

Outcome of negotiations, 22 September 2022

On 22 September 2022, employers' organisation FME and trade unions FNV Metaal, CNV Vakmensen, De Unie and VHP2 concluded their negotiations on the new collective agreements for the Metalworking and Electrical Engineering Industry (Metalektro). The agreements reached by the parties are set out below.

The parties to the collective agreements feel that peoples' purchasing power must be sustained in the long term. The high inflation rate is taking a large bite out of disposable incomes. The outcome of the negotiations is that the parties will compensate for that in the long term as far as possible, while also, in the short term, improving the situation of employees in the sector by way of a purchasing power bonus. During the term of the agreement, the parties will closely monitor the trend in inflation and review its implications for wage development in preparation for the next collective agreement.

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 Metalektro is one of the most important sectors in the Dutch economy. To maintain the success of the sector, the social partners are jointly committed to:

- creating a good investment and business climate in the Netherlands for companies in the industrial and Metalektro sectors;
- creating an international level playing field;
- ensuring responsible wage cost development;
- retaining companies and work for the Dutch economy;
- improving broad welfare in the Netherlands.

The parties stress the great importance of also implementing the joint strategic agenda together. In that context, they will arrange for the following actions to be taken during the term of this collective agreement:

- There will be a thorough external investigation of the socio-economic importance of the Metalektro: what developments are crucial in and for the sector, and what policies are needed to preserve and strengthen the sector's interests, now and in the future.
- On the issue of labour market policy, the parties agree on the following action points:
 - the social partners will draft a concrete action plan for the development and implementation of a skills passport;
 - the social partners will consider how they can assist in the further development of the Smart Makers Academy;

- the social partners will organise a campaign to promote working in the Metalektro, with particular attention for inclusion and diversity;
- the social partners will investigate how they can provide financial and other support for the creation of Technohubs.
- On the issue of promoting labour relations in the Metalektro, the social partners agree on the following action points:
 - the collective agreement training days (Article 6.11 of the collective agreement) will be continued for the duration of the collective agreement;
 - the social partners will organise joint visits to companies during which employers and employees of the company will be able to hold discussions with local and sectoral representatives of the parties to the collective agreement.

Duration

The duration of the new collective agreements is as follows:

- The Collective Agreement - Basic, the Collective Agreement for Senior Staff and the Supplementary Collective Agreement on the Working Conditions System (SAO) will be effective for 18 months, from 1 December 2022 until 31 May 2024.
- The Collective Agreement on Labour Market Policy and Vocational Training (A+O) will be effective for 12 months, from 1 January 2024 until 31 December 2024.
- (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:

- 5.5% with effect from 1 December 2022;
- 3.5% with effect from 1 January 2024.

The amounts of the minimum increase and of the minimum holiday allowance (on the basis of full-time employment) will be calculated in the usual manner.

The actual hourly wage (on the basis of full-time employment) will therefore be at least € 14 with effect from 1 January 2024.

One-off bonus

The parties agree a one-off bonus of € 1,080 (on the basis of full-time employment). This bonus will be paid during the term of the collective agreement, over a period of 18 months starting in December 2022. This represents a sum of € 60 per month. Payment will take the form of an increase in the share of the pension contribution paid by the employer and a reduction of the share paid by the employee.

In cases where the bonus cannot be paid through pension contributions, the total amount of € 1,080 will be paid in the form of multiple gross monthly payments of €60 (for employees in full-time employment).

This agreement also applies for temporary employees.

To be clear: the agreed pension contribution and accrual rate remain the same.

Temporary derogation clause

The agreed structural wage increases may be temporarily derogated from during the term of the collective agreements (by virtue of amendment and extension of Article 7.4.5). The effect of this provision is as follows:

- the wage increase of 5.5% from 1 December 2022 may be postponed for a maximum of 12 months. In exchange, employees will temporarily receive 9.5 extra hours of holiday entitlement per month.
- the wage increase of 3.5% in 2024 may be postponed. In exchange, employees will temporarily receive 6 extra hours of holiday entitlement per month.

Derogation clause in Collective Agreement for Senior Staff

Article 3.2 of the Collective Agreement for Senior Staff has the status of a B-provision within the meaning of Article 7.5 of that collective agreement (Derogation from provisions in a Metalektro Collective Agreement – Basic). During consultations on a Metalektro Collective Agreement – Basic covering Article 3.2 of the Collective Agreement for Senior Staff, the entire remuneration policy for senior staff in the company may be discussed.

Working hours

Innovation in working hours arrangements / work schedules

For the duration of this collective agreement, the social partners are creating the possibility 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 will inform the Consultative Council in the Metalektro (ROM) of any arrangements / plans agreed at company level so that the ROM can create a database of innovative solutions.

If necessary, the ROM may grant employers and trade unions dispensation from provisions of the collective agreements to implement the solution.

The social partners wish to encourage the use of living labs and will therefore establish a budget from which they can provide expert support for them (the size of the budget will be determined by the ROM on the basis of the available funds).

The ROM will draw up a protocol for consultation between employers and trade unions regarding the use of living labs.

Before 1 January 2024, the parties to the collective agreements will consult on the possibility of extending this scheme (after 31 May 2024).

Obligation to work overtime

The overtime provision (Article 2.6) is amended. The obligation to work overtime is abolished in the new collective agreement. The employer may only require an employee to work overtime in the event of emergencies, and then only for a maximum of 10 hours within a four-week period. Emergencies are defined as unintended or unforeseen events. The basic principles of Article 2.6 are not revised, which means that nothing changes for employees who are exempted from working overtime.

Temporary four-day working week

Pursuant to Article 2.2.1, employees who work full time may temporarily work four days a week by using their unused annual leave entitlement and scheduled paid hours off, unused excess hours and/or unused overtime hours. A clause is inserted in Article 2.2.2a stipulating that the employer may deny the employee's request on the grounds of compelling business interests.

Sustainable employability

Generation Pact

The Generation Pact scheme will remain in effect until 31 December 2028. In 2023, the social partners will start monitoring the use of schemes for older workers. From 2024, the parties will launch a detailed study into the effects of ongoing and expiring schemes for older workers, such as the Generation Pact, the Early retirement scheme and the various age-dependent dispensation schemes in the collective agreement (such as Articles 2.3.2 and 2.6.1b and c). The findings from this study will form the basis for consultations between the social partners regarding future policy relating to sustainable employability. Those talks will commence no later than 1 January 2026.

The salary threshold in the Generation Pact scheme will be adjusted in line with the structural wage increases agreed in the collective agreement.

Early retirement scheme

During the term of the existing Early retirement scheme (up to and including 31 December 2025), the salary threshold will be adjusted in line with the structural wage increases agreed in the collective agreements for the Metalektro.

The parties to the collective agreement will explore the possibilities of allowing employees to avail of the Early retirement scheme after 45 years of service. This review will be completed before 1 January 2023.

Sustainable Employability Day

The parties to the collective agreement have added an explanatory note to clarify the provision concerning the sustainable employability day (Article 5.1). It states that the sustainable employability day may not be used as a holiday or as a scheduled paid day off and that the employee must, if requested to do so by the employer, inform the employer of the purpose for which the day is used.

The purpose of the career planning interview (Article 5.2) has been expanded to include activities relating to sustainable employability. The provision now reads: The employee is entitled to one interview in each calendar year covering career planning, development, training and sustainable employment.

The parties to the collective agreement will also consider ways of drawing the attention of employees to the range of activities available to promote sustainable employability, for example through A+O or through the social partners themselves.

Training vouchers

A provision will be inserted in the A+O training voucher scheme preventing an employer from applying for and using a voucher for training for an employee without consulting and informing that employee in advance.

Measures to promote sustainable employability

The parties to the collective agreement agree to continue the following initiatives to promote sustainable employability in the Metalektro sector:

- Financially Fit, for the duration of the new collective agreement;
- Career coaches, until 31 December 2025;
- Training vouchers, until 31 December 2025 (*a decision on whether the value of a voucher can be increased will be depend on the available funds; the board of the ROM will make a decision on the basis of the A+O budget*); and
- Five Times Better (*5xBeter*), to be continued for the period from 1 January 2025 until 31 December 2026, with annual funding of € 1 million from the ROM's budget.

Increasing the sector's appeal

Joint sector-wide initiatives

The parties to the collective agreement have agreed to evaluate the results of their joint initiatives in the ROM's working groups, as agreed in the protocol of 14 July 2021. This agreement relates to the following initiatives:

- Pilot projects in relation to informal care;
- Study into excessive accumulation of leave and a weekly work schedule of 4x9 hours;
- Study into improving the access of women to the sector;
- Research into career switching;

- Evaluation of A+O Metalektro;
- Development of a course in conducting a dialogue.

In addition, the parties will commence a study into job carving.

Working from home – commuting costs

The employer will draw up a reasonable scheme for working from home and for commuting costs.

Apprentice remuneration scheme

The employer will adopt a reasonable scheme for the remuneration of apprentices.

Metalektro Collective Agreement – Senior Staff

During the term of the new collective agreements, the parties will investigate how the Basic Collective Agreement and the Collective Agreement for Senior Staff might be consolidated.

External employees

The salary threshold for the application of Article 6.10.4, as stipulated in Article 6.10.5, will be adjusted in line with the structural wage increases agreed in the collective agreements for the Metalektro.

Employers will offer a permanent employment contract to at least 1,800 temporary employees during the term of this agreement. The parties will evaluate this agreement after conducting an independent study.

Trade union facilities

Trade union contribution

Employees who are members of a trade union will have the right to have their union contributions in 2023 and 2024 included in the tax exemption under the Work Expenses Scheme (*Werkkostenregeling, WKR*) in the company (Article 6.7.1).

Union work in the company

In Article 6.6.2a, the term ‘bulletin boards’ is replaced by ‘through the company’s usual channels of communication’.

Editorial changes to the text of the collective agreements

The social partners will clarify the concept of enterprise in the scope of the collective agreements for the Metalektro. Other changes in the text of the collective agreements, ensuing from statutory

provisions or otherwise, and clarifications of the text of the collective agreements, will as usual be drafted by the Editorial Committee and adopted by the board of the ROM.

Inter alia, the provisions of Article 2.6.1 b and c will be revised in this way.

Short periods of absence

The parties to the collective agreement have agreed that the provisions on short periods of absence (in the table in Article 4.4) will also apply to parents and step-parents, brothers and step-brothers, and sisters and step-sisters.

Levies for funds in the collective agreements

The total scope of the contributions to the funds remains 0.5%. The contribution for the Social Fund (SSF) remains 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 2022.

The implementation of the agreements on Five Times Better, the development of a skills passport, the Smart Makers Academy and Financially Fit will in any case be implemented by / via the ROM.

BUO pension scheme

Since 2015 there has been a single pension scheme for the Metalektro and Metal & Technology sectors. The scheme, referred to as the Industry Implementation Agreement (*Bedrijfstakuitvoeringsovereenkomst*, BUO) is an agreement between the parties to the collective agreements for the two sectors and the pension funds PME and PMT. The current BUO expires on 31 December 2022. The parties to the collective agreements for the Metalektro agree to extend the BUO without amendment until the date of the entry into force of the new pension contract, but not later than 1 January 2026. This agreement will be implemented in the usual manner as laid down in the BUO.

The parties to the collective agreement have also agreed to commence consultations on a new pension contract in the first quarter of 2023.

So done in Amersfoort on 22 September 2022:

FME:

Maurice Rojer

Theo Henrar

CNV Vakmensen.nl:

Arthur Bot

VHP2:

Paul van Bortel

FNV Metaal:

Albert Kuiper

De Unie:

Gertjan Tommel