



werkgeversvereniging onderzoekinstellingen

Collective Labour Agreement for Research Centres 2008 – 2010

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Parties, nature and duration of the Collective Labour Agreement

1. PARTIES

Parties to this Collective Labour Agreement are the Employers' Association of Research Institutes, on behalf of the following research institutes:

- The National Research Institute for Mathematics and Computer Science (CWI)
- The Foundation for Fundamental Research on Matter (FOM)
- The National Library of the Netherlands (KB)
- The Netherlands Organisation for Scientific Research (NWO)
- The Royal Netherlands Institute for Sea Research (Kon. NIOZ)

and

The employee organizations:

ABVAKABO FNV,
AC/FBZ,
CMHF/VAWO,
CNV Publieke Zaak.

Parties hereby declare that they entered into this collective labour agreement at The Hague on 13 March 2008.

2. NATURE OF THE COLLECTIVE LABOUR AGREEMENT

This Collective Labour Agreement implements the Decentralisation Terms of Employment for Research Centres Agreement, hereinafter referred to as the Decentralisation Agreement. For the civil servants as defined in the Public Service Act the Collective Labour Agreement in question is not a Collective Labour Agreement in the sense of the Collective Agreements Act (Bulletin of Acts 1927, 415). The parties, however, agree that the articles from the Collective Agreements Act are applicable *mutatis mutandis*, unless the nature of an article dictates otherwise.

For the employees with a labour agreement under civil law, the Collective Labour Agreement in question is, however, a Collective Labour Agreement in the sense of the Collective Agreements Act and shall be reported as such in the Health and Safety Inspectorate (DCA) of the Ministry of Social Affairs and Employment¹.

With this Collective Labour Agreement, parties exercise their option under the Flexibility and Security Act (Bulletin of Acts 1998, 300) to make anomalous arrangements by CAO regarding the duration of fixed-term employment, extensions, appointments and dismissals for the benefit of those employees to whom the Act directly applies.

¹ The Collective Labour Agreement applies to these employees insofar as the mandatory provisions in the Civil Code do not dictate otherwise.

3. DURATION OF THE COLLECTIVE LABOUR AGREEMENT

1. This Collective Labour Agreement is effective from 1 January 2008 through 1 July 2010.
2. Save for termination by one of the parties, at the latest three months prior to the expiration date of this Collective Labour Agreement, this Agreement will be annually extended by one year.
3. Interim amendments to the Collective Labour Agreement, proposed by one of the parties, can only be made with the consent of the parties to this Collective Labour Agreement.
4. An interim amendment to the Collective Labour Agreement will in any case be under discussion, if an amendment to the Act or an Order in Council necessitates this.

Preamble

The Netherlands Organisation for Scientific Research (NWO), the National Library of the Netherlands (KB), the Foundation for Fundamental Research on Matter (FOM), The Royal Netherlands Institute for Sea Research (Kon. NIOZ) and the National Research Institute for Mathematics and Computer Science (CWI) are united in the Employers' Association of Research Institutes (WVOI).

With approximately 2,500 employees, these research institutes play a prominent role in the Dutch knowledge infrastructure. Both in terms of quantity and quality, the knowledge sector has far-reaching ambitions which are supported by the employee associations. Knowledge is essential to the research institutes and it therefore has to be maintained and developed. Only then will the research institutes be able to provide the quality desired and to contribute to the aspirations not only of the Dutch knowledge-based economy, but also to international aspirations. This means that the research institutes need to be attractive employers, now and in the future.

In order to be able to recruit and employ highly-qualified and motivated employees and to be able to do so in the future, attention to professional development and employability as well as an attractive package of terms of employment are essential. This is especially true for highly-educated professionals and scientists, but equally so for support staff, since quality and continuity of support are essential to realising the primary process.

In this eighth CAO-OI, parties are jointly committed to further strengthening their focus on work and professional development, broad employability and career plans for employees in all stages of their life and career. The starting point for this is mature labour relations in which employees can and will actively invest in their development.

Income development

- As of 1 March 2008, all salaries will be increased by 3.2%. In addition, employees who were employed on 1 March 2008 will receive a one-off sum of 0.5% of 12 times their salary as at the reference date of 29 February 2008.
- As of 1 January 2009, the salary scales are increased by 1.3%. As of 1 January 2009 the year-end bonus is increased by 2.2%, as a result of which employees will accrue a full "13th-month" pay.
- As of 1 January 2010 all amounts in the salary scales will be increased by 1.6%. In accordance with the usual system, the salary increases will also be carried through in pensions and benefits.

Joint investment in work and career

- With the introduction of the Personal Development Plan, good progress has been made in the preceding years in investing in the professional development and employees' career development. In the next labour agreement period, parties will heavily invest in employability. A proactive use of POP not only offers employees facilities to generate career opportunities for themselves within the WVOI framework, it is also a useful instrument for employees who wish to continue their career outside the WVOI.

The Personal Development Plan will be transformed into a Professional Development Plan (POP). The plan's 'new name' symbolises a stronger relationship between personal development, development of the organisation and development within and of the profession. The link between personal development goals and organisational goals is strengthened in the agreements about individual development between the supervisor and employee.

In order to encourage employees' development a work conference for managers and a workshop for employees is being developed on equal terms.

Managers may also consolidate or expand their network within the framework of personnel management, also with colleagues from other parts of the WVOI.

- The budget for study programmes will be increased from 0.8% to 1.2% of the wage and salary bill.
- Parties agree to include a provisional article on the "tenure track" for the duration of the CAO-OI. Parties will evaluate the experiment before the end of the duration of this Collective Labour Agreement.

Phase-of-life personnel policy

Parties have jointly agreed to conduct a study on a personnel policy that takes account of employees' phase of life. The rationale behind this policy is that employees can be employed effectively and in good health and can actively shape their career (employability) in every phase of their lives. The objective of CAO-OI 2008-2010

the study is to formulate a personnel policy before the end of the CAO-OI that aims to encourage employees to take active control of their career in every phase of their lives. This policy will substitute the current age-based schemes. The study will be concluded on 1 January at the latest.

Other agreements:

- The number of hours of leave which can be sold through AVOM will be increased from 80 to a maximum of 120 hours per calendar year. An additional increase to a maximum of 200 hours per calendar year is possible for salary scales 15 up to and including 18.
- 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.
- For the duration of the CAO-OI the parties will jointly conduct research in order to identify and remove bottlenecks in the CAO-OI and adjacent regulations that impede work after the age of 65.
- Parties have agreed that during the CAO-period employers will conduct a study to determine if and to what extent reconsidering the standard size of a working week will offer a more structural solution to the problem of great build-ups of accumulated leave.
- Within three years, trade unions and WVOI-employers will formulate a Working Conditions Catalogue.
- As of 1 January 2007, the CAR NWO/FOM/CWI/Kon. NIOZ is cancelled and its provisions implemented in the CAO-OI. Also, for the KB, any schemes agreed with the LO which were valid on 1 January 2007 have been implemented in the CAO-OI.
- Parties have agreed to extend the term of the FNM complaints advice committee to 1 July 2008.
- Parties have agreed to extend the commuter travel expenses reimbursement through AVOM to employees who have to commute less than 10 kilometres. For operational reasons, the lower limit for paying out this claim is set at € 5 a month.
- The text of the CAO-OI 2008-2010 will be adjusted in accordance with the list of technicalities added to the Collective Labour Agreement.

NB: The masculine form in this Collective Labour Agreement text also applies to the feminine form.