

Chapter 14 Transfer and final provisions

ARTICLE 14.1 SCHEMES AT ORGANIZATION AND EMPLOYER LEVEL

In the local consultation and in turn in the negotiations with the COR, the extant schemes shall be adapted to match the provisions of this Collective Labour Agreement, where necessary.

ARTICLE 14.2 EXTANT RWOO, ARAR OR BW SCHEMES

As long as the organization/employer has not determined any further rules or further rules for the execution of the provision in this Collective Labour Agreement, the relevant subject concerning extant (further) Decree on the Legal Status of Personnel in Academic Education and Research (RWOO), General Civil Service Regulation (ARAR) or Civil Code (BW) rules shall still apply, insofar as these are not at variance with the Collective Labour Agreement.

ARTICLE 14.3 FIXED-TERM EMPLOYMENTS EFFECTED PRIOR TO 1 AUGUST 1999

1. The articles 2.5 through 2.10 apply to fixed-term employments effected on or after 1 August 1999.
2. The articles 2.5 through 2.10 do not apply for fixed-term employments which existed on 31 July 1999 and which were extended on or after 1 August 1999. The provisions 2.2 through 2.7 as well as 15.2 and 15.3 of the RWOO dd. 3 August 1995, Bulletin of Acts 394 1995, added as appendix 5 to this Collective Labour Agreement, apply unimpaired to these employments.

ARTICLE 14.4 RIGHTS TO VACATION

If an employee's entitlement to vacation hours on 31 December 1999 (including number of age hours) on grounds of old schemes exceeds the scheme of article 5.1 paragraphs 1 and 2, then the right will be frozen until entitlement to more leave is created on grounds of the scheme that came into force on 1 January 2000²³ and which can also be found in the current article 5.1 paragraphs 1 and 2.

ARTICLE 14.5 TRANSITIONAL ARRANGEMENT ADV

1. Employees employed by a WVOI-employer on 31 December 2003 and having old claims for ADV regulations as valid before 1 August 1989, keep those claims. This especially applies to employees who had the opportunity to convert ADV into fixed salary by means of an increase of percentage-employment.
2. When a change takes place in the size of employment of an employee using one of the transitional arrangements, he can no longer appeal to transitional arrangements and as of 1 January 2004 the new regulation vacation-leave (appendix 3 of this Collective Labour Agreement) applies.

ARTICLE 14.6 AGE HOURS

As of 1 January 2009, the age hours are frozen at the level of 31 December 2008. As a transitional measure, employees who turn 45 between 1 January 2008 and 1 July 2010 will receive 24 age hours on a yearly basis. Employees of 45 years of age and over who enter employment from 1 January 2009 will receive age hours based on their age on the reference date 31 December 2008.

²³ The number of basic vacation days upon employment was set on 23 c.q. 184 hours for each employee.