



OVERVIEW CAO À LA CARTE ARRANGEMENTS UMC UTRECHT

Money for claims in kind or extra pension

Bicycle scheme

Bicycle for commuter traffic. The UMC Utrecht will pay a maximum amount of € 1500 for a bicycle every three years. This amount is then deducted from the gross salary. The bicycle must be regularly used for travelling to work.

- Saving sources in money:
- Holiday allowance
 - End-of-year bonus

Total amount includes bicycle accessories and bicycle insurance.

ABP Extra Pension

Building up extra pension. Within the fiscal space for pension build-up there is an extra savings possibility. The deposit is deducted from the gross salary, i.e. before deduction of income tax.

- Saving sources in money:
- Salary above minimum wage
 - Holiday allowance
 - Salary bonuses
 - Commitment bonus
 - Gratification
 - End-of-year bonus

Explanation

Sources

Remarks

Commuting

Lower costs for daily travel between home and the UMC Utrecht. The value of the source to be used is equal to the amount of the refund. The gross salary will then be reduced by this amount.

- Saving sources in money:
- Holiday allowance
 - End-of-year bonus

Each employee of the UMC Utrecht who falls under the CAO UMC and is entitled to basic commuting expenses can make use of this arrangement, unless otherwise stated in the arrangement. The period lasts for at least 6 months, except in special circumstances. Participation is not possible if the employee makes use of other additional fiscal arrangements related to the tax-free allowance for commuting expenses.

Internet à la carte

Lower costs for using the internet and e-mail professionally at home. The UMC Utrecht refunds (partially) the costs for an internet connection. On the other hand, an amount equal to the refund will be deducted from the gross income. In this way the actual costs are lower.

- Saving sources in money:
- Salary above minimum wage
 - Holiday allowance
 - Salary bonuses
 - Commitment bonus
 - Gratification
 - End-of-year bonus

The most important criterion is that the employee uses the internet at home for more than 10% professionally. The professional use must be reasonable in relation to the function.



Memberships	Lower costs for membership of a professional body or a trade union. Refund of membership costs by the UMC Utrecht. The amount is deducted from the gross salary. In this way the memberships will eventually have cost less.	Saving sources in money: <ul style="list-style-type: none">• Salary above minimum wage• Holiday allowance• Salary bonuses• Commitment bonus• Gratification• End-of-year bonus	The membership contribution of a trade union is always refunded. The membership contribution for a professional body must be fitting to the employee's function, and is at the discretion of the Governing Body.
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This list is not legally binding. For the conditions see intranet (Connect), or ask information at the P&O Service Center, phone 088-75 55155.