

## **Regulations governing Reintegration Utrecht University**

Please see Section 72a of the Unemployment Insurance Act and Article 2.2 (5), Article 9.11 and 9.12 of the Collective Labour Agreement for Dutch Universities (CAO NU)

### **Section 1 Reintegration rights and obligations**

1. The employer shall be obliged to advance the mobilisation into work of employees whose employment contract is ending. This includes employees who are being made redundant from a permanent employment contract, including in the context of reorganisation, employees whose fixed-term employment contract is being terminated in the interim and employees with a fixed-term contract that is ending.
2. Employees with an employment contract that is ending shall be entitled to support from the employer regarding mobilisation into work.
3. If, in the opinion of the employer, an employee should refuse to cooperate regarding their mobilisation into work and the relevant support offered by the employer without valid reasons, the employee's claim to support as referred to in subsection two shall lapse.

### **Section 2 Registration**

1. The mandatory will register the employee at the UU centre for reintegration activities, Work2Work.
2. Registration will take place four months before the end of the employment contract and in any case will take place once the termination of the employment contract becomes known.
3. Reintegration activities will commence as soon as possible after the employee has been registered.

### **Section 3 Vacancies**

An employee with an employment contract that is ending will be notified of suitable vacancies within the UU at their request up to six months after their employment contract has ended.

### **Section 4 Suitability**

1. A position shall be deemed to be suitable within the meaning of Article 1.10 and 9.12 of the CAO NU. A position shall be suitable if the employer is of the opinion that the employee or transfer candidate:
  - has the knowledge and skills considered necessary to perform the duties satisfactorily; or
  - if the employer is of the opinion that the employee or transfer candidate can be retrained, re-qualified or given further training within 12 months;
  - they can reasonably be employed in this position considering their personality, their circumstances and their current prospects;unless there are compelling business interests not to proceed with the placement.
2. In relation to determining the suitability of a position for employees with a personal salary guarantee, the personal salary will not be the deciding factor, but rather the salary scale of the position in which the employee was employed prior to their dismissal.

### **Section 5 Placement**

The employer may place the employee in a suitable position.

The employer will not proceed with placement without having heard the relevant employee on the matter.

## **Section 6 Illness**

In principle, illness shall not impede reintegration activities. Transfer or re-employment may take place even during a period of illness.

## **Section 7 Operating rules**

Utrecht University may establish relevant operating rules.

*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.*