Regulations on Decreasing Allowances for Unusual Working Hours for Employees Aged 55 and Above

Please see Article 3.25 (6) CAO NU

Section 1 These regulations are a supplement to Article 3.25 paragraph 6 of the Collective Labour Agreement for Dutch Universities (CAO NU).

Section 2 Employees aged 55 and above will in principle no longer be scheduled to work night shifts, except at their own request. Under Article 3.25 (6) of the CAO NU, Utrecht University shall grant a night shift compensation allowance for employees aged 55 and above for employees who are no longer scheduled to work night shifts on the basis of that principle, and who, prior to reaching the age of 55 or no longer working night shifts, have received an allowance for unusual working hours for 5 consecutive years.

a. The term night shift means a shift, the hours of which fall between 22.00 and 06.00, with the exception of the shifts that end up to 2 hours after 22.00 under the regulations on working hours.

b. The compensation allowance for the loss of night shifts is a nominal amount that is calculated as follows. The average of the allowance for unusual working hours for the 12 calendar months prior to termination of work in night shifts shall be split into the percentage relating to performing work during night shifts (a) and the percentage that related to work during other shifts (b). The allowance shall consist of (a) on the understanding that an increase in the allowance for unusual working hours for work other than during night shifts will be deducted from (b), ensuring that the allowance consists of the difference between the old and new circumstances.

These regulations, as amended in consultation with the University Labour Representation Board on 4 December 2019, shall come into force on 31 December 2019 and will replace the previous regulations.