

# NEWSLETTER



## Issue 1/26

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# 1. Survey on the service agreement on mobile working and trust-based working hours

Flexible working hours and mobile working are characteristic of modern working life. The obligation to record working hours already exists (ECJ 2019, BAG 09/2022), according to which working hours must be recorded daily, completely, and comprehensibly. This also applies to companies and organizations with trust-based working hours. Trust-based working hours are a common working time model for scientific staff at the BUW, whereby employees can organize and document their working hours themselves, as there are no fixed requirements for attendance or breaks other than the provisions of the Working Hours Act (ArbZG). Employees are only required to fulfill their agreed weekly or monthly working hours and to document their working hours. In principle, there is no obligation to submit this to their supervisor or department.

In this context, the SPD submitted a minor interpellation to the state government in the state parliament on December 19, 2025. The question explicitly asked which universities in North Rhine-Westphalia were complying with the legal requirement to record working hours. The state government's response to the minor interpellation on January 27, 2026 concludes with the sentence: "The Ministry of Culture and Science is now calling on universities to record working hours in accordance with the legal situation and the decision of the Federal Labor Court." The full response can be found [here](#).

A follow-up inquiry by the staff council of scientific and artistic employees to the chancellor revealed that the BUW university management responded to the state government's inquiry by stating that working hours at our university are recorded manually. In the opinion of the staff council, it will not be long before employees in the scientific field will have to document their working hours in a time recording system.

The staff council for scientific and artistic employees has repeatedly pointed out to the university management that the modalities of time recording (and thus also the time recording system) are subject to co-determination under the LPVG.

Against this background, the staff council for academic and artistic employees is calling for the retention of trust-based working hours, insofar as this is possible in terms of service. The staff council plans to conclude a service agreement with the university management to secure the

right to trust-based working hours. In this context – and also in the context of the planned space savings – the issue of home office is also of great relevance. In our opinion, the [current service agreement](#) on this issue is insufficient, as it does not give rise to a right to work from home, and we have found that employees are sometimes denied the option of working from home by their line managers for no apparent reason. This service agreement therefore needs to be revised.

In order to best represent your interests in the upcoming negotiations with the university management on the topics of time recording, trust-based working hours, and working from home, it is important for us to know your experiences and wishes in this regard. To this end, we ask you to complete the [online questionnaire](#) by March 24, 2026. The survey is, of course, anonymous. We look forward to your active participation.



## 2. Vacation requests in Matrix

Time and vacation tracking using Matrix is now being extended to all faculties within the BUW. For academic staff, this currently applies exclusively to vacation regulations. While faculties 5 and 6 have been using it since 2023 and faculty 9 since 2024, faculties 1, 2, 3, 4, 7, and 8 have also introduced Matrix since 2025. Academic staff at the BUW can now book their desired vacation days themselves in the system. Vacation requests no longer need to be submitted in paper form. The faculties are responsible for coordinating and entering the data. All employees should check the accuracy of their transferred vacation entitlement and contact the relevant department in their faculty if necessary. The project is nearing completion. We will continue to monitor the implementation of the measure and welcome feedback from colleagues.

### **3. Long-term area use at BUW**

Due to the tight budget situation, BUW is planning to restructure its use of space in the medium and long term. Based on current information, this will involve a significant reduction in the amount of space available and therefore usable at the university. This affects both the main locations (Griffenberg, Freudenberg, Haspel) and external rentals. In some areas of BUW, a noticeable increase in the density of use in the building stock is to be expected. Practical and flexible working time models promise to alleviate this situation. We are monitoring developments and will keep you informed.

### **4. PR Elections 2028: Participate and help shape the future**

The next staff council elections will take place in June 2028!

Support us! Go to the polls!

Are you interested in the work of the staff council? Then run for office!

Fight with us for the rights of artistic and scientific employees at the BUW!

The position on the staff council is voluntary. The work is carried out during regular working hours. It is also possible to stand as a substitute member.

What you can expect:

- A great, dedicated team!
- the opportunity to influence planned changes
- Insights into structure and administrative processes
- The chance to help in specific cases
- Interesting information about labor law without dry legalese
- Extended protection against dismissal
- Entitlement to many interesting training courses

We are already looking for colleagues for the election committee. Feel free to contact us for more information using the contact options below:

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## **5. Hiring freeze in the areas of technology and administration**

As part of budget consolidation measures, the Chancellor has imposed a hiring freeze until 2030 in the area of technology and administration (TuV). Colleagues in the departments are therefore now facing an increasing workload, which may lead to delays in various processes.

## **6. New telephone system at BUW**

BUW intends to install a new digital telephone system. We are currently assessing whether the existing system can be upgraded or whether a complete replacement would be the more economical solution. As part of this decision-making process, we believe it is important to take the wishes of employees into account. If there are certain technical features that you consider important based on your experience in your day-to-day work at the BUW, please feel free to let us know. We welcome your suggestions, which we will collect and incorporate into the process.

## **7. Ask the staff council on April 28, 2026.**

The next online exchange "Ask the Staff Council!" will take place on Tuesday, **April 28, 2026**, at **9:00 a.m.** You can address any topics and issues that affect your work at the University of Wuppertal. Please take the time to do so and also share your suggestions or proposals for change with us. Registration is not necessary; an invitation and the Zoom link will be sent to your email address.