Regulations governing Unusual working hours allowance

1. These regulations are in supplement to Article 3.24 of the Collective Labour Agreement for Dutch Universities (CAO NU).
2. If the employee has been scheduled to work at unusual working hours, but falls ill at that time or should take leave, the allowance will be paid according to the employee’s schedule.
3. If the employee’s absence due to illness, holiday or leave has lasted for a whole month, the average will be granted of what has been granted in terms of the unusual working hours allowance for the three preceding months.
4. If the employee should partially return to work following a period of illness, the employee will receive an allowance as if the employee had been wholly absent due to illness.
5. In the event of a return to work following a period of illness, a situation may arise in which the employee cannot be scheduled for unusual working hours, due to a statement from the occupational physician, but otherwise returns to work in full. In the case of a transitional arrangement towards a full return to work including unusual working hours, the allowance paid throughout the period of illness shall be granted for up to six months. If the employee is still unable to resume scheduling for unusual working hours after this period, the employee will be eligible to fall under the Decreasing Allowances for Unusual Working Hours for Employees as referred to in Article 3.25 of the CAO NU.

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.