

## **COLLECTIVE LABOR AGREEMENT**

**October 1, 2018 through August 31, 2020**

for employees of

NXP Semiconductors Netherlands BV

This CLA is an English translation of the Dutch CLA. In the event of a discrepancy or inconsistency between the Dutch and the English text of the CLA or a dispute concerning the interpretation or application thereof, the Dutch text will prevail.

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The undersigned:

1. NXP Semiconductors Netherlands BV  
henceforth referred to as NXP Nederland

and

2. FNV Metaal, headquartered in Utrecht;
3. VHP2, headquartered in Eindhoven;
4. DE UNIE, headquartered in Culemborg;
5. CNV Vakmensen, headquartered in Utrecht;

affirm that the following agreement has been reached.

## CHAPTER 1: GENERAL

### Article 1.1

#### Definitions

- The employer: the party afore-mentioned under 1 for this purpose choosing to be domiciled in Eindhoven, High Tech Campus 60;
- The organizations: the parties afore-mentioned under 2. through 5;
- The employees: **Definition valid for the period October 1, 2018 through December 31, 2018:**  
all those<sup>1</sup> in the service of the employer, classified into one of the grades 10 through G7, with the exception of:
- executive managers, to be designated by the employer after consultation with the organizations.
  - those working in the Netherlands temporarily, on the basis of an Expatriation Agreement.
- Definition valid as of January 1, 2019:**  
all those<sup>1</sup> in the service of the employer, classified into one of the grades 10 through G6, with the exception of:
- executive managers, to be designated by the employer after consultation with the organizations.
  - those working in the Netherlands temporarily, on the basis of an Expatriation Agreement.

### Article 1.2

#### Term of the Collective Labor Agreement

This Collective Labor Agreement, hereafter referred to as 'CLA', goes into effect on October 1, 2018, and ends on September 1, 2020 with no notice of termination required. This agreement replaces the previous agreements, which were valid from July 1, 2015 through October 1, 2018.

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<sup>1</sup> In Annex F several alternative and supplementary provisions have been included that apply only to the employees of the uniformed service of the Company Security Department. In Annex G a number of alternative provisions have been included for participants in the Global Incentive Plan.

## **CHAPTER 2: OBLIGATIONS OF EMPLOYER AND EMPLOYEE**

### **Article 2.1**

#### **Of the employer**

1. The employer will have no employees in its employment under conditions that are less favorable than those provided for in this CLA. Within the framework of statutory provisions however, the employer may deviate from these CLA-conditions, if it is to the employees' benefit. However, if this deviation affects groups of employees, the employer will not proceed with this before having consulted the organizations.
2. Every employee will receive a copy of this CLA and the annexes that pertain to it.
3. With reference to information concerning the employee's private life, the employer will take all necessary measures to protect the privacy of the employee.

### **Article 2.2**

#### **Of the employee**

1. The employee will act according to the provisions of this CLA and according to the instructions given to him/her by, or on behalf of, the employer. These instructions include the Code of Conduct, established by the employer in consultation with the Works Council.
2. The employee will promote the interests of the employer to the best of his/her knowledge and ability, even when given no express instruction to this effect. He/she will carry out reasonable instructions, even if they concern tasks that are not part of his/her usual work.

## CHAPTER 3: EMPLOYMENT CONTRACT

### Article 3.1 Commencement and duration of the employment contract

1. At the start of employment, the employer and employee enter into an individual, written contract of employment, in which it is agreed that this and subsequent Collective Labor Agreements will apply to the employee.
2. The employment contract is valid for an indefinite period, unless otherwise agreed in the individual contract
3. The individual employment contract states the date of commencement of employment, the employee's position, the place where the employee is to commence his/her duties, the employee's grade, and his/her starting salary.

The individual employment contract also contains provisions relating to:

- the employee's running of a business and performing work for third parties;
- confidentiality regarding business matters, publications;
- waiver of rights to industrial and intellectual ownership.

The employer will not hold employees in grades 25 and under to the provision concerning industrial and intellectual ownership.

The employment contract for an indefinite period also contains a non-competition clause for employees in grades G2 through G6.

4. At the start of a fixed-term employment contract for at least 6 months and 1 day, and of an employment contract for an indefinite period, a probationary period of one or two months may be agreed in writing.

### Article 3.2

#### Notice period in employment contract for an indefinite period

1. The employment contract can be terminated by the employer or by the employee. Except during the probationary period, a notice period applies, which begins on the first day of the month following the notice of termination; employment contract terminates at the end of the notice period.

Notice of termination of employment will be confirmed in writing by the employer.

2. The notice period for the employer depends on the length of employment on the day the notice is given:

a. For employees in grades 10 through 45

- |                                   |          |
|-----------------------------------|----------|
| • employment of less than 5 years | 1 month  |
| • employment of 5-10 years        | 2 months |
| • employment of 10-15 years       | 3 months |
| • employment of 15 years or more  | 4 months |

b. For employees in grades G2 through G6

- |                                     |          |
|-------------------------------------|----------|
| • employment of less than 15 years: | 3 months |
| • employment of 15 years or more:   | 4 months |

3. The notice period for the employee depends on his/her grade:

- |                         |           |
|-------------------------|-----------|
| • Grades 10 through 45: | 1 month;  |
| • Grades G2 through G6: | 3 months. |



A shorter notice period may be arranged by mutual agreement.

4. Continuous periods of employment with other companies belonging to the NXP organization will count towards the calculation of years of employment.<sup>2</sup>

## Article 3.3

### **Termination of the employment contract by operation of law**

The employment contract is terminated without the legally required notice of termination by operation of law on expiry of the period for which fixed-term employment was agreed; The provisions of article 7:668a of the Dutch Civil Code apply to a number of fixed-term employment contracts. Operation of article 7:668a section 1 sub b of the Dutch Civil Code is excluded with regard to temporary agency employees as referred to in article 7:690 of the Dutch Civil Code. This means that if the temporary employee enters into a fixed-term employment contract with the employer immediately following or within six months after termination of the secondment agreement – which as regards commencement only refers to work duties performed for the employer or legal predecessors – the entire secondment period is considered to be the first fixed-term employment contract, also if this was interrupted by one or more periods of work disability.

As of July 1, 2015 article 7:668a section 1 sub a of the Dutch Civil Code (period of 24 months) does not apply to employment contracts entered into in connection with the performance of scientific and/or doctoral research, in as far as this is required for completing the doctorate.

The employment contract is terminated without the legally required notice of termination by operation of law, unless terminated earlier and unless otherwise agreed, on the day on which the employee reaches the state pension age.

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<sup>2</sup> The years of continuous employment which employees spent at Philips immediately preceding independence count at NXP Nederland in all situations in which length of employment is a determining criterion

## **CHAPTER 4: EXCHANGE OF EMPLOYMENT CONDITIONS**

### **Article 4.1**

#### **A la Carte**

Within certain limits, employees can compose their own employment conditions package based on a constant gross value. Participation in 'à la carte' is voluntary and is initiated by the employee.

#### **SYSTEM**

The "à la carte" system of options is based on the possibility of using the value of a number of standard conditions of employment (sources) to which employees are entitled under the CLA for a different purpose of their own choice.

The total gross value of the employment conditions package remains the same. The standard conditions of employment (sources) can be sub-divided into two categories: "Money" and "Time".

#### **TIME AT WHICH CHOICE IS MADE**

At which time the choice is made each year depends on the particular source and purpose. Once a choice has been made, it applies to the entire calendar year, unless the nature of the purpose binds the employee to a choice for more than one year.

Once a choice has been made, it cannot be changed or revoked.

#### **CONSEQUENCES**

Choosing to use gross pay for another purpose has consequences for determining the level of the daily wage for social security benefits such as unemployment (WW) and invalidity insurance benefits (WAO and WIA).

Adverse consequences of choices with regard to social security, taxation, etc., as well as risks arising from any changes in tax legislation and regulations, are the sole responsibility of the employee, and no compensation will be paid by the employer in respect thereof.

#### **SOURCES THAT CAN BE USED**

##### **Money**

Salary, including allowances and personal budget

##### **Time**

Vacation days in excess of the statutory number (a maximum of 5 days in case of full-time employment) that the employee did not take in the preceding calendar year;

#### **PURPOSES**

- a) Extra money from having the source "Time" paid out in full or in part
- b) Benefits from using the source "Money"
  - 1. Bicycle scheme (bicycle and bicycle accessories)
  - 2. Extra leave days bought
  - 3. Trade union contribution
  - 4. Life course savings scheme

For further details concerning "à la carte", including conditions and times at which choices can be made, please refer to the documentation on the HR Portal on the internet.

Some of the benefits can be used because of fiscal and legal regulations. Parties will deliberate the situation if changes appear in these regulations.

## CHAPTER 5: REMUNERATION

### Article 5.1

#### Monthly salary

1. The system of remuneration developed by the employer is described more fully in the brochure "Remuneration System CLA", which contains, among other things, the salary scales and salary guarantees. The salary scales will not be structurally changed without prior consultation with the organizations. Annex I of this agreement lists the salary scales.
2. The monthly salary of the employee is determined by:
  - the classification of the employee into one of the grades;
  - the salary scale established for each grade;
  - the performance assessment of the employee.Please refer to article 5.8 for further details.
3. The monthly salary will be paid at the end of every calendar month.

### Article 5.2

#### Personal Budget

1. At the end of the calendar month a budget amount will be paid out with the monthly salary.
2. The personal budget includes the vacation allowance as described in article 5.6.
3. The budget is a percentage of the monthly salary, shift allowance and fixed special hours allowance.
4. The percentage mentioned in the previous paragraph is:

Employee working a 5- or 4/5-shift who works an average of 31.5 to 37.5 hours a week	19.12%
Other roster	24.57%

5. If an employee chooses to buy a fixed amount of 13 days at the end of the year for the following year, the personal budget will be reduced by 5.91%.

### Article 5.3

#### Bonus scheme

**The following bonus scheme applies to the period October 1, 2018 through December 31, 2019:**

1. The employer operates a bonus scheme for employees with an employment contract for an indefinite period in grades G2 and higher.
2. The employer will determine a bonus target per calendar year or part thereof. This will consist of objectively measurable, individual and/or group targets.
3. If bonus targets are realized, the attainable bonus amounts to:
  - grade G2: 3%
  - grades G3, G4, G5: 5%
  - grade G6: 12%
  - grade G9: 12% (through December 31, 2018)

of the sum of the annual salary including shift allowance and the fixed special hours

allowance. If the targets have only been partially realized, the bonus percentage will be paid pro rata.

4. The bonus scheme provides for the possibility to pay out a bonus amounting to 200% of the nominal bonus in the case of the maximum realization of targets.
5. If and insofar as the bonus target has, in the opinion of the employer, been realized by the employee, the bonus will be paid out no later than four months after the period in question.

**As of January 1, 2020, the following bonus scheme will apply:**

1. The employer operates a bonus scheme for employees with an employment contract for an indefinite period.
2. The employer will determine a bonus target per calendar year or part thereof. This will consist of objectively measurable, individual and/or group targets.
3. If bonus targets are realized, the attainable bonus amounts to:
  - Grades 10 through 45 and G2: 3%
  - grades G3, G4, G5: 5%
  - grade G6: 12%

of the sum of the annual salary including shift allowance and the fixed special hours allowance. If the targets have only been partially realized, the bonus percentage will be paid pro rata.

4. The bonus scheme provides for the possibility to pay out a bonus amounting to 200% of the nominal bonus in the case of the maximum realization of targets.
5. If and insofar as the bonus target has, in the opinion of the employer, been realized by the employee, the bonus will be paid out no later than four months after the period in question.

## Article 5.4

### Collective salary increase

Grades up to and including G6

2019

Effective from March 1, 2019 a collective increase of 2% was awarded to employees in grades up to and including G6.

Effective from September 1, 2019 a collective increase of 1% will be awarded to employees in grades up to and including G6.

2020

Effective from February 1, 2020, a collective increase of 2% will be awarded to all employees in grades G2 through G6.

Effective from February 1, 2020 a collective increase of 1.25% will be awarded to grades 10 through 45. This collective increase for grades 10 through 45 is 0.75% lower due to the reintroduction of the bonus scheme as of the calendar year 2020, as referred to in article 5.3.

Effective from August 1, 2020 a collective increase of 1% will be awarded to employees in grades up to and including G6.

## Article 5.5

### Vacation allowance

1. The statutory percentage of vacation allowance (8%) is included in the personal budget as referred to in article 5.2.
2. For employees aged 22 and over, the vacation allowance will, however, amount to at least €

1,936.00 gross per annum; with effect from March 1, 2019 € 1,975.00 gross per annum, with effect from September 1, 2019 € 1,994.00 gross per annum, with effect from February 1, 2020 € 2,019.00 gross per annum, with effect from August 1, 2020 € 2,040.00 gross per annum. The latter amounts have been adjusted by the percentage of the collective increases as from those dates (for the grades through G6), as referred to in article 5.4.

3. The employees as referred to in Annex A (art. A, paragraph 2 and art. B) will only be entitled to vacation allowance if and for as long as they authorize the employer to receive the vacation-benefit they are entitled to under the WAO (Disability Insurance Act) or WIA (Work and Income according to Labor Capacity Act) for inclusion in the payment made to him/her.
4. Employees who are fully unfit for work and are not entitled to any payment from the employer as referred to in Annex A are not entitled to vacation allowance.

## Article 5.6

### **Payment per giro/bank transfer**

The employee will enable the employer to make payments due by transfer to a bank account, designated by the employee.

In December, the employee can choose to have the salary payments of the following calendar year transferred every month in two parts, to two different bank accounts, designated by the employee.

## Article 5.7

### **Salary scheme**

#### **I. Determining the job level**

1. The level of sample positions is determined according to a job evaluation system. These sample positions are recorded in the “Raster van voorbeeldfuncties vakgroepen” (Framework of sample positions for grades). The level of a position is determined by comparing it to the sample positions.
2. If a particular position is not comparable to any of the available sample positions, the job evaluation system determines the level.

#### **II. Classifying employees into grades**

The employees are classified into one of the grades: 10, 15, 20, 25, 27, 30, 35, 37, 40, 45, G2, G3, G4, G5 or G6.

In principle, the grade into which an employee is classified is determined by the level of his/her position, provided that:

- it is sufficiently safe to assume that the employee is suitable for both the current position and other positions at the proposed level, and
- positions at this level will remain available in the organization.

### **III. SALARY SYSTEM**

#### **1. Structure of the salary system**

- The reference salary  
A reference salary has been determined for each grade. The reference salary is the salary that employees who consistently perform well at least attain and keep.
- The minimum final salary within a grade (scale position 90).

All employees who satisfy the job requirements attain at least the minimum final salary.

- The final salary within a grade.

If further growth in the value of the employee's contribution to the company (the output) is ascertained after the minimum final salary has been attained, the employee's salary will increase beyond this minimum final salary. In general, if the employee continues to consistently meet the job requirements, this salary increase will continue to a level corresponding to at least the reference salary.

- The following salary scales will be increased as follows during the term of the CLA:

March 1, 2019:	all grades by 2%
September 1, 2019:	all grades by 1%
February 1, 2020:	grades G2 through G6 by 2%
February 1, 2020:	grades 10 through 45 by 1.25%
August 1, 2020:	all grades by 1%

- Annex H of this CLA lists the salary scales. Under the Minimum Wage and Minimum Holiday Allowance Act (Wet Minimumloon en Minimumvakantiebijslag, WML) every employee is entitled to a minimum wage up to retirement age. This is the minimum remuneration for NXP employees.

## **2. Influence of assessment**

At least once a year the supervisor and employee meet to assess the employee's contribution over the past period and to make agreements for the coming period. Content and results of the work as well as work methods and conduct are reviewed.

During this meeting the main considerations with respect to the salary determination are discussed.

## **3. Salary increase**

For the employee, the assessment once a year affects the salary, provided there is growth in the contribution and the (personal) final salary has not yet been reached. Any increases awarded will be added to the salary per April 1 following the assessment.

# **IV. Individual guarantees**

## **1. Classification guarantee**

Once employees have been classified into a grade, they cannot subsequently be placed in lower grade. This does not apply:

- a. to an employee who is younger than 55 and who, due to a lack of work over a longer period of time at a level corresponding to his/her grade, must be transferred to a lower level job, in which case classification into the next lower grade will follow.
- b. if the employee's job level is lowered because the employee's contribution over a longer period of time does not meet the job requirements.
- c. in case of measures such as:
  - the closure of a plant or business unit;
  - a significant and permanent change in the employee's tasks;
  - a drastic reduction in the staffing levels of a plant or business unit;

In such instances the employer will make further arrangements in consultation with the organizations.

## **2. Salary guarantee**

a. A salary level can only be reduced if the employee's job performance warrants it. If the employer is considering such a reduction, the employee will be informed in writing. The employee will be given the opportunity to improve his/her performance over a period of at least six months. Two months before the expiration of this period, the employer will issue a final warning before proceeding with the salary reduction.

b. As from April 1, the employer guarantees that employees whose assessment over the preceding calendar year was at least "valued contributor" and who have not yet reached scale position 90 of their salary scale, will be granted an individual salary increase of at least 1.5%.

## **CHAPTER 6: WORKING HOURS**

### **Article 6.1**

#### **Definitions**

1. Gross standard working hours: the number of days in a calendar year minus the number of Saturdays and Sundays in that year, expressed in hours. In 2018 and 2019 the number of gross standard working hours is 2088, in 2020 2096 hours.
2. As mentioned in the preceding paragraph of this article, each day is considered to comprise 8 hours.
3. Shift duty roster: work schedule in which fundamentally distinct shifts occur which are worked by different employees at least once every four weeks. Fundamentally distinct shifts means that there are at least 12 working hours (excluding breaks) between the beginning of the first shift and the end of the last shift.

### **Article 6.2**

#### **Daily working hours**

1. The working hours are set out in detail in a (shift) duty roster. The provisions of the consultative regulations of the Working Hours Act, valid until April 1, 2007 apply, on the understanding that:
  - a. in principle, a (shift) duty roster includes no more than 9.5 hours per shift, 190 hours per 4 weeks, and 552.5 hours per 13 weeks;
  - b. on an annual basis the average working week is 40 hours;
  - c. the working time in a (shift) duty roster is at least half a shift;
  - d. a shift comprises at least 6 hours;
  - e. the provisions in this paragraph, under a., can – by application of the Flexitime Bank, as referred to in the Flexitime Bank Protocol, agreed between employer and Works Council – be deviated from in the period between October 1, 2018 and September 1, 2020, in the sense that the maximum number of hours per shift in a (shift) duty roster can be 12.
2. In principle, the working hours in a day roster are Mondays to Fridays.
3. The roster is made known to the employees involved at least 7 calendar days before implementation.

### **Article 6.3**

#### **Setting (shift) duty rosters**

1. The employer sets the applicable roster for the employees.
2. For the setting or changing of rosters for all, or a group of employees, the employer requires the approval of the Works Council concerned. The provisions in section 27, subsections 3, 4 and 5 of the Works Council Act apply.
3. Working during hours other than those set out in the roster as mentioned under paragraph 1 is obligatory, if the employer deems it necessary in the interests of the company.
4. Employees in grades 10 through 45 will only work overtime if the interests of the company so require. If so, the employee is obliged to work the overtime. This obligation does not apply to employees aged 50 or older. The employer will take the employees' personal interests into account as much as possible.

5. To employees in grades 10 through 45 the following applies: If in a particular business unit overtime is deemed necessary to a more significant extent – either in terms of the number of employees or the expected duration – the employer will consult with the Works Council.
6. If the employer deems it necessary, due to economic and/or operational circumstances, to impose work time reductions, combined with a corresponding income decrease, this will only be carried out in accordance with statutory regulations and in consultation with the organizations.

#### Article 6.4

##### **Adjustment of working hours**

1. Requests for adjustment of working hours must be submitted and processed according to the provisions of the Adaptation of Working Hours Act (Wet Aanpassing Arbeidsduur).
2. If working hours are adjusted, all conditions of employment are adjusted accordingly.

#### Article 6.5

##### **Pre-pension part-time work, Generation pact 80-85-100**

1. Five years before reaching the (chosen) date of retirement, employees are entitled to work part-time; a part-time percentage of 80% will apply.  
Payment of salary and related components such as personal budget and bonus will be continued on an 85% basis.  
These employees continue to accrue pension benefits based on full-time employment. The premium they have to pay is also calculated on the basis of full-time employment.
2. This scheme is available to shift workers from the moment they reach the age of 60, or five years before reaching the (chosen) date of retirement (whichever comes first).
3. Employees who already work part-time may reduce their working time proportionately in the manner described in paragraph 1 of this article. The pension accrual will continue on the basis of the income prior to the reduction of the part-time percentage and the premium payable will be calculated on the basis of that income.
4. The start date of this scheme will be agreed upon through mutual consultation between the parties.



## CHAPTER 7: ALLOWANCES

### Article 7.1

#### Overtime

1. This article applies to employees in grades 10 through G2.
2. Overtime is understood to mean, except in the case of hours worked in the period of October 1, 2018 to September 1, 2020 within the framework of the Flexitime bank, as referred to in the Flexitime Bank Protocol, agreed between employer and Works Council:
  - hours in a day roster and 2-shift roster that are worked by the employee on the employer's instructions, and that exceed the established duty roster, insofar as this roster comprises a working time of at least 8 hours.
  - hours in a 3-shift, 4-shift, 4/5-shift and 5-shift roster that are worked by the employee on the employer's instructions, and that exceed 7.5 hours per shift.
  - hours that are worked on days when no roster applies to the employee are always considered overtime if 40 hours per week are exceeded.
3. In principle, overtime is compensated by granting paid leave.
4. If and insofar as the employer deems it impossible to grant paid leave, the employee will receive a payment that equals 0.575% of his/her monthly salary for each hour of overtime worked, which for the application of this paragraph is set to at least €1,513.00 gross; with effect from March 1, 2019 at least € 1,543.00 gross; with effect from September 1, 2019 at least € 1,559.00 gross; with effect from February 1, 2020 at least € 1,578.00 gross and with effect from August 1, 2020 at least € 1,594.00 gross  
The latter sums have been adjusted with the percentage of the collective increases with effect from those dates (for the grades through G6), as referred to in article 5.4.  
The hourly wage for overtime in the 4/5 and 5 shift rosters is  $40/38 * 0.575\% = 0.605\%$  of the monthly salary.
5. In addition to the compensation referred to in paragraph 3 or the payment referred to in paragraph 4, the employee will receive a bonus of 25% of the hourly wage per hour of overtime for the first two hours of overtime worked on a normal working day for the employee.
6. The bonus referred to in paragraph 5 is 50% of the hourly wage for every hour of overtime that exceeds the first two hours of overtime worked, as well as for the hours worked in excess of 10 on a normal working day for the employee.
7. For every hour of overtime worked on a Saturday, the bonus referred to in paragraph 5 amounts to:
  - 75% of the hourly wage for employees in grades 10 through 45, and
  - 25% of the hourly wage for employees in grade G2.
8. The bonus referred to in paragraph 5 amounts to 100% of the hourly wage for every hour of overtime worked on Sundays or public holidays.
9. If and insofar as an employee is permitted to take paid leave of absence in lieu of hours of overtime worked, the employee will receive only the bonuses referred to in paragraph 5 through 8.
10. Detailed rules governing compensation of overtime have been established internally by the employer.

## Article 7.2

### Special hours in shift rosters

1. This article applies to employees in grades 10 through G3.
2. If and insofar as an employee does not receive extra payment for working special hours, via a shift work allowance or via his/her normal salary, he/she will receive a payment for working special hours in accordance with the provisions of paragraph 3 of this article.
3. This allowance amounts to:
  - 25% for hours on  
Mondays to Fridays from: Midnight – 7 a.m.  
and from: 7 p.m - Midnight  
and Saturdays from: Midnight – 6 a.m
  - 75% for hours on  
Saturdays from: 6 a.m - midnight
  - 100% for hours on  
Sundays from: Midnight - Midnight
4. The allowances as referred to in paragraph 3 are calculated over 0.575% of the monthly salary.
5. This article does not apply to hours worked within the framework of the Flexitime Bank, as referred to in the Flexitime Bank Protocol, agreed between employer and Works Council.

## Article 7.3

### Stand-by duty

1. This article applies to employees in grades 10 through G3.
2. An employee does stand-by duty if he/she is available and contactable outside his/her duty roster on the employer's instructions.
3.
  - a. A fixed allowance of one hour's work at the normal salary rate is paid per 24 hours for being on stand-by from Mondays to Fridays. In this respect, 24 hours means the time between the end of the roster applying to the employee on one day and the commencement of the roster on the following day (16 hours).
  - b. A fixed allowance of two hours' work at the normal salary rate is paid per 24 hours for being on stand-by on collective leave days.
  - c. A fixed allowance of two hours' work at the normal salary rate, plus an allowance in accordance with article 7.2, is paid per 24 hours for being on stand-by on Saturdays, Sundays or public holidays.
4. The employer can convert the fixed allowance, in whole or in part, into paid leave. The special hours allowance is always paid out.
5. If the employee is actually called out on Mondays to Fridays, two bonus hours will be paid at the normal salary rate.  
If the employee is actually called out on a Saturday, Sunday or public holiday, two and a half bonus hours will be paid at the normal salary rate.

6. If the employee is actually called out, the hours of attendance will be paid according to article 7.1.
7. If the last attendance period ends after Midnight and before 5 a.m., a rest period of 8 hours will follow. Where these hours coincide with hours on the duty roster for that day, the salary over these hours will be paid.
8. If an employee is called out only between 5 a.m. and 6 a.m., a rest period of 8 hours will follow within 24 hours after 6 a.m.
9. If the employee is called out between midnight and 5 a.m. as well as between 5 a.m. and 6 a.m., the provisions of paragraph 7 apply.
10. If the employee is called out only after 6 a.m. he/she works in accordance with the duty roster for that day; the maximum number of hours to be worked is 13. In a period of 13 weeks the employee will not work longer than an average of 45 hours per week.

#### Article 7.4

##### **Sundays, generally recognized religious holidays, and the national holiday**

1. Employees do not have to work on Sundays, generally recognized Christian holidays (New Year's Day, Easter Monday, Ascension Day, Whit Monday, Christmas Day and Boxing Day) and the day on which King's Day is celebrated, unless work must be done for operational or economic reasons or for reasons of public interest.
2. The normal salary, including any shift allowances will be paid during public holidays as referred to in paragraph 1.
3. Employees in grades 10 through G2 who work on days mentioned in paragraph 1 of this article will receive, in addition to their normal salary as referred to in paragraph 2, compensation in the form of an alternative shift time off or the normal salary plus an additional payment of 100% over the hours worked during a duty roster that ends on a public holiday. In consultation with the employee it will be decided if the compensation will be in the form of time or money.  
Employees in grade G3 who work on days mentioned in paragraph 1 of this article will receive, in addition to the normal salary as referred to in paragraph 2, compensation in the form of an alternative shift time off or the normal salary for the hours worked during a duty roster that ends on a public holiday. In consultation with the employee it will be decided if the compensation will be in the form of time or money.
4. The company will take into serious consideration any religion-based objections employees may have to working on Sundays and on generally recognized religious public holidays.
5. On a generally recognized religious public holiday, the employee will be given the opportunity to take a vacation day, unless serious business circumstances do not permit it .

#### Article 7.5

##### **Remuneration for shift work**

1. An employee who works shifts according to a set shift roster receives a monthly salary for shift work which is proportional to the employee's working hours and determines the related income-elements. In addition to the monthly salary for shift work, the employee receives a shift work allowance.
2. This allowance is paid from the time when the employee starts working shifts and as long as

he/she continues to do so. An explanation of the method of calculating the monthly salary for shift work and the shift work allowance is given in Annex B of this agreement.

The amount of the shift work allowance depends on the degree in which work times and break times are inconvenient, except in the case of hours worked within the framework of the Flexitime Bank, as referred to in the Flexitime Bank Protocol, agreed between employer and Works Council.

3. The schedule below is used to determine the level of inconvenience\*.

24.00 uur	55%					115%	
19.00 uur	0%						
13.00 uur							
07.00 uur	55%						
00.00 uur	ma	di	wo	do	vr	za	zo

\* For determining the shift work allowance for the 2-shift day/night work roster, an inconvenience-free zone of 12 hours will be calculated for Mondays to Fridays.

4. The shift work allowance will be increased by 1.5% if, in the opinion of the employer, the employee performs work for which the break times vary from day to day and are not included in the duty roster, or if there is no continuous break of half an hour.  
This increase percentage will be multiplied by the base percentage that applies to the employee (see Annex B).
5. Payment of the shift work allowance is based on the sum total of the applicable income elements, but at least based on a monthly salary of € 2,016.00 gross per month; with effect from March 1, 2019 on € 2,056.00 gross per month; with effect from September 1, 2019 on € 2,077.00 gross per month; with effect from February 1, 2020 on € 2,103.00 gross per month, and with effect from August 1, 2020 on € 2,124.00 gross per month.  
The latter sums have been adjusted with the percentage of the collective increases as from those dates (for the grades through G6), as referred to in article 5.4.
6. The employer's income reduction scheme is explained in Annex C of this agreement.

## Article 7.6

### Nuisance allowance

1. This article applies to employees in grades 10 through 45.

2. Employees who work in objectionable conditions may be entitled to a nuisance allowance. The employer will endeavor to eliminate the objectionable conditions. Once these conditions have been eliminated, any nuisance allowance will be discontinued.
3. The following objectionable working conditions are covered by the nuisance allowance regulations:
  - grime;
  - climate;
  - air pollution;
  - personal protection equipment;
  - heaviness of the labor.

In addition, employees who work a roster of three or more shifts and work a series of at least 5 night shifts will be granted an allowance equal to level 1 as indicated in paragraph 4. The employer has established more detailed rules concerning this matter internally.

4. There are four ascending levels of objectionable working conditions. The corresponding allowances per month are:

Level	Allowance
0	None
1	€ 28.60
2	€ 50.40
3	€ 76.25

5. The allowance is based on the continuous presence of the nuisance during the entire work time. If the nuisance is experienced during only part of the work time, an allowance will be paid proportionately
6. As a rule, the nuisance allowance will be paid on a monthly basis.

## **CHAPTER 8: TIME OFF AND LEAVE**

### **Article 8.1**

#### **Vacation**

##### **1. Vacation level**

- a. The vacation year coincides with the calendar year.
- b. Except for the provisions in paragraphs 3 and 4 of this Article, employees who are in employment on the first business day of the calendar year are entitled to 20 statutory vacation days and 5 supplementary vacation days in addition to the statutory number in that year.
- c. In case of a collective vacation period of 2 or 3 weeks, the employee receives 1 or 2 days respectively, as compensation.

##### **2. Vacation for those entering employment in the course of the calendar year**

- a. Employees who enter employment during the course of the year are entitled to a proportionate number of vacation days for that year. For employees who enter employment during the course of a given month, this month counts toward the proportionate vacation entitlement.
- b. Employees who, on entering employment, prove that they have a claim to unpaid leave on the grounds that they have outstanding vacation time from their previous employer, will be allowed to take these days in the course of the calendar year in which they enter employment. The other provisions of the vacation regulations apply to this unpaid leave.

##### **3. Vacation for those terminating employment in the course of the calendar year**

Employees who terminate employment in the course of the calendar year are entitled to a proportionate number of vacation days for that year. For employees who terminate employment before the end of a given month, this month does not count toward the proportionate vacation entitlement. If too many individual vacation days have been taken, this will be taken into account in calculating the final salary payment.

##### **4. Vacation entitlement during special circumstances**

- a. There is no vacation entitlement during a period in which there is no entitlement to salary due to the stipulated work not being performed.  
An employee is, however, entitled to vacation in those cases and for those periods as referred to in Article 635 of Book 7 of the Dutch Civil Code, as well as in the case of unpaid leave as referred to in paragraph 2b of this article, and leave of absence authorized by the employer as referred to in article 14.5 of this CLA.
- b. The provisions of paragraphs 2 and 3 of this agreement apply equally at the end and/or the beginning of a period during which there is no vacation entitlement pursuant to paragraph 4a.

##### **5. Vacation days during periods of long-term illness or full disability**

If an employee has not been able to fulfill his/her agreed duties due to illness/disability during a continuous period of 6 months or longer (on the understanding that time periods will be added together if they succeed each other with an interruption of less than a month), 0.4 days for every calendar month during which the employee is incapacitated will be considered a vacation day, and will be deducted from the balance of supplementary, non-statutory vacation days in that calendar year.

##### **6. Disability and other leave during vacation**

Vacation days, or parts of vacation days during which employees are ill or incapacitated, or are affected by events such as those stated in Article 8.9 of this agreement, are not considered to have been taken as vacation time, provided the circumstances are reported in the prescribed manner, unless it should occur that the employee agrees to take this time as vacation.

## **7. Remuneration and expiry of vacation days**

- a. Salaries will continue to be paid in full during vacation days.
- b. Entitlement to accrued, but unused vacation days expires after 5 years, calculated from the end of the year in which the entitlement occurs. Vacation days are deducted from the balance in order of accrual.
- c. A maximum of five (non-statutory) vacation days may be paid out once a year, at the end of year.

## **8. Taking vacation**

- a. In principle, vacation days should be taken in the calendar year during which they are earned.
- b. In the absence of a collective vacation period, an employee may determine his/her own vacation period, provided that he/she notifies his/her immediate supervisor in writing of his/her intention to take a consecutive vacation period, unless it will result in insufficient levels of staffing during the period in question.
- c. Taking other vacation days can be verbally agreed in advance.
- d. Whenever the employer deems it necessary for the interest of the company, the employer can, in consultation with the employee, change a vacation that has already been approved. Any loss suffered by the employee as a result of this decision will be reimbursed by the employer

## **9. Vacation for employees working flexible (shift) duty rosters**

- a. For (shift) workers who work duty rosters with working hours which, in due observance of the provisions of Article 6.2, deviate from the amount of 8 hours per shift, the amount of the vacation entitlement is set in hours.
- b. When taking vacation time, the actual number of hours according to the duty roster is deducted from the vacation entitlement.

## **Article 8.2**

### **Collective leave days**

The employer can, in consultation with the Works Council, designate 5 leave days for all, or a group of employees.

For employees working 4/5 or 5-shift rosters with an average working week of 31.5 to 37.5 hours this amount will be 1 day instead of 5.

The employer must obtain approval from the Works Council in designating more leave days for all or a group of employees.

## **Article 8.3**

### **Buying extra leave days**

1. Employees can buy 20 extra leave days per annum. Employees who work a 4/5 or 5-shift roster can buy 8 leave days per annum.

2. Half days as well as full days can be bought.

3. These extra leave days bought can be taken under the same conditions as vacation days.

These conditions are set out in article 8.1, paragraphs 8b and 8c.

4. The value of an extra leave day bought has been determined as follows as from January 1, 2014:

- the number of hours x 0.682% of the full-time monthly salary including shift allowance

5. Employees have the possibility to buy a fixed amount of 13 days at the end of the year for the subsequent calendar year. This possibility is not available to employees who work a 4/5 or 5-shift

roster.

6. Extra leave days bought that are not taken in the year for which they were bought, will expire and their purchase value will be paid back in March of the subsequent calendar year.

#### **Article 8.4**

##### **Life course savings scheme**

1. The life course savings scheme referred to in this article will only apply for employees who had a balance of more than € 3,000.00 in their life course savings scheme on December 31, 2011 and are still participating in this life course savings scheme.

2. The life course savings scheme consists of two parts: the life course savings scheme and the life course leave scheme. The life course savings scheme states how to build up a savings balance, and the life course leave scheme describes the forms of leave you can spend these savings on.

3. Life course leave involves long-term leave and can be distinguished into:

- Interim leave. This form of leave has a lower limit of 4x the weekly working hours and an upper limit of 52 x the weekly working hours. The leave can be taken on a full-time or part-time basis. Time between start and end of the leave period is one year at the most. An employee can apply for full-time leave if he/she has been in the employment of the company for at least one year.

- Pre-pension leave. Time between start and end of this leave period is three years at the most. The leave can be taken on a full-time or part-time basis.

When taking life course leave, at least 50% of the resulting income loss must be compensated from the life course savings.

In principle, the same employment regulations apply to life course leave as to part-time work.

4. Life course savings can also be used to compensate for loss of income resulting from leave under the Work and Care Act.

#### **Article 8.5**

##### **Care leave**

1. The Work and Care Act ("Wet Arbeid en Zorg") gives employees certain rights with regard to care leave. Provisions are made for calamity/emergency leave, short-term care leave, long-term care leave, paternity leave, pregnancy and maternity leave, adoption / foster care leave, and parental leave.

2. Some of these forms of leave are (partly) paid leave, while others are unpaid leave.

3. Article 8.8 of the Collective Labor Agreement explicitly states that calamity/emergency leave and other forms of short-term leave are forms of unpaid leave.

4. During pregnancy and maternity leave, as defined in Section 3:1 of the Work and Care Act, the employer will pay 100% of the income earned during work, provided that the employee has determined the date of commencement of the leave period, in consultation with the employer, 10 weeks before the expected date of birth.

5. In addition to the arrangements under the Work and Care Act, the CLA offers a number of possibilities for arranging care leave. They are:

- Buying extra leave days
- Using life course leave

6. An employee can use part of his/her savings from the Life Course Savings Scheme to compensate for the loss of income resulting from unpaid leave.



## Article 8.6

### **Pay during vacation and leave**

During vacation days and paid leave, as determined in articles 8.9 and 14.5, the salary will continue to be paid in full – including the applicable shift allowance for shift workers.

## Article 8.7

### **Compensation for remaining vacation entitlement**

In the event of payment of any remaining vacation days, for every hour of vacation time the employee will receive the following percentage of the fulltime monthly salary (including shift allowance):

- 0.682%

## Article 8.8

### **Unpaid leave**

1. The employer is in no way responsible for paying an employee for time during which the employee has not carried out the work as stipulated because of reasons that are in all fairness due to the employee.
2. Nor does the employee have any claim to payment under the circumstances referred to in Articles 7:628 and 629 of the Dutch Civil Code and Section 4:1 of the Work and Care Act (“Wet Arbeid en Zorg”), unless otherwise stipulated in Articles 8.9, 14.5 and Annex A of this CLA.
3. Except in the event of work disability, absence is not permitted without the express permission of the employer.
4. The employee may use his/her life course savings, as referred to in article 8.4, to compensate for loss of income during unpaid leave.

## Article 8.9

### **Paid leave**

1. Paid leave is allowed for participating in or attending the following events, for the time thereby stated, if the employee cannot otherwise be present.
  - a. Death of spouse or partner, child, parent, grandparent, sibling, daughter-in-law or son-in-law of employee: the amount of time necessary, but no more than 1 working day.
  - b. Death of spouse or partner, or child or parent who lived with employee: the days between the death and the funeral
  - c. Funeral of spouse or partner, child, parent, grandparent, sibling, brother-in-law or sister-in-law, son-in-law or daughter-in-law or grandchild of employee: 1 day
  - d. Celebration of employee's 25<sup>th</sup> or 40<sup>th</sup> service anniversary: 1 working day.
  - e. Service anniversary (25<sup>th</sup> or 40<sup>th</sup>): one working week. The employee can choose to take this week in the year of the official celebration or in the following calendar year. Payment of this week in lieu of time off is possible in consultation with the employer.
  - f. A course aimed at preparing for retirement, to be taken within 3 years before retirement: a maximum of 5 working days.
  - g. The employee's wedding and/or the employee's 25<sup>th</sup> or 40<sup>th</sup> wedding anniversary: 1 day per event.
  - h. After a spouse or partner has given birth, the employee is entitled to 2 days of paid partner leave. The leave must be taken within 4 weeks of the birth. In the case of a hospital delivery, the leave must be taken within 4 weeks of the baby coming home. With

effect from January 1, 2019 employees are entitled to paid partner leave of one time the weekly working hours.

Note:

As well as in the case of a registered partnership, a person with whom the employee co-habits and shares a common household is regarded as a partner if the co-habitation and sharing of the common household are proved by a notarized document.

Where reference is made above to "parents" and "grandparents," this is also understood to mean the parents and grandparents, respectively, of the employee's spouse or partner

2. Insofar as visits to a general practitioner, dentist, midwife, specialist or physiotherapist cannot be made in the employee's own time and it is not possible to switch working hours, an employee's salary will continue to be paid during the time necessary for such visits.
3. An employee is also allowed paid leave for other circumstances and for longer periods than stated in paragraph 1 of this article if exceptional circumstances so justify in the opinion of the employer.

## Article 8.10

### **Pre-pension paid leave**

1. This article applies to employees in grades 10 through 45.
2. To permit a gradual transition to retirement, employees will be offered the opportunity to take a number of hours of leave each year without loss of pay, three years before the (chosen) date of retirement, though not before reaching the age of 60, namely:
  - a maximum of 60 hours three years before the (chosen) date of retirement;
  - a maximum of 90 hours two years before the (chosen) date of retirement;
  - a maximum of 120 hours one year before the (chosen) date of retirement.

In the event of work disability during part of a given year and for employees who work part-time, the number of hours of paid leave will be calculated pro rata. Employees who exercise the option of working a reduced number of hours in accordance with Article 6.5, the "Generation Pact 80-85-100", are not entitled to extra hours of paid leave under this paragraph.

The employer will determine, in consultation with the employee, when these hours can be taken. Payment in lieu of this paid leave is not permitted.

## **CHAPTER 9: ADDITIONAL EMPLOYMENT CONDITIONS**

### **Article 9.1**

#### **Pension scheme**

1. Employees' pension entitlements are covered through the 'Stichting Bedrijfstakpensioenfonds voor de Metalektro (PME)' (branch of industry Pension Fund for the Metal and Electro Technical Engineering Industry). Employees who entered the employment of the company on or after May 1, 2013 and who are entitled to a top-up pension and employees who were already employed by the company on or after that date who are entitled to a top-up pension are covered by the DC top-up scheme of ABN-AMRO Pensions instead of the PME top-up pension scheme.
2. The employer will deduct the employee's contributions to PME and (in so far as applicable) ABN AMRO Pensions from the employee's monthly salary and will transfer these to PME and ABN AMRO Pensions. The employee's part of the pension premium amounts to 2.7% of the pension base as of July 1, 2014.
3. The rights and responsibilities of the policy holders are laid out in the applicable PME regulations and further specified in the Addendum with respect to the PME pension scheme that applies to employees of NXP Netherlands and (in so far as applicable) in the NXP Top-up Pension regulations of ABN AMRO Pensions.
4. As of January 1, 2015 every employee whose pensionable salary exceeds the (for accrual of gross pension) maximum pensionable salary (which is adjusted each year and amounts to € 105,075 as of January 1, 2018 and € 107,593 as of January 1, 2019), is entitled to a gross benefit allowance of 12.3% of the difference between the pensionable salary and the maximum pensionable salary. This benefit allowance is determined each year per January 1 based on the then applicable pensionable salary and is only adjusted in the interim to changes in the part-time percentage. Each month 1/12 part of the total amount of benefit allowance is paid out.

### **Article 9.2**

#### **Health Insurance**

Employees can join the collective health insurance arrangement that the employer has with AON (IAK). Employees who have taken out a basic insurance in accordance with the Health Care Act in combination with one of the two supplementary health insurance policies, AON (IAK) Comfort, Complete or Extra Complete (or similar at AON (IAK) CZ), will be entitled to a monthly employer's contribution of € 15.30 gross. This contribution does not apply to partners and family members. No changes will be made herein without the employer first consulting the organizations.

### **Article 9.3**

#### **Remuneration during work disability**

The regulations for remuneration during work disability are included in Annex A of this CLA.

## CHAPTER 10: EMPLOYMENT AND EMPLOYABILITY

### Article 10.1

#### Employment

1. To ensure that the interests of all concerned are equally represented, the employer pursues a policy of maximum useful employment. To this end his policy is focused on the greatest possible continuity of the labor relations with his employees, although no guarantees can be given in this respect

To best achieve this aim, the employer will:

- a. preferably fill vacancies with employees currently working for the company. In so doing the employer will take into account as much as possible the employee's potential and his/her personal circumstances.
  - b. give employees the opportunity to develop their knowledge and competences, and adapt these to technical and other developments, thereby enabling the employees to continue fulfilling a suitable function within the company and to be considered for other vacancies
  - c. recognize the right to education and training in order to achieve these goals, and to this end support employees' wishes to take part in internal and external training and development activities which, according to the nature of these activities and the circumstances leading up to them, take place during or after working hours.
2. For the duration of this CLA, the employer will not resort to the collective dismissal of employees who were in its employment at the time of the signing of this agreement or who enter his employment while the agreement is in force, unless extraordinary circumstances make it necessary. In this case they will not decide on such action without thorough and comprehensive consultation with the organizations and the Works Council. In these discussions, the main focus will be on the circumstances previously mentioned.
  3. In the event of a long-term or temporary reduction in or discontinuation of work, the employer will do everything possible to offer alternative employment. If this necessitates secondment, transfer to another job and/or transfer to another department, location or to one of the employer's subsidiaries, the employee will cooperate within reason. The employer and the organizations recognize that this cooperation is of great importance in order to fulfill that which is stated in paragraph 2 with regard to collective dismissal.
  4. Any vacancies to be filled externally will be reported to the relevant UWV-WERKbedrijf. Information will also be provided as to whether these vacancies could be filled by young employees or employees with a disability, and whether the work can be done on a part-time basis.
  5. The employer will use agency workers only if vacancies cannot be filled in the usual way, or cannot be filled within the time required, or if the vacancies are of a temporary nature. The employer will observe the statutory regulations applicable to this situation. If, in a certain business unit, more extensive use of agency workers is necessary, the employer will not proceed before the appropriate Works Council has had an opportunity to give advice on the matter.
  6. Despite the company's pursuit of continuity of the labor relations, the loss of jobs may be unavoidable. However, if the employer sees no alternative than to opt for collective dismissal, the provisions of paragraph 2 of this article will apply.

## Article 10.2

### Employability

1. The current and future functioning of the employee and the organization are closely linked. The employer will implement a policy that is oriented toward promoting the employability of the employee now and in the future, through which his job security will improve. The employee is aware of his own responsibility with respect to the improvement of his employability and is prepared to work towards achieving this.
2.
  - a. Education is an important instrument in guaranteeing the current and future functioning of both the organization and the individual employee and to promote job security in the short- and long term.
  - b. The employer is responsible for creating the conditions that will enable the employee to follow the necessary training courses. In this context the employer will draw up an employability plan for each business unit. The employer will pay particular attention to the needs of older employees.

Employees must take responsibility for attending the relevant courses to ensure that they maintain their employability and therefore their job security now and in the future.
  - c. Training is a joint responsibility of both employer and employee.

This joint responsibility means that both employer and employee must contribute in terms of effort, time and cost. For this reason, agreements are laid down in a contract between the employee and NXP as much as possible. The training efforts form part of the employee's annual appraisal interview.
3. Considering that functional mobility is a prerequisite for employees to maintain their employability at a certain level, the employer will establish a vacancies database to which all employees will have access.
4. Within the employment agreement for an indefinite period of time, the employer and the employee may make arrangements concerning the time frame for which the employee holds one and the same position, in order to increase employability and hence the employee's job security by means of job variation.
5. To promote their employability, employees are entitled to receive structured feedback concerning their performance.
6. In order to give substance to the employee's employability in a structured way, the employer and the employee may periodically draw up a Personal Development Plan together. Such a plan may be aimed at the individual career in the shorter or longer term, as well as at increasing job security in the future. A Personal Development Plan will in any event be drawn up if the employee should request the employer to do so. In this context, employees who have been in the employment of NXP for at least 3 years will be offered the possibility of a career scan (consult), carried out by an external party, once every 3 years. The results of the career scan will be communicated to the participant only. It goes without saying that it can benefit the employee a great deal if he/she shares the results with his or her supervisor or HRM.
7. In 2012 NXP made a one-time employability budget of EUR 600,000.00 available, out of which requests made by employees to attend courses that contribute to the development or maintenance of their existing or new career can be subsidized (in part or in full). This employability budget should be regarded as an additional development budget on top of the regular NXP training budget. A joint assessment committee will assess the individual requests received from employees.

## Article 10.3

### **Internal and external job counseling**

Job counseling is of great importance to organizations that are subject to change. More attention to the mobility and employability of employees is necessary. In this context job counseling activities can be crucial.

The support services of the local HR departments are used to help achieve effective job counseling.

These support services can, depending on the circumstances, include:

- (re)orientation of personal options;
- training, retraining, and refresher courses
- job application training;
- obtaining an insight into the existing possibilities in both the internal and external labor market (labor market orientation);
- a focused search for suitable job openings (job hunting).

An external job counseling agency, selected by the employer, can assist both employer and employee in this process.

## CHAPTER 11: WORKING CONDITIONS

### Article 11.1

#### Working conditions

1. The employer undertakes to provide good and safe working conditions, as well as an organization and work that enables employees to use and develop their talents and abilities in the best possible way, thus allowing everyone to assume responsibilities in his/her job.
2. a. The employer will at all times give the greatest consideration to physical working conditions, for example by:
  - taking appropriate measures for the employees;
  - providing information to the Works Council and consulting with them on matters of safety;
  - providing information and instructions to employees on dangers at work, appropriate safety regulations, and steps to be taken in the event of breakdown and irregularities;
  - providing personal protection equipment where necessary.
- b. Employees will pay due regard to their own safety and to that of their fellow-employees. They will do so by:
  - familiarizing themselves with the regulations, heeding the safety rules and complying with any instructions that are issued;
  - making a contribution, at all consultative levels that they are involved in, to maintain and as far as possible, improve safety;
  - notifying their superiors of any perceived hazards;
  - using the available personal protection equipment.
- c. The employer will ensure that the services employed in his organization for emergency aid to individual employees are properly equipped and organized.

## **CHAPTER 12: INFORMATION AND CONSULTATION**

### **Article 12.1**

#### **Works council**

1. A Works Council is in place as an internal consultative and advisory body.
2. The employer will ensure that an employee's membership of a Works Council or his/her execution of membership duties will in no way put him/her at a disadvantage in his/her position in the company.

### **Article 12.2**

#### **Announcements to the employees**

All official announcements published in the company newsletter or issued via the notice boards in the company buildings will be deemed to have been communicated to each employee individually and personally.



## **CHAPTER 13: COMPANY DISCIPLINE/ INTERNAL APPEAL**

### **Article 13.1**

#### **Disciplinary measures**

Depending on the seriousness of the matter, the employer can take the following disciplinary measures against an employee who does not fulfill his obligations as agreed in the employment agreement:

- a. reprimand;
- b. suspension without pay up to a maximum of five working days;
- c. demotion;
- d. dismissal with the applicable notice;
- e. dismissal without the applicable notice (dismissal for compelling reasons as covered by Section 7 : 678 of the Dutch Civil Code).

### **Article 13.2**

#### **Internal appeal process**

1. In consultation with the Works Council, the employer has established General Regulations on Individual Objections.
2. The employee's right to take a case to civil court is not affected by the complaints procedure.
3. At least once a year, as part of the discussions on the general situation as referred to in Section 31b of the Works Council Act, general information on the processing of complaints in the establishment concerned will be provided in writing to the Works Council.

## **CHAPTER 14: ARRANGEMENTS WITH RESPECT TO UNION ORGANIZATIONS**

### **Article 14.1**

#### **Obligation of the organizations**

The organizations will encourage their members to observe in good faith the provisions of this CLA.

### **Article 14.2**

#### **Mutual obligations**

1. The parties will observe and uphold this agreement in good faith.
2. For the duration of this agreement the parties will not undertake any campaign among the employees that is intended to change the conditions of employment laid down in this agreement.
3. If, while this agreement is in effect, one of the parties should deem a change in the agreement necessary because of special circumstances, they will notify the other parties in writing. The parties will without delay open negotiations on the issues in a spirit of cooperation and trust.
4. The organizations will be offered the opportunity to have a meeting with a member of the Supervisory Board once a year.

### **Article 14.3**

#### **Labor harmony, strike, and lockout**

1. The organizations will promote, as much as possible, the uninterrupted continuation of the company's activities and will endeavor to prevent labor unrest. They will not call out a strike while this agreement is in force.
2. The first paragraph does not apply in the event that the employer is considering or has decided:
  - to agree to a merger;
  - to close an establishment or a business unit and/or to radically reorganize the work force thereof, and the organizations have serious objections because it jeopardizes the employees' best interests. The organizations will only call out a strike, however, after consultations with the employer.
3. The employer will resort to a lockout only in retaliation to a strike and will take such action only after consultation with the organizations.
4. In the event of a strike or labor unrest the organizations will contribute as much as possible to the continuation of work necessary for the preservation of materials and installations.

### **Article 14.4**

#### **Dispute settlement**

1. Disputes arising from this CLA between the employer and one or more of the organizations will be settled amicably as much as possible.

2. If the parties involved in a dispute have not reached an agreement within two months of the moment that either party has made its point of view concerning the dispute known in writing to the other parties to this agreement, the dispute can be brought before a court of law.
3. In addition, the parties retain the right at all times to ask for a settlement by summary proceedings.

## Article 14.5

### Trade Union Leave

If the work situation allows it, the employer will grant paid leave to an employee at the request of his/her organization to:

- a. participate in organization-sponsored education and training meetings;
- b. participate as a delegate in official meetings of bodies identified in the organization's statutes or comparable bodies.
- c. taking part in discussions between the organization's paid union officials and the management of the employer's businesses; one senior union official may take part in these discussions for each establishment. The paid union officials will be afforded the opportunity to confer for one hour before and after these discussions with (executive) committee members of their workplace branch (not more than 3-5 members) in the establishment concerned.

The provisions of a. and b. are described more fully in the "Trade Union Leave Regulations" agreed by the parties.

## Article 14.6

### Union work in the employer's establishments

In order to facilitate contact between the organizations and their members and among the members themselves, and to enable the organizations to support the elected members of the Works Council in their endeavors, the employer will cooperate with the organizations as follows:

1. The chairman of a workplace branch or another executive member of the workplace branch designated by the chairman can, with due regard to the relevant directives agreed by the parties, have contact with:
  - a. members of the organizations in the establishment where he works, but only outside working hours; if the parties agree that special circumstances are involved, contact is also possible during working hours;
  - b. paid union officials of his organization during working hours if circumstances make it impossible outside working hours at short notice;
  - c. members of the Works Council of this business establishment during working hours.
2. The organizations will, with due regard to the relevant directives drawn up by the parties:
  - a. be given the opportunity, on their own responsibility, to make use of notice boards provided by the employer.

The notices will relate exclusively to the organizations and/or the functioning of the organizations and will not be concerned with individuals;
  - b. be allowed to use the company's notice boards to announce upcoming meetings of the organization if the notice boards mentioned under a. are not available. Notices that include any information beyond time, place and subject of upcoming meetings, must be approved by the employer before they can be posted;
  - c. receive copies of general announcements from the company to employees;
  - d. receive copies of documents regarding Works Council meetings that are sent by the employer to members of the Works Council, along with the agendas and reports of the Works Council

meetings, provided that the Works Councils agree; the organizations will publish extracts from these internal documents only with the permission of the employer;

- e. be able to hold informal discussions with company managers nominated for this purpose by the employer.
3. A shift worker who is a member of the executive committee of his organization's workplace branch can attend a meeting of this group without loss of salary, if, in the opinion of the employer, work permits it.
4.
  - a. The employer will ensure that an employee who holds a trade union position is in no way put at a disadvantage in his/her position as employee of the company as a result of performing his/her trade union duties.
  - b. An employee holding a trade union position will not be dismissed if he/she would not be dismissed if he/she were not a trade union member.
  - c. An employee holding a trade union position is understood to mean a member of the executive committee of the workplace branches, a member of the sectional executive committees falling under these branches, and an employee member of the collective bargaining delegation, if and insofar as he/she is registered as such with the employer by the trade union organization.
5. Once a year the employer will, at the request of the organizations, assist in updating the membership lists of the organizations.

#### Article 14.7

##### **Payment to the organizations**

NXP Netherlands will make payments to the organizations mentioned in 2 through 5 according to the "Payments to the organizations regulations," as agreed by the parties

#### Article 14.8

##### **Information meeting on employment**

1. The employer will periodically (at least twice a year) inform the organizations about the general situation in the organization. Particular attention will be given to developments in the economic sphere, investments and employment. The agenda for the meeting between employer and union organizations will include the following issues:
  - General situation
  - Employment
  - Flexibility
  - Position of women
  - Employability
  - Education and Training
  - Career policy
  - Salary and classification policy
  - Age-conscious human resources policy
  - Promotion of entrepreneurship.
2. If the employer is considering:
  - a. investments that will lead to a significant reduction, expansion, or change of operations in a business unit
  - b. closing and/or radically changing the staffing levels of an establishment or business unit
  - c. a merger, as defined in the SER-decree (Socio-Economic Council) Rules of Conduct for Mergers 2000, he will take into account the social consequences of any decisions taken.

3. In this context the employer will inform the organizations, the Works Council and the employees of the measures under consideration as soon as possible, within the confines of any necessary confidentiality in the matter.
4. The employer will then discuss with the organizations and the Works Council the measures under consideration and the possible consequences for the employees or a number of employees.
5. The financial arrangements included in a social plan will be at the expense of the employer, provided there is no statutory regulation governing it.

#### Article 14.9

##### **Government measures**

If the government passes legislation relating to matters such as wage development, social insurance acts or working hours that affect the agreements reached between the parties, the relevant provisions of this CLA will end on the date that such legislation goes into effect.

The parties will then meet to discuss the matter as soon as possible and establish which provisions will apply in that case. If necessary, the parties will take temporary measures in the interim until an agreement can be reached regarding the new provisions.

As agreed in Eindhoven on February 20, 2019

On behalf of NXP Nederland

Senior Vice President: G.R.C. Dierick

On behalf of parties 2 through 5

FNV Metaal

Director: G. Maenen

VHP2,

Director: J. Sauer

De Unie

General Chairman: R. Castelein

Senior Interests Defender: S.Koetloe

CNV Vakmensen

Chairman: P. Fortuin

Director: A. Bot

## **ANNEX A REMUNERATION DURING WORK DISABILITY**

1. Payment of salary during the first 104 weeks of work disability.
  - a. In deviation from the provisions laid down in Article 7:629 paragraph 1 of the Dutch Civil Code with respect to the amount of salary to be paid out in the event of work disability, the employer will pay the employee the following amounts in the event of work disability:
    1. during the first 6 months of work disability: 100% of the salary;
    2. after the first 6 months of work disability: 90% of the salary.
  - b. If, after the first 6 months of work disability, the employee is performing suitable work for a number of working hours of 75% or more, the employer will pay out 95% of the salary.
  - c. During the period that an employee in the second 6 months of work disability is entitled to benefits by virtue of Chapter 6 of the WIA (Income scheme for persons with a full and long-term work disability), the employer will pay out 100% of the salary.
  - d. If the company doctor establishes that there is no question of work disability and the employee requests an expert opinion from the UWV (employee insurances implementation agency), the opinion of the UWV will be respected.
  - e. For this article, periods of work disability will be added together, provided they succeed each other with an interruption of less than 4 weeks.
  - f. If the UWV imposes an obligation on the employer to also continue to pay out the salary after the first 104 weeks, the employer will pay out 90% of the salary.
  - g. The employee is required to cooperate in a medical examination carried out by an employer-approved company doctor and to follow the instructions of this company doctor. The employee is required to comply with the applicable rules of conduct during work disability.
  - h. If the employee does not cooperate in a medical examination and/or does not comply with applicable rules of conduct and/or instructions given by the company doctor, the right to supplementation of the statutory entitlement to continued payment of salary during work disability is forfeited.
  - i. NXP is entitled to request from the employee their AGH/SFB status (occupational disability/structural functional limitation) after entering employment with NXP.
2. Remuneration after 104 weeks of work disability
  - a. The employer will supplement the statutory benefit for a maximum of one year for an employee who is fully work disabled in the sense of the Work and Income According to Labor Capacity Act (WIA), up to 90% of his/her gross salary, if and for as long as the employee has authorized the company to receive on his/her behalf the benefits payable under the work disability insurance legislation for inclusion in the payment made to him/her. If the employment is terminated at the start of that year or in the course of that year, the supplement to the statutory benefit for the remaining period of that year will be paid out in a lump sum at the time of dismissal.
  - b. The employer will pay a supplement to an employee who is entitled to a pay-related benefit or a pay supplement benefit under Section 7 of the Work and Income According to Labor Capacity Act (WGA-scheme) and who is performing suitable work if and for as long as the employee has authorized the company to receive the benefits on his/her behalf, for inclusion in the payment made to him/her. The income that is earned from the suitable work, together with the WGA benefit

and the supplement paid by the employer, amounts to:

- $80\% \times (A - B) + B$ , during the pay-related benefit and during the pay supplement benefit period if the employee utilizes at least his/her residual earning capacity;
- $80\% \times (A - C) + B$ , during the pay supplement benefit period if the employee utilizes at least 50% of his/her residual earning capacity;

A stands for gross income, B for income earned from the suitable work, and C for residual earning capacity determined by the UWV (employee insurances implementation agency).

- c. The employer will supplement the lower income of an employee who is not entitled to a benefit under the Work and Income According to Labor Capacity Act (WIA) because the work disability is less than 35%, and who is performing suitable work.

The supplement is as follows:

3rd year of sickness	80% x (90% of the gross income minus the residual earning capacity)
4th year of sickness	70% x (90% of the gross income minus the residual earning capacity)
5th year of sickness	60% x (90% of the gross income minus the residual earning capacity)
6th year of sickness	50% x (90% of the gross income minus the residual earning capacity)
7th year of sickness	40% x (90% of the gross income minus the residual earning capacity)
8th year of sickness	30% x (90% of the gross income minus the residual earning capacity)
9th year of sickness	20% x (90% of the gross income minus the residual earning capacity)
10th year of sickness	10% x (90% of the gross income minus the residual earning capacity)
11th year of sickness	0% x (90% of the gross income minus the residual earning capacity)

3. Further rules for the definition of the term "income," as referred to in this article, will be established internally by the employer.
4. NXP has taken out a WIA (Work and Income (Capacity for Work) Act) top-up insurance for employees who have a pensionable salary exceeding the maximum salary threshold for employee insurances. It covers the same as the WIA, but then for the part of the pensionable salary exceeding the salary threshold for national insurance. NXP pays the premium. In 2018-2019 this insurance is covered by ElipsLife.
5. Further rules apply internally for employees awarded a benefit under the WAO (Disability Insurance Act ) during the period of their employment at NXP.



## **ANNEX B (pertaining to article 7.5)**

### **EXPLANATORY NOTES ON CALCULATION OF MONTHLY SALARY FOR SHIFT WORK AND SHIFT WORK ALLOWANCE**

The shift worker's monthly salary will be determined by the monthly salary according to article 5.1 of this agreement, multiplied by the base percentage.

The base percentage is calculated as follows:

$$\frac{\text{The actual number of work hours in a cycle}}{\text{Cycle x 40}^*}$$

The shift work allowance will be determined by the total of the inconvenience of the work periods and break periods in a cycle according to the inconvenience schedule in Article 7.5 of this agreement, divided by the actual number of work hours in a cycle. The result of this will be multiplied by the base percentage.

The formula for calculating the shift work allowance is as follows:

$$\frac{\text{total allowance in a cycle}}{\text{actual number of work hours in a cycle}^{**}} \times \text{base percentage}$$

A sample calculation of the shift work monthly salary and the shift work allowance is given in the brochure "Remuneration Scheme for Shift Workers."

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\*The calculation for the 4/5- and 5-shift duty rosters (24x7 shift rosters) and the duty rosters derived from them is based on 38 hours per week.

\*\* The calculation of the monthly salary for an employee on a 4-shift work roster is based on 150 hours per cycle, while the calculation of the shift work allowance is based on 157.5 hours per cycle.

## **ANNEX C**

### **SALARY REDUCTION SCHEME FOR SHIFT WORKERS**

1. Employees who leave shift work and/or are transferred to a different duty roster with a lower monthly salary are eligible for the salary reduction scheme.
  - The reduction amount is equivalent to the difference between the former monthly salary (including shift work allowance) and the new monthly salary (including any (shift) allowance).
  - The duration of the reduction scheme is determined by the number of complete uninterrupted years of shift work, on the understanding that each complete year of shift work entitles the employee to one month of reduction payment. Employees aged 45 and older are entitled to two months of reduction payment for each complete year of shift work.
  - In the first half of the reduction scheme the employee receives 75% of the reduction amount, and in the second half 25%. An employee who leaves shift work voluntarily and is younger than 55 years of age, receives half of the aforementioned percentages.
  - Employees aged 55 and older, who have worked at least 10 but less than 20 uninterrupted years of shift work, receive, under the salary reduction scheme, a minimum of 25% of the reduction amount up to the date of his/her retirement.
  - Employees aged 55 or older, with a minimum of 20 but less than 30 uninterrupted years of shift work, receive a minimum of 50% of the aforementioned amount up to the date of his/her retirement.
  - An employee aged 55 or older, with a minimum of 30 uninterrupted years of shift work, receives 75% of the aforementioned amount up to the date of his/her retirement.
2. If an employee has left shift work for medical reasons and is granted a disability benefit (under WIA or WAO), he/she will be covered by the regulations outlined in Annex A of this CLA.

The employee will also be covered by the salary reduction scheme, provided that this does not result in a decrease in the work disability percentage.

An employee who has left shift work for medical reasons and has been reassigned to a day duty roster without limitations is eligible for the salary reduction scheme if and insofar as he/she has not been granted this on other grounds, following a complete reassessment of the degree of work disability.

Reduction continues up to the monthly salary that applies under the provisions of the various paragraphs of Annex A.
3. An employee who leaves shift work involuntarily and received for the shift work a monthly salary equal to or higher than that of a comparable full-time non-shift worker, is entitled to be placed on a duty roster with a monthly salary at least corresponding to that of a comparable employee on a full-time day duty roster.

The above also applies to a shift worker aged 55 or older who leaves shift work voluntarily.
4. Payments made under the salary reduction scheme will cease when an employee is transferred to a (shift) work roster that entitles him/her to a monthly salary (including (shift) allowance) that is equal to or higher than the monthly salary (including (shift) allowance) before the transfer.

The reduction scheme will cease when the employee's employment contract is terminated; if the employee re-enters the employer's employment, previous years of shift work will not count with regard to the salary reduction scheme.
5. In the event of collective scale adjustments, the reduction amount will be increased accordingly.
6. The following transitional arrangement applies to rights accrued by employees under the shift work allowance guarantee scheme that was in effect until January 1, 1989:
  - a. all payments under the present shift work allowance guarantee scheme will be guaranteed at the level reached on the day prior to that on which the new shift work structure is introduced;
  - b. all the years of shift work prior to the date of the introduction of the new shift work remuneration scheme count in the application of the new salary reduction scheme, at least

to the extent that these years were not effectuated in accordance with the then applicable shift allowance guarantee scheme.

7. If an employee who was covered under the shift work allowance guarantee scheme that applied prior to January 1, 1989 returns to shift work, his/her shift work allowance will be reduced to the guaranteed level reached on the basis of the guarantee scheme that applied before January 1, 1989 when he/she leaves shift work.

## **ANNEX D**

### **PROJECT WITH BREED**

Throughout the term of this Collective Labor Agreement, parties will explore and aim to promote the possibilities for adding to the number of existing work placements for people with work disabilities through a secondment construction or otherwise with Breed (the organization in Nijmegen that implements the Sheltered Employment Act (WSW) in the Nijmegen region) or similar organizations.

## **ANNEX E**

### **AGREEMENTS BETWEEN PARTIES TO THE CLA**

#### **1. Social Innovation**

The partners in this CLA started a long-term Social Innovation agenda in 2008. In 2009 and subsequent years they will also work on socially innovative employment conditions and labor relations. In collaboration with the Employee Participation Council, the parties will establish a Social Innovation Committee to bring about this innovation.

For the coming years, the parties envisage 3 major themes that are important for employees and NXP:

- Investment in job security and employability
- Balance in working hours and flexibility
- Assessment and flexible rewards.

The following elements will play a key role in the organization, execution and evaluation of the initiatives to be taken within the framework of Social Innovation:

- Commitment and support from NXP and employees, achieved through e.g. 'keeping in touch' with NXP employees;
- Stimulating social relationships in which:
  - a balance is found between employee and employer interests;
  - employees are 'labor market secure' and have the opportunity to develop further;
- Effective and efficient deployment of employees, leading to optimal production and productivity;
- Control/authority and responsibility present even at the lowest level possible in the organization.
- Package of employment conditions that can compete with the best in the labor market segment relevant to NXP.

Social partners participate in a joint process to inform the NXP organization and the employees on agreements made and the consequences thereof.

Initiatives in this area require a joint effort by NXP, union organizations, employee participation council and employees, with each party having its own distinct role. The Social Innovation Committee will develop these initiatives in terms of structure, goals (described in Key Performance Indicators), critical success factors and evaluation criteria, scheduling and resources.

##### **1.1. Investing in job security and employability**

The parties recognize the importance of a corporate policy aimed at increasing the employability of employees, which increases job security now and in the future. The parties also recognize employees' own responsibilities for maintaining and increasing their employability.

The parties have determined the following together:

- that education is an important instrument in furthering employees' performance, employability and job security.
- that an outlined employability schedule for each business unit – with standard requirements for education and employability – is advisable for effective education. These standard requirements are related to the requirements arising from technology and the expected future developments therein and the specific demands on NXP by its customers.
- that education should lead to certification with generally recognized vocational diplomas if possible, involving 'previously-acquired competences' (EVC) as much as possible.

- that, in view of the importance of employability, there can be no non-commitment for NXP and employees.

#### *Employability and education schedule*

In view of the above, NXP will endeavor to create conditions that facilitate targeted education. In this context, NXP and the employee will draw up a Personal Training Plan together if necessary. Parties have agreed that employees will be offered the possibility of a career scan (consult), carried out by an external party, once every 3 years in order to gain more insight into their personal employability.

In addition, a Personal Development Plan can include agreements on the time frame for which the employee holds one and the same position, in order to increase employability and hence the employee's job security by means of job variation.

A correct image among employees with regard to the importance of education and employability is essential to their success. Both NXP and union organizations will do everything required in this respect.

#### **Sustainable employability**

Parties attach great importance to this topic and have included a number of specific agreements in this CLA on promotion of sustainable employability. Examples are: the introduction of the Generation Pact, extension of the career scan, and the agreement to promote the existing Employability budget even further.

In addition, parties have agreed that during the term of this CLA a study will be conducted into the possibilities of career changes.

### **1.2 Balance in working hours and flexibility**

#### **Informal care**

The employee care program offers the possibility of engaging the services of an informal care coach. The informal care coach offers mental support and helps employees strike a good balance between work and private life.

#### **Survey into work pressure and perception:**

During the term of this CLA a survey will be conducted into work pressure and perception.

#### **Flexitime Bank**

The employer and the Works Council have agreed on a Flexitime Bank Protocol.

#### **Calamity/emergency leave and other short-term leave**

Parties will look into the application of the calamity/emergency leave and short-term leave in NXP for shift and non-shift workers and make additional agreements where necessary.

#### **Other agreements**

#### **Compensation for 3rd year of unemployment benefit:**

The legal duration and structure of unemployment benefits, whereby the first day of unemployment falls on or after January 1, 2016, will be restricted. NXP agreed with the trade unions to look into possibilities for compensating the restrictions on structure and duration of the unemployment benefits in the legal, public section with private supplementary insurances via a national implementing body.

This implementing body is the PAWW Foundation ('Stichting PAWW'), responsible for payment of the private benefit at the end of the statutory period of WW or wage-related WGA benefit. The amount of PAWW benefit corresponds with the statutory WW or wage-related WGA benefit. The possible reduction of the duration of the statutory benefit after January 1, 2016 compared to a benefit awarded before January 1, 2016 is at least ½ month, and will be at most 14 months (was 38, will become 24 months).

In December 2017, NXP and the trade unions agreed to register with PAWW.

On July 11, 2018, the Minister of Social Affairs and Employment declared a number of combined collective labor agreements, including the one that NXP falls under, the “Industrie en Techniek 2\_02” (Industry and Technology 2\_02), generally binding. The effective date of the regulation was set to August 1, 2018.

Only employees who fall within the scope of the NXP Collective Labor Agreement, and who become unemployed on or after August 1, 2018 are possibly entitled to a PAWW benefit.

The table below shows the development of the employee contribution for the coming years.

In 2018 the employee contribution is **0.2%** of the **gross** salary (a maximum contribution base of €54,614 applies) and will gradually increase to 0.6% (in 2022).

Jaar	2018	2019	2020	2021	2022
Bijdrage %	0,20%	0,30%	0,40%	0,50%	0,60%

The contribution percentages for 2018 and 2019 have been fixed; the percentages for 2020 through to 2022 are estimated contribution percentages. The contribution has been capped at 0.75% for the period through to 2022.

#### **Changes during the term of the CLA**

If, during the extensive term of this CLA NXP wishes to introduce changes, e.g. to the performance rating system, parties will discuss required modifications of the text of the CLA. If CLA parties agree, these changes can be introduced during the term of this CLA.

## **ANNEX F REPLACEMENT AND SUPPLEMENTARY PROVISIONS THAT APPLY TO EMPLOYEES OF THE UNIFORMED SERVICE OF THE SECURITY DEPARTMENT**

### **Article 1 Definitions**

In this Annex the following terms are understood to mean:

Employer:	each of the parties as mentioned under 1 through 1.2. of the CLA.
The organizations:	the parties as mentioned under 2 through 5 of the CLA.
Employee:	all those in the service of the employer, who are part of the uniformed service of the employer's company security department.
Service:	the employer's company security department.

### **Article 2 General**

1. The following Articles from the CLA do not apply to the employee as described in article 1 of this Annex:
  - a. Article 7.5;
  - b. Article 5.8, paragraphs I and II
2. To replace the articles of the CLA excluded under paragraph 1, the following articles apply to the employee as described in article 1 and serve as a supplement to the CLA.

### **Article 3 Remuneration for shift work rosters**

1. Employees who work shifts according to a fixed duty roster or work according to a day duty roster with unstructured irregularity, receive a shift work allowance in addition to their monthly salaries. This allowance will be paid from the time that they begin working according to this duty roster and will continue as long as they continue to work under that schedule.
2. The amount of the shift work allowance depends on the type of shift in which they work and which is laid down in the duty roster.
3. The shift work allowance amounts to:
  - 17%: for the day duty roster with unstructured irregularity, whereby the average working time is 38 hours per week and the business hours total at least 40 hours;
  - 17%: for all two-shift rosters, in which the average working time is 38 hours and the business hours total at least 80 hours per week;
  - 22.5%: for the three-shift rosters, with surveillance shift and weekends, in which the average working time is 38 hours and the business hours total at least 120 hours per week,
  - 33.5%: for 24x7 shift rosters, in which the average weekly working time is 38 hours and the business hours total 168 hours per week.
4. Payment of shift allowance is based on the sum total of the applicable income elements, but at least € 1,594.- per month.



5. The company's salary reduction scheme is detailed in Annex C of this CLA.

#### Article 4

##### **Classification of employees into pay grades**

1. The uniformed service of the Company Security Department operates under a ranking system. Salary scales for the Company Security Department are equivalent to the salary scales up to and including grade 40.  
Classification of employees into pay grades depends on the employee's rank:
  - a. Surveillance officer 2nd class : pay grade 01 (equivalent to grade 20)
  - b. Surveillance officer 1st class : pay grade 07 (equivalent to grade 25)
  - c. Head surveillance officer : pay grade 08 (equivalent to grade 30)
  - d. Assistant Unit Manager : pay grade 03 (equivalent to grade 35)
  - e. Unit Manager : pay grade 04 (equivalent to grade 40)
2. The employer has established internal regulations pertaining to the conditions that an employee must satisfy in order to be able to advance to a higher rank.

#### Article 5

##### **Vacation for employees working shifts**

1. The employer establishes internal regulations for taking vacation days.
2. Employees who work shifts, work normally on the collective leave days.  
If the interest of the service requires it, the employer can require employees who do not work shifts to also work on the collective leave days.
3. Employees who work continuous shifts will be awarded two extra shift times off per year - in addition to their statutory number of vacation days.  
The employer will establish internal regulations regarding the taking of these days.
4. In implementing the provisions in article 7.4, paragraph 3, of the CLA, employees who work continuous shifts will be granted 6 extra shift times off in exchange for possibly having to work on the public holidays as referred to in Article 7.4, paragraph 1 of the CLA.  
If, as a result of reductions in the shift's work force, the employee has a leave day on a day that, according to the provisions in the first part of this paragraph, has already been compensated, one shift time off will be deducted from the number of extra shift times off that the employee had been granted pursuant to this paragraph. If the employee has a leave day on one of the aforementioned public holidays according to the normal duty roster, then no such correction will take place.
5. The implementation of these provisions will be carried out by the employer in consultation with the Works Council.

#### Article 6

##### **Validity**

The validity of this Annex is equivalent to that referred to in article 1.2 of the CLA (October 1, 2018 through September 1, 2020).

## **ANNEX G**

### **REPLACEMENT PROVISIONS THAT APPLY TO PARTICIPANTS IN THE GLOBAL INCENTIVE PLAN**

#### **Article 1 Definitions**

In this Annex the following terms are understood to mean:

S&M employee:	Anyone employed by the employer, who is employed in a specific function within Global Sales & Marketing and also participates in the Plan;
Basic salary:	This is the annual salary, excluding personal budget and variable salary.
Plan:	The Global Sales Incentive Plan that applies for the specific functions within Global Sales & Marketing. The participant has a fixed basic salary plus a variable component which is nominally 30% or 40%, depending on the function (see table) in the Global Sales & Marketing organization.

Percentage variable part Global Sales Incentive Plan	
Functional area	Percentage
Sales	40%
Technical	30%
Marketing	30%
Business Development	30%

#### **Article 2**

##### **General**

1. The Plan is directly applicable to S&M employees who were employed in a specific function either on or after January 1, 2011.
2. For the benefit of S&M employees who were already in the service of the employer on January 1, 2011, a gradual transition to the amended form of reimbursement – as contained in article 1 of this Annex – has taken place. The basic assumption was that they would retain their existing fixed salary.  
To expedite the introduction of this amended form of reimbursement the percentages of future collective and individual increases of this employee's salary were added to the variable salary percentage on a voluntary basis provided the employee had given a (one-time) written authorization.

#### **Article 3**

1. Article 5.3 of the CLA is not applicable to S&M employees.

#### **Article 4 Average AIP amount realized included in pensionable salary**

Effective from the bonus year 2018 the average AIP amount realized (realization percentage times AIP percentage belonging to the grade as stated in article 5.3.3 times the basic salary per December 31, 2019) will be included in the pensionable salary per January 1, 2020 and so on in the following years.

#### **Article 5 Validity**

The validity of this Annex is equivalent to that referred to in Article 1.2 of the CLA (October 1, 2018 through September 1, 2020).

## ANNEX H SALARY SCALES

### Jaarsalarisschaal vakgroepen 10 t/m 45 per 1 maart 2018 in euro's

inclusief de collectieve schaal aanpassing per 1 maart 2018 van 1,95%

Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	25.473	25.796	26.831	28.295	29.899	31.581	35.098	38.464	41.114	47.567
110	24.365	24.674	25.664	27.064	28.599	30.208	33.572	36.792	39.326	45.499
105	23.258	23.553	24.498	25.834	27.299	28.835	32.046	35.119	37.539	43.431
Referentie salaris = 100	22.150	22.431	23.331	24.604	25.999	27.462	30.520	33.447	35.751	41.363
95	21.043	21.309	22.164	23.374	24.699	26.089	28.994	31.775	33.963	39.295
90	19.935	20.188	20.998	22.144	23.399	24.716	27.468	30.102	32.176	37.227
85	18.828	19.066	19.831	20.913	22.099	23.343	25.942	28.430	30.388	35.159
80	17.720	17.945	18.665	19.683	20.799	21.970	24.416	26.758	28.601	33.090
75	16.613	16.823	17.498	18.453	19.499	20.597	22.890	25.085	26.813	31.022
70	15.505	15.702	16.332	17.223	18.199	19.223	21.364	23.413	25.026	28.954
65	14.398	14.580	15.165	15.993	16.899	17.850	19.838	21.741	23.238	26.886
60	13.290	13.459	13.999	14.762	15.599	16.477	18.312	20.068	21.451	24.818

### Maandsalarisschaal vakgroepen 10 t/m 45 per 1 maart 2018 in euro's

inclusief de collectieve schaal aanpassing per 1 maart 2018 van 1,95%. De bedragen zijn afgerond op hele euro's

Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	2.123	2.150	2.236	2.358	2.492	2.632	2.925	3.205	3.426	3.964
110	2.030	2.056	2.139	2.255	2.383	2.517	2.798	3.066	3.277	3.792
105	1.938	1.963	2.041	2.153	2.275	2.403	2.671	2.927	3.128	3.619
Referentie salaris = 100	1.846	1.869	1.944	2.050	2.167	2.289	2.543	2.787	2.979	3.447
95	1.754	1.776	1.847	1.948	2.058	2.174	2.416	2.648	2.830	3.275
90	1.661	1.682	1.750	1.845	1.950	2.060	2.289	2.509	2.681	3.102
85	1.569	1.589	1.653	1.743	1.842	1.945	2.162	2.369	2.532	2.930
80	1.477	1.495	1.555	1.640	1.733	1.831	2.035	2.230	2.383	2.758
75	1.384	1.402	1.458	1.538	1.625	1.716	1.908	2.090	2.234	2.585
70	1.292	1.308	1.361	1.435	1.517	1.602	1.780	1.951	2.085	2.413
65	1.200	1.215	1.264	1.333	1.408	1.488	1.653	1.812	1.937	2.240
60	1.108	1.122	1.167	1.230	1.300	1.373	1.526	1.672	1.788	2.068

ANNUAL SALARY SCALE FOR GRADES 10 THROUGH 45 PER MARCH 1, 2018 IN EUROS

(including the collective scale adjustment of 1.95% per March 1, 2018)

MONTHLY SALARY SCALE FOR GRADES 10 THROUGH 45 PER MARCH 1, 2018 IN EUROS

(including the collective scale adjustment of 1.95% per March 1, 2018; amounts rounded off to the nearest euro)

Schaalpositie: Scale position  
Referentiesalaris: Reference salary

## Jaarsalarisschaal vakgroepen 50 t/m 90 per 1 maart 2018 in euro's

inclusief de collectieve schaal aanpassing per 1 maart 2018 van 1,95%

Schaalpositie	50	60	70	80	90
130	60.658	75.798	96.636	114.395	137.292
125	58.325	72.883	92.919	109.995	132.011
120	55.992	69.967	89.202	105.595	126.731
115	53.659	67.052	85.485	101.195	121.450
110	51.326	64.137	81.769	96.796	116.170
105	48.993	61.221	78.052	92.396	110.889
<b>Referentie salaris = 100</b>	<b>46.660</b>	<b>58.306</b>	<b>74.335</b>	<b>87.996</b>	<b>105.609</b>
95	44.327	55.391	70.618	83.596	100.329
90	41.994	52.475	66.902	79.196	95.048
85	39.661	49.560	63.185	74.797	89.768
80	37.328	46.645	59.468	70.397	84.487
75	34.995	43.730	55.751	65.997	79.207
70	32.662	40.814	52.035	61.597	73.926
65	30.329	37.899	48.318	57.197	68.646
60	27.996	34.984	44.601	52.798	63.365

## Maandsalarisschaal vakgroepen 50 t/m 90 per 1 maart 2018 in euro's

inclusief de collectieve schaal aanpassing per 1 maart 2018 van 1,95%. De bedragen zijn afgerond op hele euro

Schaalpositie	50	60	70	80	90
130	5.055	6.316	8.053	9.533	11.441
125	4.860	6.074	7.743	9.166	11.001
120	4.666	5.831	7.434	8.800	10.561
115	4.472	5.588	7.124	8.433	10.121
110	4.277	5.345	6.814	8.066	9.681
105	4.083	5.102	6.504	7.700	9.241
<b>Referentie salaris = 100</b>	<b>3.888</b>	<b>4.859</b>	<b>6.195</b>	<b>7.333</b>	<b>8.801</b>
95	3.694	4.616	5.885	6.966	8.361
90	3.500	4.373	5.575	6.600	7.921
85	3.305	4.130	5.265	6.233	7.481
80	3.111	3.887	4.956	5.866	7.041
75	2.916	3.644	4.646	5.500	6.601
70	2.722	3.401	4.336	5.133	6.161
65	2.527	3.158	4.026	4.766	5.720
60	2.333	2.915	3.717	4.400	5.280

### Jaarsalarisschaal vakgroepen 10 t/m 45 per 1 maart 2019 in euro's

inclusief de collectieve schaal aanpassing per 1 maart 2019 van 2,00%

Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	25,982	26,312	27,368	28,862	30,497	32,214	35,801	39,233	41,937	48,520
110	24,852	25,168	26,178	27,607	29,171	30,813	34,244	37,528	40,114	46,410
105	23,723	24,024	24,988	26,352	27,845	29,413	32,688	35,822	38,290	44,301
Referentie salaris = 100	22,593	22,880	23,798	25,097	26,519	28,012	31,131	34,116	36,467	42,191
95	21,463	21,736	22,608	23,842	25,193	26,611	29,574	32,410	34,644	40,081
90	20,334	20,592	21,418	22,587	23,867	25,211	28,018	30,704	32,820	37,972
85	19,204	19,448	20,228	21,332	22,541	23,810	26,461	28,999	30,997	35,862
80	18,074	18,304	19,038	20,078	21,215	22,410	24,905	27,293	29,174	33,753
75	16,945	17,160	17,849	18,823	19,889	21,009	23,348	25,587	27,350	31,643
70	15,815	16,016	16,659	17,568	18,563	19,608	21,792	23,881	25,527	29,534
65	14,685	14,872	15,469	16,313	17,237	18,208	20,235	22,175	23,704	27,424
60	13,556	13,728	14,279	15,058	15,911	16,807	18,679	20,470	21,880	25,315

### Maandsalarisschaal vakgroepen 10 t/m 45 per 1 maart 2019 in euro's

inclusief de collectieve schaal aanpassing per 1 maart 2019 van 2,00%. De bedragen zijn afgerond op hele euro's

Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	2,165	2,193	2,281	2,405	2,541	2,684	2,983	3,269	3,495	4,043
110	2,071	2,097	2,181	2,301	2,431	2,568	2,854	3,127	3,343	3,868
105	1,977	2,002	2,082	2,196	2,320	2,451	2,724	2,985	3,191	3,692
Referentie salaris = 100	1,883	1,907	1,983	2,091	2,210	2,334	2,594	2,843	3,039	3,516
95	1,789	1,811	1,884	1,987	2,099	2,218	2,465	2,701	2,887	3,340
90	1,694	1,716	1,785	1,882	1,989	2,101	2,335	2,559	2,735	3,164
85	1,600	1,621	1,686	1,778	1,878	1,984	2,205	2,417	2,583	2,989
80	1,506	1,525	1,587	1,673	1,768	1,867	2,075	2,274	2,431	2,813
75	1,412	1,430	1,487	1,569	1,657	1,751	1,946	2,132	2,279	2,637
70	1,318	1,335	1,388	1,464	1,547	1,634	1,816	1,990	2,127	2,461
65	1,224	1,239	1,289	1,359	1,436	1,517	1,686	1,848	1,975	2,285
60	1,130	1,144	1,190	1,255	1,326	1,401	1,557	1,706	1,823	2,110

# Jaarsalarisschaal vakgroepen 50/G2 t/m 80/G6 per 1 maart 2019 in euro's

inclusief de collectieve schaal aanpassing per 1 maart 2019 van 2,00%

Schaalpositie	50/G2	60/G3	70/G4	75/G5	80/G6
130	61,872	77,315	98,569	107,626	116,683
125	59,493	74,341	94,778	103,486	112,195
120	57,113	71,368	90,986	99,347	107,707
115	54,733	68,394	87,195	95,207	103,219
110	52,353	65,420	83,404	91,068	98,732
105	49,974	62,447	79,613	86,928	94,244
Referentie salaris = 100	47,594	59,473	75,822	82,789	89,756
95	45,214	56,499	72,031	78,650	85,268
90	42,835	53,526	68,240	74,510	80,780
85	40,455	50,552	64,449	70,371	76,293
80	38,075	47,578	60,658	66,231	71,805
75	35,696	44,605	56,867	62,092	67,317
70	33,316	41,631	53,075	57,952	62,829
65	30,936	38,657	49,284	53,813	58,341
60	28,556	35,684	45,493	49,673	53,854

# Maandsalarisschaal vakgroepen 50/G2 t/m 80/G6 per 1 maart 2019 in euro's

inclusief de collectieve schaal aanpassing per 1 maart 2019 van 2,00%. De bedragen zijn afgerond op hele euro's

Schaalpositie	50/G2	60/G3	70/G4	75/G5	80/G6
130	5,156	6,443	8,214	8,969	9,724
125	4,958	6,195	7,898	8,624	9,350
120	4,759	5,947	7,582	8,279	8,976
115	4,561	5,699	7,266	7,934	8,602
110	4,363	5,452	6,950	7,589	8,228
105	4,164	5,204	6,634	7,244	7,854
Referentie salaris = 100	3,966	4,956	6,319	6,899	7,480
95	3,768	4,708	6,003	6,554	7,106
90	3,570	4,460	5,687	6,209	6,732
85	3,371	4,213	5,371	5,864	6,358
80	3,173	3,965	5,055	5,519	5,984
75	2,975	3,717	4,739	5,174	5,610
70	2,776	3,469	4,423	4,829	5,236
65	2,578	3,221	4,107	4,484	4,862
60	2,380	2,974	3,791	4,139	4,488

### Jaarsalarisschaal vakgroepen 10 t/m 45 per 1 september 2019 in euro's

inclusief de collectieve schaal aanpassing per 1 september 2019 van 1,00%

Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	26,242	26,575	27,641	29,150	30,803	32,537	36,159	39,627	42,357	49,005
110	25,101	25,420	26,440	27,883	29,464	31,122	34,587	37,904	40,515	46,874
105	23,960	24,264	25,238	26,615	28,124	29,708	33,015	36,181	38,674	44,744
Referentie salaris = 100	22,819	23,109	24,036	25,348	26,785	28,293	31,443	34,458	36,832	42,613
95	21,678	21,954	22,834	24,081	25,446	26,878	29,871	32,735	34,990	40,482
90	20,537	20,798	21,632	22,813	24,107	25,464	28,299	31,012	33,149	38,352
85	19,396	19,643	20,431	21,546	22,767	24,049	26,727	29,289	31,307	36,221
80	18,255	18,487	19,229	20,278	21,428	22,634	25,154	27,566	29,466	34,090
75	17,114	17,332	18,027	19,011	20,089	21,220	23,582	25,844	27,624	31,960
70	15,973	16,176	16,825	17,744	18,750	19,805	22,010	24,121	25,782	29,829
65	14,832	15,021	15,623	16,476	17,410	18,390	20,438	22,398	23,941	27,698
60	13,691	13,865	14,422	15,209	16,071	16,976	18,866	20,675	22,099	25,568

### Maandsalarisschaal vakgroepen 10 t/m 45 per 1 september 2019 in euro's

inclusief de collectieve schaal aanpassing per 1 september 2019 van 1,00%. De bedragen zijn afgerond op hele euro's

Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	2,187	2,215	2,303	2,429	2,567	2,711	3,013	3,302	3,530	4,084
110	2,092	2,118	2,203	2,324	2,455	2,594	2,882	3,159	3,376	3,906
105	1,997	2,022	2,103	2,218	2,344	2,476	2,751	3,015	3,223	3,729
Referentie salaris = 100	1,902	1,926	2,003	2,112	2,232	2,358	2,620	2,872	3,069	3,551
95	1,807	1,829	1,903	2,007	2,120	2,240	2,489	2,728	2,916	3,374
90	1,711	1,733	1,803	1,901	2,009	2,122	2,358	2,584	2,762	3,196
85	1,616	1,637	1,703	1,795	1,897	2,004	2,227	2,441	2,609	3,018
80	1,521	1,541	1,602	1,690	1,786	1,886	2,096	2,297	2,455	2,841
75	1,426	1,444	1,502	1,584	1,674	1,768	1,965	2,154	2,302	2,663
70	1,331	1,348	1,402	1,479	1,562	1,650	1,834	2,010	2,149	2,486
65	1,236	1,252	1,302	1,373	1,451	1,533	1,703	1,866	1,995	2,308
60	1,141	1,155	1,202	1,267	1,339	1,415	1,572	1,723	1,842	2,131



Jaarsalarisschaal vakgroepen 50/G2 t/m 80/G6 per 1 september 2019 in euro's  
inclusief de collectieve schaalaanpassing per 1 september 2019 van 1,00%

Schaalpositie	50/G2	60/G3	70/G4	75/G5	80/G6
130	62,491	78,088	99,555	108,702	117,850
125	60,088	75,085	95,726	104,521	113,318
120	57,684	72,082	91,897	100,340	108,785
115	55,281	69,078	88,068	96,160	104,252
110	52,877	66,075	84,239	91,979	99,719
105	50,474	63,071	80,410	87,798	95,187
Referentie salaris = 100	48,070	60,068	76,581	83,617	90,654
95	45,667	57,065	72,752	79,436	86,121
90	43,263	54,061	68,923	75,255	81,589
85	40,860	51,058	65,094	71,074	77,056
80	38,456	48,054	61,265	66,894	72,523
75	36,053	45,051	57,436	62,713	67,991
70	33,649	42,048	53,607	58,532	63,458
65	31,246	39,044	49,778	54,351	58,925
60	28,842	36,041	45,949	50,170	54,392

Maandsalarisschaal vakgroepen 50/G2 t/m 80/G6 per 1 september 2019 in euro's  
inclusief de collectieve schaalaanpassing per 1 september 2019 van 1,00%. De bedragen zijn afgerond op hele euro's

Schaalpositie	50/G2	60/G3	70/G4	75/G5	80/G6
130	5,208	6,507	8,296	9,059	9,821
125	5,007	6,257	7,977	8,710	9,443
120	4,807	6,007	7,658	8,362	9,065
115	4,607	5,757	7,339	8,013	8,688
110	4,406	5,506	7,020	7,665	8,310
105	4,206	5,256	6,701	7,316	7,932
Referentie salaris = 100	4,006	5,006	6,382	6,968	7,555
95	3,806	4,755	6,063	6,620	7,177
90	3,605	4,505	5,744	6,271	6,799
85	3,405	4,255	5,424	5,923	6,421
80	3,205	4,005	5,105	5,574	6,044
75	3,004	3,754	4,786	5,226	5,666
70	2,804	3,504	4,467	4,878	5,288
65	2,604	3,254	4,148	4,529	4,910
60	2,404	3,003	3,829	4,181	4,533

### Jaarsalarisschaal vakgroepen 10 t/m 45 per 1 februari 2020 in euro's

inclusief de collectieve schaal aanpassing per 1 februari 2020 van 1,25%

Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	26,571	26,908	27,988	29,515	31,188	32,944	36,613	40,122	42,887	49,618
110	25,416	25,738	26,771	28,232	29,832	31,512	35,021	38,378	41,022	47,461
105	24,260	24,568	25,554	26,948	28,476	30,079	33,429	36,633	39,158	45,303
Referentie salaris = 100	23,105	23,398	24,337	25,665	27,120	28,647	31,837	34,889	37,293	43,146
95	21,950	22,228	23,120	24,382	25,764	27,215	30,245	33,145	35,428	40,989
90	20,795	21,058	21,903	23,099	24,408	25,782	28,653	31,400	33,564	38,831
85	19,639	19,888	20,686	21,815	23,052	24,350	27,061	29,656	31,699	36,674
80	18,484	18,718	19,470	20,532	21,696	22,918	25,470	27,911	29,834	34,517
75	17,329	17,549	18,253	19,249	20,340	21,485	23,878	26,167	27,970	32,360
70	16,174	16,379	17,036	17,966	18,984	20,053	22,286	24,422	26,105	30,202
65	15,018	15,209	15,819	16,682	17,628	18,621	20,694	22,678	24,240	28,045
60	13,863	14,039	14,602	15,399	16,272	17,188	19,102	20,933	22,376	25,888

### Maandsalarisschaal vakgroepen 10 t/m 45 per 1 februari 2020 in euro's

inclusief de collectieve schaal aanpassing per 1 februari 2020 van 1,25%. De bedragen zijn afgerond op hele euro's

Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	2,214	2,242	2,332	2,460	2,599	2,745	3,051	3,344	3,574	4,135
110	2,118	2,145	2,231	2,353	2,486	2,626	2,918	3,198	3,419	3,955
105	2,022	2,047	2,129	2,246	2,373	2,507	2,786	3,053	3,263	3,775
Referentie salaris = 100	1,925	1,950	2,028	2,139	2,260	2,387	2,653	2,907	3,108	3,596
95	1,829	1,852	1,927	2,032	2,147	2,268	2,520	2,762	2,952	3,416
90	1,733	1,755	1,825	1,925	2,034	2,149	2,388	2,617	2,797	3,236
85	1,637	1,657	1,724	1,818	1,921	2,029	2,255	2,471	2,642	3,056
80	1,540	1,560	1,622	1,711	1,808	1,910	2,122	2,326	2,486	2,876
75	1,444	1,462	1,521	1,604	1,695	1,790	1,990	2,181	2,331	2,697
70	1,348	1,365	1,420	1,497	1,582	1,671	1,857	2,035	2,175	2,517
65	1,252	1,267	1,318	1,390	1,469	1,552	1,725	1,890	2,020	2,337
60	1,155	1,170	1,217	1,283	1,356	1,432	1,592	1,744	1,865	2,157

Jaarsalarisschaal vakgroepen 50/G2 t/m 80/G6 per 1 februari 2020 in euro's  
inclusief de collectieve schaal aanpassing per 1 februari 2020 van 2,00%

Schaalpositie	50/G2	60/G3	70/G4	75/G5	80/G6
130	63,742	79,651	101,547	110,877	120,208
125	61,290	76,588	97,641	106,613	115,585
120	58,838	73,524	93,736	102,348	110,962
115	56,387	70,461	89,830	98,084	106,338
110	53,935	67,397	85,924	93,819	101,715
105	51,484	64,334	82,019	89,555	97,091
Referentie salaris = 100	49,032	61,270	78,113	85,290	92,468
95	46,580	58,207	74,207	81,026	87,845
90	44,129	55,143	70,302	76,761	83,221
85	41,677	52,080	66,396	72,497	78,598
80	39,226	49,016	62,490	68,232	73,974
75	36,774	45,953	58,585	63,968	69,351
70	34,322	42,889	54,679	59,703	64,728
65	31,871	39,826	50,773	55,439	60,104
60	29,419	36,762	46,868	51,174	55,481

Maandsalarisschaal vakgroepen 50/G2 t/m 80/G6 per 1 februari 2020 in euro's  
inclusief de collectieve schaal aanpassing per 1 februari 2020 van 2,00%. De bedragen zijn afgerond op hele euro's

Schaalpositie	50/G2	60/G3	70/G4	75/G5	80/G6
130	5,312	6,638	8,462	9,240	10,017
125	5,108	6,382	8,137	8,884	9,632
120	4,903	6,127	7,811	8,529	9,247
115	4,699	5,872	7,486	8,174	8,862
110	4,495	5,616	7,160	7,818	8,476
105	4,290	5,361	6,835	7,463	8,091
Referentie salaris = 100	4,086	5,106	6,509	7,108	7,706
95	3,882	4,851	6,184	6,752	7,320
90	3,677	4,595	5,858	6,397	6,935
85	3,473	4,340	5,533	6,041	6,550
80	3,269	4,085	5,208	5,686	6,165
75	3,065	3,829	4,882	5,331	5,779
70	2,860	3,574	4,557	4,975	5,394
65	2,656	3,319	4,231	4,620	5,009
60	2,452	3,064	3,906	4,265	4,623

### Jaarsalarisschaal vakgroepen 10 t/m 45 per 1 augustus 2020 in euro's

inclusief de collectieve schaal aanpassing per 1 augustus 2020 van 1,00%

Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	26,838	27,177	28,268	29,810	31,501	33,274	36,979	40,524	43,316	50,115
110	25,671	25,995	27,039	28,514	30,131	31,827	35,372	38,762	41,433	47,936
105	24,504	24,814	25,810	27,218	28,762	30,381	33,764	37,000	39,549	45,757
Referentie salaris = 100	23,337	23,632	24,581	25,922	27,392	28,934	32,156	35,238	37,666	43,578
95	22,170	22,450	23,352	24,626	26,022	27,487	30,548	33,476	35,783	41,399
90	21,003	21,269	22,123	23,330	24,653	26,041	28,940	31,714	33,899	39,220
85	19,836	20,087	20,894	22,034	23,283	24,594	27,333	29,952	32,016	37,041
80	18,670	18,906	19,665	20,738	21,914	23,147	25,725	28,190	30,133	34,862
75	17,503	17,724	18,436	19,442	20,544	21,701	24,117	26,429	28,250	32,684
70	16,336	16,542	17,207	18,145	19,174	20,254	22,509	24,667	26,366	30,505
65	15,169	15,361	15,978	16,849	17,805	18,807	20,901	22,905	24,483	28,326
60	14,002	14,179	14,749	15,553	16,435	17,360	19,294	21,143	22,600	26,147

### Maandsalarisschaal vakgroepen 10 t/m 45 per 1 augustus 2020 in euro's

inclusief de collectieve schaal aanpassing per 1 augustus 2020 van 1,00%. De bedragen zijn afgerond op hele euro's

Schaalpositie	10	15	20	25	27	30	35	37	40	45
115	2,236	2,265	2,356	2,484	2,625	2,773	3,082	3,377	3,610	4,176
110	2,139	2,166	2,253	2,376	2,511	2,652	2,948	3,230	3,453	3,995
105	2,042	2,068	2,151	2,268	2,397	2,532	2,814	3,083	3,296	3,813
Referentie salaris = 100	1,945	1,969	2,048	2,160	2,283	2,411	2,680	2,937	3,139	3,632
95	1,848	1,871	1,946	2,052	2,169	2,291	2,546	2,790	2,982	3,450
90	1,750	1,772	1,844	1,944	2,054	2,170	2,412	2,643	2,825	3,268
85	1,653	1,674	1,741	1,836	1,940	2,049	2,278	2,496	2,668	3,087
80	1,556	1,575	1,639	1,728	1,826	1,929	2,144	2,349	2,511	2,905
75	1,459	1,477	1,536	1,620	1,712	1,808	2,010	2,202	2,354	2,724
70	1,361	1,379	1,434	1,512	1,598	1,688	1,876	2,056	2,197	2,542
65	1,264	1,280	1,331	1,404	1,484	1,567	1,742	1,909	2,040	2,360
60	1,167	1,182	1,229	1,296	1,370	1,447	1,608	1,762	1,883	2,179

Jaarsalarisschaal vakgroepen 50/G2 t/m 80/G6 per 1 augustus 2020 in euro's  
inclusief de collectieve schaal aanpassing per 1 augustus 2020 van 1,00%

Schaalpositie	50/G2	60/G3	70/G4	75/G5	80/G6
130	64,380	80,448	102,564	111,986	121,411
125	61,904	77,354	98,619	107,679	116,741
120	59,428	74,260	94,674	103,372	112,072
115	56,951	71,165	90,729	99,064	107,402
110	54,475	68,071	86,785	94,757	102,732
105	51,999	64,977	82,840	90,450	98,063
Referentie salaris = 100	49,523	61,883	78,895	86,143	93,393
95	47,047	58,789	74,950	81,836	88,723
90	44,571	55,695	71,006	77,529	84,054
85	42,095	52,601	67,061	73,222	79,384
80	39,618	49,506	63,116	68,914	74,714
75	37,142	46,412	59,171	64,607	70,045
70	34,666	43,318	55,227	60,300	65,375
65	32,190	40,224	51,282	55,993	60,705
60	29,714	37,130	47,337	51,686	56,036

Maandsalarisschaal vakgroepen 50/G2 t/m 80/G6 per 1 augustus 2020 in euro's  
inclusief de collectieve schaal aanpassing per 1 augustus 2020 van 1,00%. De bedragen zijn afgerond op hele eu

Schaalpositie	50/G2	60/G3	70/G4	75/G5	80/G6
130	5,365	6,704	8,547	9,332	10,118
125	5,159	6,446	8,218	8,973	9,728
120	4,952	6,188	7,890	8,614	9,339
115	4,746	5,930	7,561	8,255	8,950
110	4,540	5,673	7,232	7,896	8,561
105	4,333	5,415	6,903	7,538	8,172
Referentie salaris = 100	4,127	5,157	6,575	7,179	7,783
95	3,921	4,899	6,246	6,820	7,394
90	3,714	4,641	5,917	6,461	7,004
85	3,508	4,383	5,588	6,102	6,615
80	3,302	4,126	5,260	5,743	6,226
75	3,095	3,868	4,931	5,384	5,837
70	2,889	3,610	4,602	5,025	5,448
65	2,682	3,352	4,273	4,666	5,059
60	2,476	3,094	3,945	4,307	4,670