



Physically Demanding Occupation Regulation for umcs Arbitration Board

On November 1 the Physically Demanding Occupation Regulation for umcs comes into force. It specifies that employees in certain occupations can retire 3 years earlier than the state retirement age (AOW). Employers and unions have agreed on which occupations this Regulation applies to. It is a temporary Regulation that expires on 1 January 2026. The text of the Regulation containing a list of the occupations concerned can be found [here](#).

It is possible, however, that you and your employer do not agree on the application of this Regulation. The NFU and the unions have therefore jointly approved the setting up of an Arbitration Board for these cases, consisting of representatives of both the unions and the umcs.

If you do not agree with your employer's decision, you can submit your appeal to this Physically Demanding Occupations Arbitration Board.

Who is on the Arbitration Board?

The Board has six members, including two independent chairs. Two members each from the employees and the employers are also on the Board.

- Cees Loonstra (independent chair)
- Bram de Klerck (deputy independent chair)
- Arthur Warmer, FNV (member on behalf of the employees)
- Heleen de Boer, FBZ (deputy member on behalf of the employees)
- Bart Vrijaldenhoven, Radboudumc (member on behalf of the employers)
- deputy member on behalf of the employers – to be appointed

How do you submit an appeal to the Arbitration Board?

What if you do not agree with your supervisor's decision about the Regulation? Then you can submit an appeal to the Arbitration Board. The Arbitration Board will then advise your umc about the dispute. The Board's standing orders specify how to submit an appeal, which documents must be submitted and which deadlines apply. The Regulation has been published [here](#).

The secretarial duties of the Arbitration Board are carried out by the CAOP (an external independent organisation in the public sector). The Arbitration Board will meet once a month (depending on the number of cases).

Disputes can be sent to:

Physically Demanding Occupations Arbitration Board
E-mail address: administratie.caopjuridisch@caop.nl
Telephone number: +31-(0)70-376 5746

Planned meeting dates of the Arbitration Board in 2022:

- Friday, 25 November 2022
- Friday, 23 December 2022

In 2023 the Board will meet on the last Friday of the month in principle.