

GENERAL PROVISIONS

ON-CALL WORKERS UT FLEX

1. 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 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*).

2. SALARY

You will be paid per hour. The level of the hourly salary depends on the work that you carry out. We calculate the hourly salary by dividing the gross monthly salary associated with the work by 165. If you work unusual hours (all hours on Saturdays, Sundays or holiday days and all hours on Monday through Friday between 20:00 and 7:00, we will include the supplement for irregular hours in your (average) gross salary. Payment takes place on a monthly basis. You must keep a record of the hours and days worked via the web application UT-flex.

3. 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. The level of this supplement is 11.72 %.

4. HOLIDAY ALLOWANCE

The holiday allowance amounts to 8% of the actually enjoyed monthly salary. UT-flex pays out the allowance monthly, together with the salary payment.

5. YEAR-END BONUS

The year-end bonus amounts to 8.3% of the actually enjoyed monthly salary. UT-flex pays out the bonus monthly, together with the salary payment.

6. COMPENSATION OF TRANSITION PAYMENT

You also receive a compensation for transition payment. The height of the compensation can be found on your salary specification. This means that you are not entitled to a transition payment on termination of your employment contract. UT-flex pays out the compensation of transition payment monthly, together with the salary payment.

7. SOCIAL SECURITY pension fund

During your employment, you will accrue pension with the ABP pension fund. As a result of your employment, you are subject to the Healthcare Insurance Act. This means you are legally obliged to take out Dutch healthcare insurance (basic insurance).

8. 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.

9. END OF EMPLOYMENT

If you have a temporary position as a student on-call worker, then this employment will end by operation of law once the agreed period has expired. If you have a permanent position as a student on-call worker, then this employment will end at your request once you are no longer registered as a student at the University of Twente.