

## Special leave *Buitengewoon verlof*

VU Amsterdam additional rules accompanying Articles 4.10 and 4.24 of the Collective Labour Agreement for Dutch Universities.

The additional rules enter into force in accordance with Article 1.4(4) of the Collective Labour Agreement for Dutch Universities.

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### Explanatory notes

**Supplement to the Work and Care Act and the Collective Labour Agreement for Dutch Universities (hereinafter: CLA DU) containing additional rules for additional special leave, as agreed in the Local Consultation of 14 June 2021.**

#### **Article 1 General**

##### 1.1

If in an exceptional case the manager grants special leave on the basis of Article 4.25 of the CLA DU, in principle it will be unpaid leave, unless in the employer's opinion paid leave (or partially paid leave) is justified in the interests of the organisation.

##### 1.2

During periods of unpaid special leave, employees will pay both the employee and employer pension contributions, unless the period of leave does not exceed fourteen consecutive calendar days.

#### **Article 2 Adoption and foster care leave**

The employer will supplement the benefit pursuant to the Work and Care Act in cases of adoption or foster care up to payment of the full amount of the wage.

#### **Article 3 Additional childbirth leave for partner**

##### 3.1

The employer will supplement the benefit pursuant to the Work and Care Act for additional childbirth leave for the partner of a woman who gives birth up to 100% of the wage, but no higher than the maximum salary for scale 11.

##### 3.2

Pension accrual will continue during the leave, with the normal breakdown of contributions between the employer and the employee.

#### **Article 4 Short-term care leave: first three days**

##### 4.1

In addition to the right to partial payment of wages during short-term care leave on the basis of the Work and Care Act, the employee will retain full wage payment for a maximum of the first three

working days, if the presence of the employee at home is necessary due to the illness of a life partner or children under age 14.

#### 4.2

The above-mentioned three days form part of the total period of statutory short-term care leave under Article 5:2 of the Work and Care Act and Article 4.21 of the CLA DU.

### **Article 5 Leave for trade union work**

#### 5.1

The employee will be granted paid special leave, unless the employer's interest dictates otherwise:

- a. to attend meetings of employee organisations, provided that the employee participates as a board member of the relevant organisation, a representative, or a board member of a subordinate organisational unit: maximum 120 hours per year;
- b. if the employee is appointed to carry out administrative and/or representative activities within an employee organisation or within the employer's organisation, which activities are intended to support the objectives of the organisation: maximum 208 hours per year;
- c. to take a course at the invitation of an employee organisation: maximum 48 hours per two years.

#### 5.2

If the employee is a member of the central management of an employee organisation, the total leave as referred to in paragraph 1 is 320 hours per year. In all other cases, the maximum is 240 hours per year.

#### 5.3

An employee appointed as a paid board member of an international employee organisation, as referred to in Article 1.1(d) of the CLA DU, may take unpaid special leave for a maximum of two years.

### **Article 6 Leave when obliged to relocate**

#### 6.1

The employee is entitled to paid special leave if an obligation to relocate is imposed on the employee on the basis of Article 1.9 of the CLA DU.

#### 6.2

For the preparations of the employee's relocation: one day.

#### 6.3

For the employee's actual relocation: two days.

### **Article 7 Bereavement leave for the death of a family member**

#### 7.1

The employee is entitled to paid special leave for the death of first degree family and relatives: 4 days.

#### 7.2

The employee is entitled to paid leave for the death of second degree family and relatives: 2 days.

#### 7.3

The employer and employee will enter into consultation about the duration of the leave if the leave is insufficient (see Article 8 Bereavement leave).

## **Article 8 Bereavement leave**

### 8.1

The employee is entitled to paid special leave for the death of a life partner or child.

### 8.2

The leave entitlement is four times the number of working hours in a work week.

The employer and employee will enter into consultation about the scope, duration and implementation of the leave.

## **Article 9 Marriage leave (own marriage)**

The employee is entitled to paid special leave for his or her marriage ceremony or the ceremony for entering into a registered partnership or notarised cohabitation contract: one day.

## **Article 10 Marriage leave (child)**

The employee is entitled to paid special leave for attending the marriage ceremony or ceremony for entering into a registered partnership or notarised cohabitation contract of his or her child: one day.

## **Article 11 Final provisions**

### 11.1

A fixed agreement regarding taking special leave cannot be revoked or amended, unless there are unforeseen circumstances of a serious nature.

### 11.2

In the case of changes to applicable legislation or regulations, the Local Consultation will come to an agreement in the short term to amend these regulations such that they are in line with the changes.

### 11.3

In cases not provided for in these regulations or where the result of strict application of the regulations would be unreasonable, the Executive Board has the power of discretion, to be exercised in the spirit of these regulations.

### 11.4

These regulations enter into force on 1 July 2021.

### 11.5

These regulations replace the regulations for special leave that entered into force on 1 October 2006.

### 11.6

These regulations also replace all preceding rules and regulations that applied or apply on the basis of former Article 10.9 CLA DU and/or Article 10.8 CLA DU 2020.