

GENERAL PROVISIONS

On-call workers UT-Flex

0. GENERAL

You are employed by the University of Twente as an on-call worker for the ad-hoc performance of services. The employment has been entered into for an indefinite period of time in accordance with Article 2.3 paragraph 12 of the Collective Labour Agreement Dutch Universities. You are obliged to comply with a request for the performance of services. This is referred to as an obligation to appear (*verschijnplicht*).

1. SALARY

You are paid per hour. The hourly pay is calculated by dividing the gross scale amount per month by 165. Payment takes place on a monthly basis. You must keep a record of the hours and days worked via the web application UT-flex.

2. HOLIDAY LEAVE

You are entitled to holiday leave as referred to in Article 4.7 paragraph 1 of the Collective Labour Agreement Dutch Universities pro rata the number of hours worked. As a rule, the UT will calculate the entitlement to holiday leave upon commencement of the employment and subsequently upon commencement of each calendar year. The entitlement to and taking up of leave are subsequently recorded on a digital leave card. Because it is not known in advance how many hours an on-call worker will work in a calendar year, another method has been opted for in UT-flex: you receive your holiday leave not in the form of paid time off, but in the form of a supplement to your gross hourly pay. From 1 January 2010, the level of this supplement is 11.72 %.

3. HOLIDAY ALLOWANCE

The holiday allowance is calculated monthly and amounts to 8% of the actually enjoyed monthly salary. Normally, the UT pays out the holiday allowance in the month of May. UT-flex pays out the allowance monthly, together with the salary payment.

4. YEAR-END BONUS

The year-end bonus is calculated monthly and amounts to 8.3% of the actually enjoyed monthly salary. Normally, the UT pays out the bonus in the month of December. UT-flex pays out the bonus monthly, together with the salary payment.

5. SOCIAL SECURITY

During your employment, you are a member for the purposes of the Pension Regulations of the Stichting Pensioenfonds ABP. During the employment you will accrue pension. As a result of your employment, you are subject to the Healthcare Insurance Act. This means that you have a statutory obligation to take out healthcare insurance.

6. REPORTING SICK

If you are unable to work due to illness, you must report this before 10 am to the faculty bureau or the secretariat of the service department where you work.

7. END OF EMPLOYMENT

You have temporary employment that ends by operation of law when the agreed term expires.