



## OVERVIEW CAO À LA CARTE ARRANGEMENTS UMC UTRECHT

### Time or money for leave

	Short explanation	Sources	Remarks
<b>Time for time</b>	Extra short-term leave See: CAO UMC art. 18.2. You may save time up to a maximum of 168 hours; part-time employees in proportion. After (partial) using of these hours you may start saving time again. Always consult the management of your department before taking up the leave.	Saving sources in time: <ul style="list-style-type: none"> <li>• Holiday hours (supra-statutory part)</li> <li>• Extra hours (see Cao umc art. 6.1.1)</li> </ul>	<ul style="list-style-type: none"> <li>• Holiday hours: the supra-statutory claim is 24 hours per year, except the age-related hours. These 24 hours are the difference between the legally determined entitlement of 144 hours (=4x36 hours) and the 168 hours following the CAO UMC.</li> <li>• Extra hours: a full-time employee may work at most 184 extra hours per year above the agreed 1872 hours, in the case of a full-time appointment. A part of these extra hours can be saved as time.</li> </ul>
<b>Life course</b>	Financing extra unpaid long-term leave. Source: CAO UMC art. 18.4. Saving gross salary for unpaid leave. Every year you may save a maximum of 12% of your salary, up to a maximum of 210% of annual salary.	Saving sources in money: <ul style="list-style-type: none"> <li>• Salary above minimum wage</li> <li>• Holiday allowance</li> <li>• Salary bonuses</li> <li>• Commitment bonus</li> <li>• Gratification</li> <li>• End-of-year bonus</li> </ul>	<ul style="list-style-type: none"> <li>• It is not allowed to newly enter the life course scheme. If you had € 3000,- or more on January 1st 2012 on your life course account you can make use of the scheme until 01-01-2022</li> <li>• Saving has no consequences for social security or pension.</li> <li>• The saved amount may also be used for leave prior to pension.</li> </ul>

The time for time arrangement cannot be used by flex staff.

### Money for claims in kind or extra pension

<b>Bicycle scheme</b>	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: <ul style="list-style-type: none"> <li>• Holiday allowance</li> <li>• End-of-year bonus</li> </ul>	Total amount includes bicycle accessories and bicycle insurance.
<b>ABP Extra Pension</b>	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: <ul style="list-style-type: none"> <li>• Salary above minimum wage</li> <li>• Holiday allowance</li> <li>• Salary bonuses</li> <li>• Commitment bonus</li> <li>• Gratification</li> <li>• End-of-year bonus</li> </ul>	The savings balance of the life course savings scheme may be transferred into extra pension claims as well.



	<b>Explanation</b>	<b>Sources</b>	<b>Remarks</b>
<b>Commuting</b>	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: <ul style="list-style-type: none"><li>• Holiday allowance</li><li>• End-of-year bonus</li></ul>	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.
<b>Internet à la carte</b>	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: <ul style="list-style-type: none"><li>• Salary above minimum wage</li><li>• Holiday allowance</li><li>• Salary bonuses</li><li>• Commitment bonus</li><li>• Gratification</li><li>• End-of-year bonus</li></ul>	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.
<b>Memberships</b>	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"><li>• Salary above minimum wage</li><li>• Holiday allowance</li><li>• Salary bonuses</li><li>• Commitment bonus</li><li>• Gratification</li><li>• End-of-year bonus</li></ul>	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.

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.