



# University of Twente

Option Model for Employment Conditions 2009

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# What is an option model?

- Exchange of employment terms within certain boundaries
- Chapter 5 Collective Labour Agreement
- Additional agreement with the local employees' organisations (OPUT)
- Tax legislation



## Who can participate in 2009?

- You have a permanent employment with the UT in 2009
- You have a temporary employment with the UT which ends after 31 December 2009
- Stand-by employees, student assistants, UT-flex's and SUT-B's are excluded



# Which sources can you use?

- Hours leave
- Money



## Source: hours leave

- Hours which you receive in 2009
- Value of one hour = 0.704% of the salary over December 2008 in case of full employment
- Maximum or minimum to some targets
- Maximum to the total number of hours (76)
- Statutory minimum to the hours left



## Source: money

- Salary December
- Holiday allowance: 8%
- Year end bonus: 8.3%
- Keuzebonus: € 500



## Keuzebonus

- You must be employed for more than 8 hours on a permanent basis or on a temporary basis for at least 6 months
- Exchange against targets that the employer may pay tax-exempt
- Value in 2009: € 500



## From which targets can you choose?

- Sabbatical leave
- Extra hours leave
- Extra salary
- Additional pension
- Live-course savings
- Bicycle (incl. insurance)
- Maintenance bicycle
- Commuting costs
- Flexible working hours
- Contribution trade union
- Contribution professional association





## Target: extra salary

- Maximum: 38 hours leave
- Value of one hour: 0.704% salary over December 2008 in case of full employment
- Payment: March 2009



## Target: bicycle

- You use the bicycle for commuter travel
- Once every three year
- Maximum purchase price: € 749
- Maximum costs insurance: € 139
- Bicycle dealer must be associated with TSR
- It is not possible to trade in a bicycle
- Credit vouchers



## Target: maintenance bicycle

- You use the bicycle for commuter travel
- A fixed tax-free contribution of € 82 per year



## Target: commuting costs

- You do not live on the Campus
- You are not eligible for a travel allowance on the basis of another scheme
- You commute between home and work regularly on at least one day per week
- A free allowance, irrespective of the method of transport (€ 0.19 per km) or an allowance for travel by public transport (actual travel expenses)



## Target: contribution trade union

- You are a member of a trade union during the entire calendar year 2009 (FNV, CNV, AC/FBZ, MHF)
- You can only use the source money



## When can you choose?

- Optional month (October 2008)  
*sources: hours leave & money*  
*targets: all*
- January up to and including September 2009  
*sources: money*  
*targets: not all*



# How can you state your choice

- Webapplication: KAT
- Simulationmodel (calculate and record)
- User name and Password
- Option form and additional forms



## Need more information?

- Brochure optional model (intranet)
- FAQ (intranet)
- Human recourses advisor
- Helpdesk: 1132 (Erwin Reudink)