**Outcome of negotiations, 13 May 2024**

On 13 May 2024, employers’ organisation FME and trade unions FNV Metaal, CNV Vakmensen, De Unie and VHP2 reached agreement on an updating of the collective agreements for the Metalworking and Electrical Engineering Industry (Metalektro). The agreements reached by the parties are set out below.

The agreements in the negotiated outcome that lead to amendments in the Collective Agreement Metalektro – Basic apply automatically to the Collective Agreement Metalektro – Senior Staff if the relevant text is the same or to the same effect in both collective agreements.

**Strategic agenda**

The parties to the collective agreements reaffirm the agreements made in the Strategic Agenda for the Metalektro 2022-2027. The agreement to conduct a thorough external investigation of the socio-economic importance of the sector resulted in the report *Metalektro: the key to socio-economic success*. In response to that report, the social partners are drawing up an action plan designed to raise awareness of the Metalektro sector in all its aspects, at national and regional level. One of the aims of the plan is to improve the sector’s image. The intention is to launch the plan in September.

In the context of the Strategic Agenda, the social partners agree to take the following actions to promote labour relations:

* + the social partners will organise joint visits to companies during which employers and employees of the company will be able hold discussions with local and sectoral representatives of the parties to the collective agreement. The aim is to organise at least five such visits during the term of the current collective agreement.
  + the social partners will draw up an action plan to improve labour relations at local level.

**Duration**

The duration of the new collective agreements is as follows:

* The Collective Agreement – Basic and the Collective Agreement for Senior Staff will be effective for 19 months, from 1 June 2024 until 31 December 2025.
* The Collective Agreement on Labour Market Policy and Vocational Training (A+O) will be effective for 12 months, from 1 January 2025 until 31 December 2025.
* The Collective Agreement on Early Retirement is already effective until 31 December 2025; this period remains unchanged.

**Remuneration**

*Wage increases*

The actual wages will be increased by:

* 2.75% with effect from 1 June 2024;
* 3.25% with effect from 1 January 2025.
* 3% with effect from 1 June 2025.

*Phasing out of one-off bonus*

The bonus in the form of a temporary increase in the employer’s contribution to the pension scheme agreed in the previous collective agreement will be phased out as follows:

* In June, July and August 2024, employees will receive a sum of € 60 (on the basis of full-time employment) in each of those months.
* In September, October, November and December 2024, employees will receive a sum of € 50 (on the basis of full-time employment) in each of those months.

This bonus will expire with effect from 1 January 2025.

*Temporary derogation clause*

The option of a temporary derogation from the agreed structural wage increases applies for the duration of the collective agreements (by virtue of an amendment to and extension of Article 7.4.5). The effect of this clause is as follows:

* the salary increase of 2.75% from 1 June 2024 may be postponed for a maximum of 19 months. In exchange, employees will temporarily receive 4.75 extra hours of holiday entitlement per month.
* the salary increase of 3.25% from 1 January 2025 may be postponed for a maximum of 12 months. In exchange, employees will temporarily receive 5.5 extra hours of holiday entitlement per month.
* the salary increase of 3% from 1 June 2025 may be postponed for a maximum of 7 months. In exchange, employees will temporarily receive 5 extra hours of holiday entitlement per month.

**Working hours**

*Living labs*

In 2022, the social partners created the possibility, for the duration of the collective agreement, for employers and trade unions to establish temporary ‘living labs’ in order to explore and make agreements on innovative solutions for issues relating to flexibility in working hours and work schedules. Those solutions can be based on the needs for flexibility of either the employer or the employees, for example in the context of achieving a better work-life balance. The social partners agree to extend this arrangement in the coming period, subject to the same conditions.

**Trade union facilities**

*Consultation at company level*

Since 2020, Article 6.12 of the collective agreement has provided that, on request by the trade unions, an employer will hold consultations with the parties to the collective agreement on specific topics. The terms of this provision have been extended to include the subjects of sustainability (‘greening’) and the energy transition.

*CA Training day*

The CA Training days (Article 6.11) will continue for the duration of this collective agreement.

*Trade union contribution*

Employees who are members of a trade union will have the right to have their union contribution in 2025 included in the tax exemption under the company’s Work Expenses Scheme (*Werkkostenregeling,* WKR) (Article 6.7.1).

**Labour market and lifelong learning**

*Lifelong learning: design of a longer-term approach*

One of the pillars of the Strategic Agenda concerns the personal development of employees in the Metalektro sector. The aim of the social partners is to create a good learning culture in which people can continuously develop the necessary skills. The collective agreement in 2022 contained agreements on schemes such as the Smart Makers Academy, Technohubs, the skills passport and training vouchers. Under the auspices of the Consultative Council in the Metalektro (ROM), a Committee for Training and Development has been established and has made rapid progress in addressing these and other issues relating to employees and their personal development. Many of the activities in this area will continue for years and extend beyond the term of a single collective agreement. The social partners will jointly formulate a long-term strategy, with appropriate funding from the existing budgets of the sector’s funds, to ensure that the activities in this area can be properly organised in a more coherent manner.

More specifically, the plans encompass the following subjects and agreements.

* The board of the ROM will shortly formulate a definition of the skills passport. The social partners will launch three pilot projects. If their evaluation is positive, the parties will launch a more extensive pilot project and draw up a plan for developing a fully fledged skills passport.
* The parties to the collective agreement are currently investigating which Technohubs are the most promising for further development. They will provide a budget for their further development from the existing funds.
* With active support and promotion from the A+O Metalektro Foundation, the social partners will scale up the Smart Makers Academy. They will determine a financial contribution for this activity at a later date.
* The parties to the collective agreement will play an active role in the implementation and steering of the *Aanvalsplan Techniek* (Technology Attack Plan), whose implementation will require collaboration with other training funds.

*Access of women to the sector*

The study into the recruitment and retention of women in the sector has clearly shown that there is still room for improvement in many respects. The social partners have decided to organise a campaign during the term of the current collective agreement aimed at improving access of women to the sector and retaining female talent.

**Sustainable employability**

*Informal care*

The pilot project in relation to informal care has highlighted the importance of promoting discussion of the issue of informal care in order to reach tailor-made agreements with respect to the combination of work and informal care. It was found that both employers and employees need to be better equipped to conduct this dialogue. The social partners have jointly decided to move ahead with the campaign proposed by the ROM’s working group on informal care in response to the pilot project.

*Financially fit, career coaches and training vouchers*

To promote sustainable employability in the sector, the social partners have decided to continue the following initiatives without changes for the duration of the collective agreement: Financially Fit, career coaches and training vouchers. In addition, agreements will be made on quality frameworks and evaluation.

*Five Times Better (5xBeter)*

The parties wish to continue the Five Times Better project for the period from 1 January 2027 until 31 December 2028, with annual funding of € 1 million from the ROM’s budget.

*Study into schemes for older workers*

In 2022, the social partners agreed that from 2024 an extensive study would be carried out into the effects of the existing and expiring schemes for older workers in the collective agreement. The results of the study will provide the social partners with guidance for the consultations on future policy regarding sustainable employability. In light of its importance for both employees and employers, the social partners have decided to commence this study in the near future and to discuss the results in the ROM in the second quarter of 2025 at the latest.

*Early retirement scheme: conditional continuation*

If the existing tax exemption scheme remains intact, the parties to the collective agreement will continue the early retirement scheme for the Metalektro for a maximum of five years, from 2026 to 2031. The parties can enter into consultations in the light of national developments relating to early retirement.

**Metalektro Collective Agreement – Senior Staff**

In the previous collective agreement the parties announced an investigation into how the Basic Collective Agreement and the Collective Agreement for Senior Staff might be consolidated. This study will continue during the term of the next collective agreement.

***Drawing up of B-provision***

A provision will be added to Article 7.5.1 stating that, prior to the establishment of a B-provision, employers can seek advice from a committee to be established by the ROM.

**Readability of the collective agreement**

The social partners will form a committee to make proposals for simplifying the text of the collective agreement with a view to making it more readable and therefore easier to implement.

**Editorial changes to the text of the collective agreements**

Changes in the text of the collective agreements, ensuing from statutory provisions or otherwise, and clarifications of the text of the collective agreements will be made by the social partners and will, as usual, be drafted by the Editorial Committee and adopted by the board of the ROM.

**Levies for funds in the collective agreements**

The total scope of the contributions to the funds will remain 0.5%. The contribution for the Social Fund (SSF) will remain 0.08%. The division of the remaining contributions between ROM and A+O will be determined on the basis of the projects that the parties to the collective agreement have agreed will be carried out by each of the foundations. The ROM’s board will make a further decision on this before the end of 2024.

So done in Utrecht on 13 May 2024:

FME: FNV Metaal:

Erik Tierolf Albert Kuiper

Theo Henrar

CNV Vakmensen.nl: De Unie:

Arthur Bot Gertjan Tommel

VHP2:

Amilde Schuur