

The image is a full-page cover for a TU/e Bicycle Scheme. It features a modern building with large glass windows and a balcony. The balcony has a glass railing and is surrounded by lush greenery, including trees and bushes. Inside the building, people are seen sitting at tables and working. The text 'Bicycle Scheme' is written in white on a green background. The TU/e logo and name are also present in the top right corner.

Bicycle Scheme

TU/e

EINDHOVEN
UNIVERSITY OF
TECHNOLOGY

Bicycle Scheme

In the 'Instellingsgebonden Overleg (IGO)', the Board of Directors has agreed with the Unions that TU/e employees are being given the opportunity to purchase a bicycle in a fiscally advantageous way.

Starting date of the bicycle plan was April 1, 2001, and the text is updated as of August 22, 2023. Since January 1, 2002 the bicycle plan is part of [TU/e Selection Model for Conditions of Employment](#).

You need to meet the participation criteria for the Selection Model before you can participate in the Bicycle plan.

Duration

The bicycle scheme is a continuous project. The scheme allows for the purchase of a bicycle every 36 months.

Participation

Participation in the TU/e bicycle scheme is open to all employees as mentioned in the TU/e Selection Model for Conditions of Employment.

Tax Regulation / Conditions

The tax benefits are intended as an incentive for employees to cycle to work. The definition of 'bicycle' also includes an E-bike.

TU/e may issue a bicycle to employees once every 36 months. The purchase price may be deducted from holidays and certain parts of the gross wage, thus creating a tax benefit.

A maximum of € 1000 of the price of the bicycle and insurance can be financed as mentioned above. You can buy a more expensive bicycle, but the difference between the price of the bicycle and insurance and the maximum amount of € 1000 will be at your own expense. This difference cannot be financed with leave hours or parts of the gross wage as mentioned in the Selection Model for Conditions of Employment. Besides the cost of the bicycle, a sum of € 250 may be deducted for maintenance and accessories.

The bicycle to be purchased must be used for commuter travel on more than half the number of working days.

TU/e Regulations / Conditions

The remaining period of employment following the purchase of the bicycle must be at least 6 months.

A bicycle may only be issued to university employees (not a family member).

You may purchase a bicycle as mentioned above from the supplier of your choice. The invoices made out in your name, stating date of birth, will be paid by yourself.

Invoices with proof of payment must be uploaded in TU/e InSite within three months after the purchase.

You should, when making the choice, declare that you are familiar with the contents and conditions of the regulation, and that you will use the bicycle for commuting from home to work. If a subsequent inspection reveals that you are not complying with the conditions for participation, you will be required to pay the relevant wage tax and social security contributions (including possible fine and/or interest).

Once every 36 months a maximum of 62 leave hours can be brought in to finance the purchase of a bicycle (swap time for money). The value of an hour is, only for this purpose and regardless the level of salary, € 20 net. An after deduction of hours remaining amount can be financed, according to the Selection Model for Conditions of Employment, with a certain part of the gross wage, and/or holiday allowance and/or year-end bonus. (swap money for money).

The total purchase price of the bicycle (and any insurance and/or accessories) will be deducted from the salary of the month in question or the following month, depending on when the application was submitted. This also applies to financing from holiday allowance and/or end-of-year bonus; see example below.

Example

In April, you purchase a bicycle for €1250 through the Bicycle scheme. You use 30 leave hours for this and want to use the end-of-year bonus for the remaining €650.

- The 30 hours of leave are deducted from the balance of 'non statutory leave' and the sum of €1250 is paid out with the salary of April or May (depending on when the application was submitted); the value of the leave hours - namely €600 - has already been included in this sum.
- In short, you will receive the net amount of €1250 in the month of April or May (depending on when the request was submitted).

The gross amount of €650 - for which you have used the end-of-year bonus - will be deducted from the end-of-year bonus in December.

Financing a bicycle with leave hours and parts of the gross wage

The by you brought in leave hours will be deducted from the holiday balance and the value of these hours will be paid by the salary administration as a "goal KAV Bicycle". This is a tax-free compensation.

The rest of the purchase amount can, in the current year, be deducted from gross income-parts as mentioned by yourself.

Deductions from the gross holiday allowance must not result in the gross allowance falling below the annually legal minimum. The salary administration will ensure that payments are made in such a way that the gross wage does not fall below the legal minimum allowance.

When the holiday allowance is insufficient for the payment, other sources for financing have to be chosen. In TU/e InSite you can find the maximum you can chose.

The reduction of the gross income parts has no consequences for the build-up of pension. It may however have consequences for unemployment benefit (WW), disability benefit (WIA) and sickness benefit. See the Selection Model online for more information. Here you will also find an example calculation.

Contact

Questions about your conditions of employment? Please contact the [HR-team](#) of your department or service.