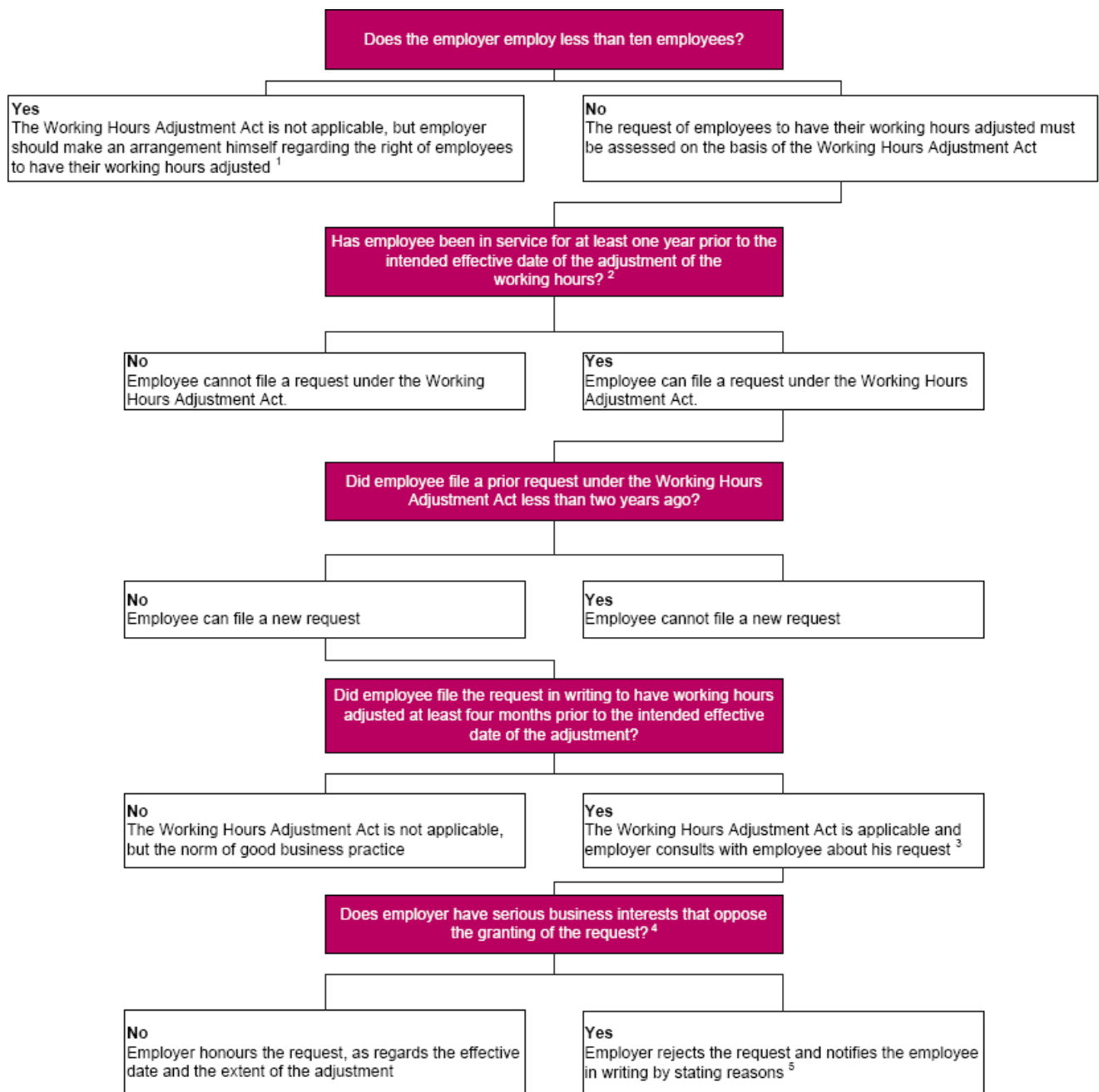
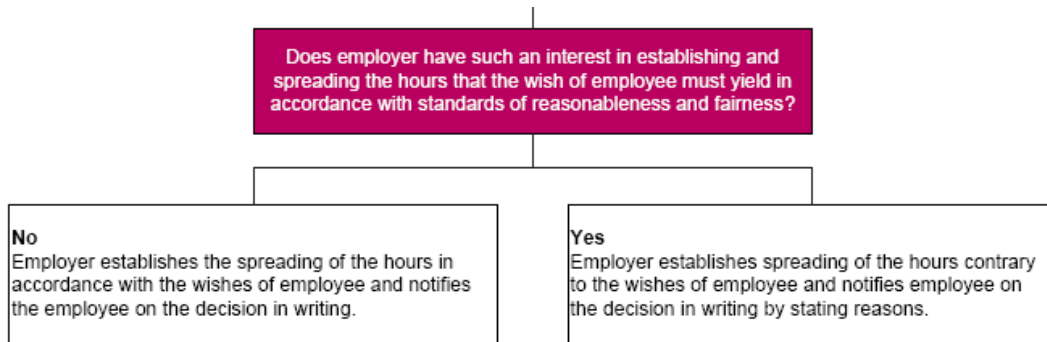


Flow chart Working Hours Adjustment Act





1. For example, the possibility that the employer reaches a written agreement with the staff representation. The act does not deal with the legal effect if such an agreement is not concluded. The subdistrict court in 's-Hertogenbosch accepted consequential effect of the Working Hours Adjustment Act and weighed the business interest against the interest of the employee (Subdistrict court in 's-Hertogenbosch 5 March 2002, JAR 2002/88).
2. For the purpose of calculation, the period of one year during which labour is performed that is consecutive with an interruption of no more than three months are added up.
3. If the employer has not decided on the request one month before the intended effective date of the adjustment, the working hours will be adjusted in accordance with the employee's request.
4. If the working hours are reduced, there is at any rate a serious business interest if such a reduction gives rise to serious problem:
 - a. for the conduct of business when the vacant hours are rescheduled again;
 - b. in the field of the safety, or
 - c. in terms of schedule.
 If the working hours are increased, there is at any rate a serious business interest if such an increase gives rise to serious problems:
 - a. of a financial organizational nature, or
 - b. due to the lack of sufficient work, or
 - c. because the formation space or staff budget established are inadequate for that purpose.
5. If the employer rejects the request, the employee may turn to the court ordering to still honour his request.