



**Jubilee Regulations
University of Twente**



UNIVERSITY OF TWENTE.



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Based on article 3.18, paragraph 1, of the Collective Labour Agreement for Dutch Universities, employees are entitled to a long-service jubilee bonus. The definition of a long-service jubilee bonus, the amount and if any other gifts should be included are not stipulated in the Collective Labour Agreement. Based on article 3.18, paragraph 2, the University of Twente is obliged to establish additional rules for long-service jubilee bonuses. These regulations comply with this obligation and also serve as an addition to and clarification of article 3.18, paragraph 1.

Article 1 Who is eligible:

Individuals who have entered into employment contracts with the University of Twente may become eligible for a long-service jubilee bonus.

Article 2 How are jubilee dates determined:

The jubilee date is determined based on term of service. A distinction is made between term of service at the University of Twente (UT term of service) and ABP term of service.

Article 3 Jubilees celebrated at the University of Twente:

1. Employees with a term of service of 12,5 years at the University of Twente (UT term of service) are entitled to a net jubilee bonus of € 230. This bonus is paid in the same calendar month as the jubilee date.
2. Employees with a term of service of 25 years at the University of Twente (UT term of service) are eligible to receive a silver lapel pin and an associated certificate. In addition, a press release for the jubilee may be issued in the event that this is appreciated by the employee in question.
3. Employees with an ABP term of service of 25 years will receive a bonus of 70% of the salary that he or she is entitled to in the same month as the jubilee date, including a holiday allowance. This bonus is paid net.
4. Employees with an ABP term of service of 40 years will receive a bonus of 100% of the salary that he or she is entitled to in the same month as the jubilee date, including a holiday allowance. This bonus is paid net.
5. This bonus is paid in the same calendar month as the jubilee date.
6. The bonus for employees participating in the Vitality Pact scheme, article 6.13 *et seq.* Collective Labour Agreement for Dutch Universities, amounts to approximately 70% or 100% of the salary as though it were not cut back through participation in the Pact.
7. Employees who are dismissed due to discontinuation of the position or redundancy are entitled to a proportional jubilee bonus as long as the employee has been in service of the University of Twente for at least ten years immediately prior to the date of termination of employment and would have been entitled to a jubilee bonus within a term of five years after his or her dismissal but before he or she reaches retirement age. The jubilee bonus to be received will be proportional to the term of service commensurate to the bonus that the member of staff would have been entitled to for his or her jubilee. Based on fiscal limitations, a proportional jubilee bonus is not exempt from a wage levy and will therefore be paid as a gross amount.

Article 4 Leave

The employee is entitled to a calendar day's leave on the occasion of their 25th and 40th jubilee based on ABP term of service. The leave constitutes an entire calendar day and not 8 hours. This means that if an employee works half days, he or she will not be entitled to two days off (or 8 hours in total) but only one calendar day.

If the 25th jubilee on the basis of ABP service and the 25th jubilee on the basis of UT service do not fall on the same date, the employee is entitled to a total of one calendar day's leave on the occasion of both events.

Article 5 How is term of service determined:

1. To calculate the ABP term of service, the term applies as included on the ABP's "overview of employers and organisations". The employee may be asked to provide the employer with a copy of this overview obtained from the ABP.

2. Calculating the UT term of service is based on the total duration of the employment contract(s) concluded between the employee and the University of Twente with the exception of periods of leave lasting longer than one year. Special leave for the common good of more than one year is included in the calculation of the term of service. Employment contracts such as student assistant contracts and/or on-call contracts are also excluded from these calculations. In the calculations in accordance with this scheme, continuous service is not a requirement. The terms of employment will be added up.
3. Periods in which an employment contract was in effect but no ABP pension was accrued (for example an employment contract that entered into effect after the employee reached retirement age) do not count towards the term of service.

Article 6 Reception:

1. The employee is entitled to a reception to celebrate the occasion of their 25th and 40th jubilee based on ABP term of service. If the 25th jubilee on the basis of ABP service and the 25th jubilee on the basis of UT service do not fall on the same date, the employee is entitled to a total of one reception on the occasion of both events. In consultation with the employee, it is determined on what occasion the reception will take place.
2. Should the employee choose to celebrate his or her jubilee in another way in the context of the university other than a reception, then the manager may decide to provide remuneration. Examples include a dinner or a similar type of gathering in the context of the university, meaning with UT colleagues, and that may include an invitation to a partner, children or other persons who have a close relationship with the employee in question. These decisions must be made in consultation with the manager and the supervisor. Remunerations may never be paid directly to the employee as they may be used for private purposes such as a private dinner.

Article 7 Final provisions

1. In exceptional cases the Executive Board of the University of Twente may decide to deviate from this provision.
2. In cases that have not been foreseen by these regulations, the Executive Board is empowered to make decisions.
3. These regulations enter into force on 31 December 2019.

Explanatory notes to the University of Twente Jubilee scheme

Article 3

The table below explains in which situations a long-service jubilee bonus may be awarded and whether this amount will be gross of net.

TERM	ABP term of service			University of Twente term of service	
	Amount	Payment gross/net		Amount	Payment gross/net
12.5 years	-	-		€230	net
25 years	70% of the monthly salary	net	or	Certificate and lapel pin	-
40 years	100% of the monthly salary	net	or	-	-

Article 6

For the regulations regarding allowances and remunerations for a reception, dinner, lunch, etc. in the context of a jubilee see the “regulations for special occasions and circumstances”.

This translation is meant as a service to non-Dutch speaking employees of the UT. However, in case of a difference of interpretation, these translations cannot be used for legal purposes. In those cases the Dutch text is binding.