VU contributes to partial disability insurance premium

Long-term disability has a major impact on our employees' income. This can drop sharply to even welfare level, while (family) life and fixed expenses continue as usual. Not many are aware of this. As an employer, VU feels it is important to ensure that financial arrangements are in place even when it is no longer possible to work.

The group disability insurance scheme

VU Amsterdam therefore offers its employees the option of taking out a group disability insurance scheme with Loyalis. This insures employees against the risk of reduced income due to occupational disability. Through this income supplement, employees keep at least 70% of their former salary until the state pension age. Loyalis offers two coverages:

- Coverage 1: partial disability coverage (35-80%)
- Coverage 2: total disability coverage (80-100%)

New: as of 1 June 2025 an employer's contribution of 50%

The premium for the group disability insurance scheme is normally paid in full by the employee. This will change with effect from 1 June 2025. From that moment on, employees (current and new) who belong to the target group* will automatically be made participants in the partial disability coverage (Coverage 1) by VU Amsterdam, without any medical questions. VU Amsterdam and the Local Consultative Body have agreed to contribute 50% of the premium for the period 2025 to 2029. This employer's contribution is charged to the decentralized employment conditions funds. The other 50% of the premium will be deducted monthly from the employee's gross salary. With effect from 1 June 2025 VU Amsterdam will be the policyholder for Coverage 1.

On top of that, employees can additionally insure themselves with Loyalis for a total disability coverage (Coverage 2) with a premium discount of over 30%. For Coverage 2, the employee becomes the policyholder. Moreover, they can take out this additional coverage during the so-called campaign period from 1 June to 1 October 2025 without any medical questions.

Opt-out declaration

Although the partial disability coverage with a 50% employer's contribution (Coverage 1) is beneficial, employees are always given the possibility to opt-out of this group insurance. To do so, they can request an opt-out declaration from the HR Service Desk as of the first week in June. The completed and signed opt-out declaration is then filed in the personnel file.

New employees

New employees* are informed about this group insurance by means of a separate appendix to their employment contract.

Communication

Employees will be informed personally by HR with a letter to their home address at the end of May. Additional communication will take place in the coming period via the VU-zine and several news items on VU.nl. Employees will also receive a reminder by e-mail in July and September.

Employees who already have a group disability insurance with Loyalis will also be informed personally by the insurer after 1 June.

As of the beginning of June both the information on VU.nl and the Loyalis website will be updated to the new situation as of 1 June 2025. If desired, a premium calculation can also be made by then.

* the following employees are excluded from this partial disability coverage group insurance: on-call employees, employees who are not registered with the ABP pension fund, employees who are not socially insured in the Netherlands and employees who currently are already receiving partial WIA/WAO benefit.