment, avuba does not have enough resources to be able to afford a third person on the general management. In addition, the avuba processes are so numerous that the co-presidium needs a few months to understand the content of the areas. It takes even longer for someone to master the processes operationally. Amancaya Formica adds that certain processes within avuba are also rare, i.e. it takes two years for someone to prepare and organise the General Meeting twice, for example.

- One member would like to know whether the co-presidents could take on more work. Antonia Vogler explains that the co-presidents are employed on a 20% workload and fulfil this workload. More is neither possible nor can this be expected in addition to the doctorate or postdoctorate.
- Another member would like to point out that because the proposed expenditures exceed income, avuba's reserves will be depleted in the medium term, i.e. the situation is not sustainable. At some point, either income will have to be increased or expenditures reduced or maybe the entire structure of avuba will have to be reconsidered.
- The question was also raised as to what would happen if the General Meeting rejected all three budget proposals. Patricia Eiche explains that in this case, the avuba members present could vote on whether they would like to leave the expenditures as they were in 2024. If this were also rejected, avuba would have to convene an extraordinary General Meeting in January 2025 and vote on new budget proposals there.

*Subsequent additions to the minutes:*

The [financial regulations](#) approved by the avuba board on 1 October 2021 state the following under point 20 "Salaries" and point 21 "Compensation for extraordinary work":

- *The co-presidents are remunerated according to the DOC2 tariff of the University of Basel.*
- *The General Management is remunerated based on the prevailing market conditions, taking into account the work performed. Comparable positions within the University are to be taken into account as well as remuneration levels for the general management at other German/Swiss assistants' associations and the differences in living costs. Remuneration is reviewed yearly by the avuba co-presidents based on the increase in pay grade and compensation for inflation in accordance with the University's salary regulations and, where appropriate, adjusted with the approval of the Executive Board.*
- *With the prior approval of the Executive Board, members of the Executive Board, the Presidium, the General Management and other persons may be compensated for extraordinary additional work.*
- *The Executive Board and Presidium are compensated based on the hourly rate of the DOC2 tariff 4th year. Other persons contracted by avuba to work on behalf of avuba receive CHF 35 gross per hour. Remuneration for the Executive Board is based on the DOC2 tariff of the University of Basel.*
- *The General Management is compensated based on the relevant hourly rate, calculated by dividing the annual remuneration by the annual working hours and taking into account the relevant workload.*

*As an association in Switzerland, avuba is obliged to pay social security contributions as an employer. The total contribution for AHV/IV/EO and ALV amounts to 12.8% of gross salaries. avuba and avuba employees share the contributions for AHV/IV/EO and ALV equally (50% each). For staff who receive an annual salary of over CHF 22,500, avuba must also pay pension fund contributions. In addition, avuba must arrange and pay for accident insurance for all staff.*

*In accordance with the [performance agreement](#) the HR department of the University of Basel is responsible for handling the above-mentioned obligations and thus the entire personnel administration (salaries, insurance, etc.).*

*The avuba executive board of the association is responsible for ensuring compliance with these regulations.*

Lars Fluri asks for the discussions to be brought to an end and the votes to be held as planned. He proposes that any eventuality in which all budget variants are rejected be discussed afterwards.

The executive board asks for the membership fee to remain unchanged at CHF 20 per semester.

- Question 11 b1) "Do you agree that the avuba membership fee should remain at CHF 20 per semester?"  
://: -> The majority votes in favour. The avuba membership fee of CHF 20 per semester is approved with 27 in favour, 2 against and 7 abstentions.

The following votes will be held to determine the budget with which avuba will operate in 2025:

- Question 11 b2): "Would you like avuba to increase Patricia Eiche's workload to 50%? If yes, this would mean budget B or C, if no, budget A"  
://: -> The majority is in favour. The increase in Patricia Eiche's workload to 50% is approved with 23 in favour, 3 against and 9 abstentions.
- Question 10 b3): "Do you want the avuba board to be allowed to spend up to a maximum of CHF 10,000 on honoraria (or overtime), i.e. are you voting in favour of budget C?"  
://: -> The majority votes in favour. Budget C is approved with 21 in favour, 7 against and 8 abstentions.

Antonia Vogler shows the detailed labour costs that will be due for avuba in 2025:

Position	2025, salary costs budget C					
	Workload	Classification (salary class = LK, salary grade = LS = professional experience in years)	Monthly salary	Monthly employer contributions of 16% for the Co-P and 20% for the Co-GM	2025 monthly salary costs for avuba	Total salary costs for avuba
Co-P	20	Doc2_4th year	1'453	232	1'715	20'574
Co-P	20	Doc2_4th year	1'453	232	1'715	20'574
Co-GM, Amancaya	50	LK-12, LS-11	4'020	804	4'743	56'921
Co-GM, Patricia	50	LK -12, LS-22	4'370	874	5'157	61'879
	<b>140</b>		<b>11'296</b>	<b>2'143</b>	<b>13'329</b>	<b>159'949</b>

The avuba General Meeting can then vote on whether it wishes to approve a budget item - in addition to the already approved budget C - that allows the avuba board to approve projects totalling a maximum of CHF 10,000 that could support assistants who suffer from abuse of power. The decision in favour of approval of the additional expenditures does not yet mean that these expenditures will actually be made. The avuba board will examine the possible projects and decide by majority vote whether or which cost-effective projects will be approved. Today's approval of these hypothetical expenditures for 2025 would mean that the avuba board would not have to convene an extraordinary General Meeting in 2025 to approve the additional expenditure in this matter.

As budget C has already been approved, only the right-hand column is relevant in the following table - this is what budget C including the CHF 10,000 would look like:

Swiss francs	2025	2025	2025
	Budget A	Budget B	Budget C
	PE 45%	PE 50%	PE 50%
Costs for personnel expenses	165'000	168'000	170'000
Operational costs	30'500	30'500	30'500
Additional possible amount for projects to support assistants who have been subjected to abuse of power	10'000	10'000	10'000
<b>TOTAL EXPENSES</b>	<b>205'500</b>	<b>208'500</b>	<b>210'500</b>
Income from membership fees	114'000	114'000	114'000
Income from university's financial contribution	79'000	79'000	79'000
<b>TOTAL REVENUE</b>	<b>193'000</b>	<b>193'000</b>	<b>193'000</b>
<b>Actual year-end result</b>	<b>-12'500</b>	<b>-15'500</b>	<b>-17'500</b>
<b>NEW: Reserves at end of year = accumulated year-end results</b>	<b>32'476</b>	<b>29'476</b>	<b>27'476</b>

- Question 11 b3) "Do you agree to increase the already approved expenditures of budget C by CHF 10,000?"  
://: -> The majority votes in favour. The additional expenditures are approved with 34 in favour, 0 against and 2 abstentions.

## Agenda item 12: Elections for the year 2025: a) Additional board member(s), b) Co-presidents and c) Auditors

### 12 a) Additional board members

avuba has not received any applications (for admission) from assistants who wish to be elected as additional avuba board members today. There will therefore be no vote on this matter.

### 12 b) Co-presidents

Lars Fluri takes over the moderation of this agenda item as he is not standing again for the office of co-president. There are two candidates and he himself can no longer commit to a full year as he will be completing his dissertation in 2025.

Two people have applied for two seats on the avuba co-presidium:

- Antonia Vogler, doctoral researcher at the Faculty of Humanities (English seminar), avuba co-president 2023 and 2024
- Tomás Sousa, doctoral researcher at the Faculty of Natural Sciences (subject area physics, laboratory for force microscopy)

The avuba bylaws state under 9. presidency:

*Ideally, the Presidium comprises two equal presidents who are elected by the General Meeting. The presidents are elected for one year and can then be reelected. The Presidium is part of the Executive Board and ideally comprises one doctoral researcher and one postdoctoral researcher from different faculties. If possible, both genders should be represented.*

Both candidates briefly introduce themselves, answer the questions of the avuba members present and then leave the lecture hall. There are 33 voters remaining in the auditorium, as another person with voting rights has left the room in the meantime.

- The members vote on whether they want to elect Antonia Vogler and Tomás Sousa as co-presidents 2025. Lars Fluri announces the results:  
://: -> The majority votes in favour: The General Meeting elects Antonia Vogler as co-president 2025 with 26 votes in favour, 3 against and 4 abstentions.  
://: -> The majority votes in favour: The General Meeting elects Tomás Sousa as co-president 2025 with 31 votes in favour, 1 against and 1 abstention.

Antonia Vogler accepts the election with pleasure and expresses her gratitude to Lars Fluri. She acknowledges his commitment to the assistants and emphasises the excellent collaboration over the past year.

### 12. c) Auditors

Two people are needed for the office of auditors, who will spend an hour with Amancaya Formica checking avuba's accounts in spring 2025. If no two assistants come forward tonight, avuba will have to advertise the positions in the upcoming avuba newsletter and, as soon as two people are available, organize an extraordinary General Meeting at which the auditors could be elected.

After another question to those present, the following persons stand for election:

- Angela Hellingman, doctoral researcher at the STPH
- Patrick Raif, doctoral researcher at the Department of Physics

Three people leave the auditorium, i.e. the number of persons authorised to vote is reduced to 30, whereby the respective auditors cannot vote for themselves.

Application to the General Meeting to elect the two above-mentioned persons so that they can review the 2024 avuba annual report (financial) in spring 2025.

- Elections of Angela Hellingman and Patrick Raif as auditors.
  - Angela Hellingman is elected with 28 votes in favour, 0 against and 1 abstention.
  - Patrick Raif is elected with 28 votes in favour, 0 against and 1 abstention.

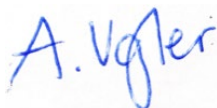
### **Agenda item 13: Varia**

As no-one wishes to discuss any items under "Varia", Lars Fluri and Antonia Vogler thank the participants and invite everyone to an aperitif.

Basel, 12 December 2024



Lars Fluri  
avuba co-president



Antonia Vogler  
avuba co-president