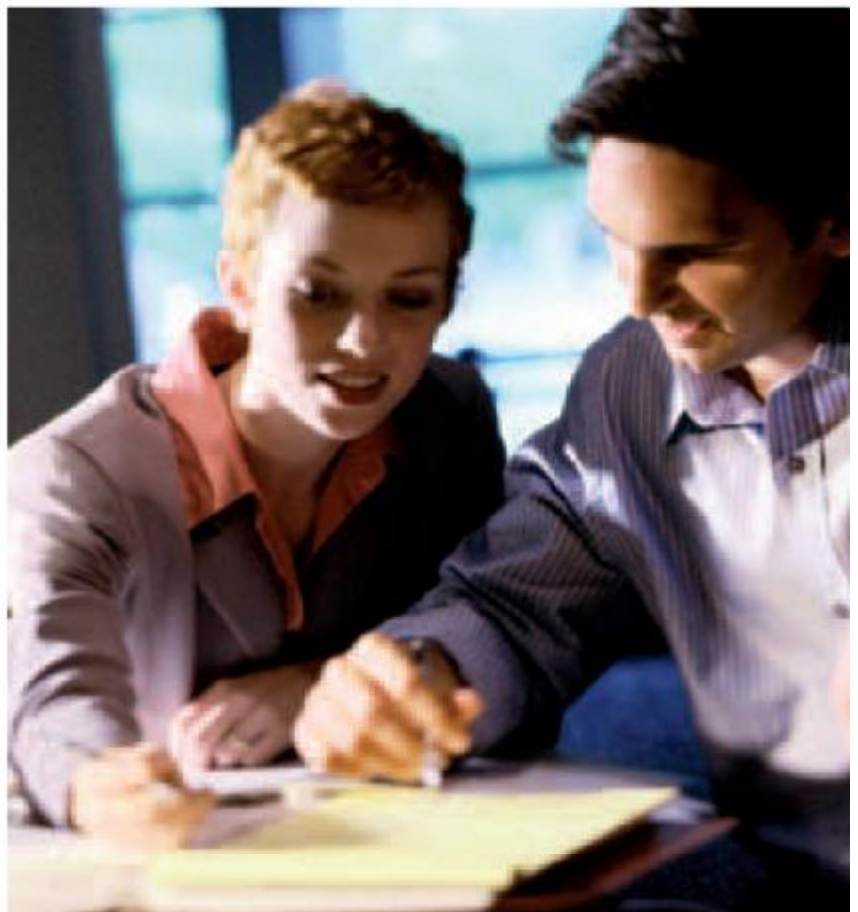


LONG-TERM ABSENTEEISM



Salary

During the first two weeks of illness the UT will continue to pay your salary. In accordance with the Sickness and Disability Scheme for the Dutch Universities (*Ziekte-en Arbeidsongeschiktheidsregeling Nederlandse Universiteiten; ZANU*) in the event of illness you are entitled to 100% of the salary during the first nine months. After these nine months you are entitled to 76% of the salary.

If you perform suitable activities during the absenteeism owing to illness, over these hours you are entitled to 100% of your salary. Payment takes place in arrears via a supplement.

If after a period of illness you fully resume work, but fall ill again after 4 weeks, this will be considered as a continuation of the previous period of illness.

Building up of leave

If you are ill for a period longer than 26 weeks, you do not build holiday leave over the hours you have not worked. This means that in case of holiday, you do not need to take up leave for these hours. However, you do need to discuss the (im)possibilities of holiday with the in-house doctor in advance.

When you perform suitable activities during the absenteeism owing to illness, you do build up holiday leave over the hours worked. For a holiday or day off, for example, you also need to take up leave in this situation.

Travel allowance

When you receive a travel allowance for commuting, this will stop once you have been ill for a full calendar month. If during the absenteeism owing to illness you perform suitable activities on one or more days, payment of your travel allowance will be resumed.

Disability benefit

After two years of illness the UWV (Employee Insurance Agency) will decide to what extent you are still able to earn your original salary.

If in the UWV's opinion you are fully disabled and recovery is not reasonably to be expected within six months, the UT will terminate your employment contract. Immediately after this termination you will receive a benefit under the WIA (Work and Income according to Labour Capacity Act).

If the UWV decides that you are able to earn more than 20%, but no more than 65% of your original salary, the UT will try to re-employ you for this remaining earning capacity. If the UT succeeds in this, your employment contract will be adjusted. In this situation in addition to your new salary you will receive a WIA benefit. If the UT has no realistic possibilities for re-employment, the UT will terminate your employment. In that case you are eligible for a WIA benefit in combination with a WW (unemployment) benefit.

If the UWV has decided that you are able to earn more than 65% of your original salary, your employment contract with the UT will continue. Depending on your restrictions you will be re-employed in your own job with adjustment of the number of original hours you worked, or to another job, whether or not with adjustment of the number of original hours worked. You are not entitled to a WIA benefit. After re-employment you will receive 100% of the salary belonging to the job in which you have been re-employed over the hours you have worked. Over the hours you have not worked, you will receive 80% of your original salary.

ABP Disability pension

If the UWV awards you a WIA benefit for partial or full disability, the ABP may supplement this benefit with ABP Disability Pension. Whether you are eligible for ABP



Disability Pension depends on the level of your WIA benefit, the level of your original salary, your remaining earning capacity and your income from work.

Loss-of-income insurance in case of disability (IPAP)

If you are partially disabled after two years of illness and earn too little yourself according to the UWV, your income will drastically fall in the course of time. Because the Executive Board considers this undesirable, after consultation with the employees' organisation a group insurance has been taken out that limits the loss of income in case of partial disability. The premiums due for this are for the account of the UT.

The loss-of-income insurance in case of disability, referred to as the IPAP insurance, offers you an income guarantee of 70% of your insured income. This is the income on 1 January of the year preceding the year in which your employment was terminated on account of disability.

In addition, the insurance will supplement your pension accrual up to approximately half of the pension accrual you previously had.

The precise level of your pension accrual with the IPAP contribution depends on your personal situation.

Building up pension

After nine months of illness, your salary over the hours you have not worked will be decreased to 76%. This reduction has no consequences for your pension accrual. If a WIA benefit is awarded, the pension accrual will be as follows:

1. You were born before 1 January 1950 and have been a member of ABP for an uninterrupted period since 1 April 1997:
 - a. *in case of full disability you build up 70% noncontributory pension until the age of 62;*
 - b. *if you are partially disabled you build up 70% noncontributory pension until the age of 62 for the part you are disabled.*

2. You were born after 31 December 1949 or have not been a member of ABP for an uninterrupted period since 1 April 1997:
 - a. *in case of full disability you build up 50% noncontributory pension until the age of 65;*
 - b. *if you are partially disabled you build up 70% noncontributory pension until the age of 62 years for the part you are disabled.*

Health insurance

If your employment with the UT ends, you can no longer make use of the group health insurance of the UT. There is one exception for staff who receive an IVA benefit under the WIA.

You must inform Menzis of the termination of your employment yourself. As a rule, your health insurance is continued for the remaining period of the calendar year based on the then applicable individual conditions and individual premium rates. This means that the extra additions in the special UT will be cancelled. Also cancelled will be the group discount on the premiums of the Basic Insurance, additional insurance and dental care insurance.

Do you have any questions?

If you have questions, please contact Ingrid Stalknecht (Coordinator Reintegration), tel. 053-4893035 or <mailto:ingrid.stalknecht@utwente.nl>.

