

Agreement in principle of 14 July 2021

The parties to the collective agreements reached an agreement on an updating of the collective agreements in the Metalworking and Electrical Engineering Industry (Metalektro) on 14 July 2021. The agreements made by the parties are set out below.

The agreements in the negotiated outcome that lead to changes in the Basic Collective Agreement in the Metalektro automatically apply to the collective agreement for senior personnel in the Metalektro if the relevant text is the same or to the same effect in both collective agreements.

Strategic agenda

The sector is confronted with serious challenges in the future: a period of economic uncertainty and volatility, developments in national and international industrial policy, the energy transition, climate policy, geopolitical uncertainty, labour market shortages and radical changes in the needs for training, the changing demands of employees, such as having more control over working hours / work-life balance and their desirability on the labour market, and the need for companies to remain agile enough to constantly respond adequately to all these changes while simultaneously continuing to grow.

The parties have therefore decided to draft a joint strategic agenda for industrial policy, the labour market and labour relations. The parties will finalise the strategic agenda (action plan) before the end of this year and start implementing it from January 2022 (or earlier, if possible).

Duration

The duration of the basic collective agreement, the collective agreement for senior personnel and the Supplementary SAO collective agreement is 24 months and they will run from 1 December 2020 up to and including 30 November 2022.

The duration of the A+O collective agreement is 30 months and it will run from 1 July 2021 up to and including 31 December 2023.

Pension

The parties confirm earlier agreements on the pension scheme. In November 2020, the parties agreed to an increase in pension contributions of 1.19% in 2021 and 0.39% in 2022. Employers will pay the increased contribution. The parties have also agreed on an adjustment of the pension accrual from 1.875% to 1.815%.

Wage increases, possibility for derogation, lump-sum bonus, collective agreement for senior personnel

Wage increases

The actual salaries will be increased by

- 2.3% on 1 July 2021
- 3.0% on 1 February 2022.

The amounts of the minimum increase and of the minimum holiday allowance for full-time employees will be calculated in the usual manner.

Temporary derogation clause

Employers whose situation makes it difficult to increase the actual salaries due to the current exceptional economic circumstances may submit a request for a temporary derogation (from Article 3.4.1) to the Metalektro Consultative Council (ROM), where the request will be assessed by a committee consisting of the chair and vice-chair of the ROM.

The following conditions apply:

- The employer must provide substantiation of the enterprise's commercial situation that has given rise to the submission of the request.
- The request must have been approved by a majority of the employees.
- The employer must make a declaration that at the time of the submission of the request the company has not entered into or submitted a request for an arrangement with creditors.
- The employer must also declare that no dividend and/or bonuses will be distributed in 2022 (or at any earlier or later time) relating to the company's performance over the 2021 calendar year.
- The request must also show whether or not agreement has been reached with the employee unions in the Metalektro on the request for deferral.

If these conditions are met, the ROM will approve the request for derogation. In that event, the following conditions apply:

- The increase in the salaries in 2021 will be postponed for a maximum of six months. For the period of the deferral, the employees will receive extra pro rata holiday entitlements on the basis of the hourly rate specified in the collective agreement of 0.58% of the monthly earnings. In 2021, that represents 24 hours.
- Employees must use the additional hours in 2021 and take the days off in consultation with the employer.
- The actual salaries will be increased by 2.3% from 1 January 2022.
- The employer must inform its employees that the request has been approved.

Lump-sum bonus

On 1 October 2021 the employer will pay a one-off lump-sum bonus of 2.3% of seven times the actual salary for the month of June 2021, including the shift allowance or the allowance for on-call work. The bonus will be calculated over the basic monthly salary up to a maximum of € 4,500 (salary of a full-time employee). The bonus will be paid to employees who were employed by the employer on 1 December 2020 and have been employed by the same employer without interruption since that date.

Collective agreement for senior personnel

The agreements on income do not apply to full-time employees with a gross annual salary, including holiday allowance, of € 101,951 or more in 2020, 2021 and 2022. That amount will be adjusted by the increases specified in Article 3.4 on the dates referred to in that article.

Increasing the sector's appeal

It is important that the Metalektro sector remains attractive for employees. To the end, the social partners have made the following agreements.

Improving the remuneration of young people

The parties agree that the salary groups for young employees will be scrapped and that from 1 January 2022 everyone will be classified in the salary groups for adults.

More women in the sector

There is room for improvement in the number of women working in the sector. The social partners have made the following specific agreements to improve access to the sector for women.

Study into improved access

The parties will conduct research into ways of improving the access of women to the sector. This study will be completed no later than July 2022.

Equal pay for women and men

The parties naturally still endorse equal pay for women and men. The following text on equal pay will be inserted in the collective agreement:

Women and men with the same relevant level of education and experience for a job will be paid the same for performing the same job.

Permanent employability

Early retirement scheme (RVU)

The parties to the collective agreement agree to draw up a scheme to enable employees who meet the conditions to take early retirement. The parameters of the scheme are as follows.

- a. Employees are entitled to early retirement if:
 - they leave employment at their own request in the period from 1 January 2022 up to and including 31 December 2025,
 - and on the date of retirement have reached an age that is not more than 36 months and not less than 6 months below the age of entitlement to the state pension (AOW); and
 - either earn a gross monthly salary that does not exceed € 4,000 euro excluding allowances, for full-time employees
 - or for at least two years in a period of at least five consecutive years immediately preceding the date of retirement:
 - o have performed regular shift work, or
 - o have performed regular on-call duties, or
 - o have regularly received an allowance under the Working Conditions System (SAO bonus) (or equivalent).
- b. The employee terminates his/her employment with the employer with effect from the date on which he/she wishes to make use of the early retirement scheme. The employee has no right to a transition allowance or other severance payment.
- c. The employee may not perform any paid activities as an employee, a self-employed entrepreneur or otherwise, in any case until he/she reaches the age of entitlement to the state pension (AOW).
- d. Employees can register for participation in the scheme from 1 January 2022.
- e. Employees can submit an application six months prior to the envisaged date of participation.
- f. The parties to the collective agreement will create a sector fund for the implementation and financing of the scheme.
- g. The sector fund will levy an annual premium of up to 0.3% of the company's wage bill for the Social Insurance (Funding) Act in the relevant year.
- h. The premium will be levied for the first time in and for the 2021 calendar year.
- i. The fund will have sufficient financial resources to make the payments.
- j. If the number of employees wishing to make use of the scheme exceeds the fund's resources, a waiting list will be created.
- k. The parties will annually evaluate the premium to be levied. The parties may agree to adjust the necessary premium on the basis of that evaluation. If the parties cannot reach agreement on a change to the premium, the previously agreed maximum premium will continue to apply.
- l. Employees eligible for the scheme will receive an allowance on early retirement. The maximum amount that a full-time employee can receive is the amount exempt from the early retirement levy (*RVU heffing*) (in 2021: € 22,164.00 gross on an annual basis; this amount will be adjusted in line with changes in the taxed amounts adopted by the government).
- m. The parties will jointly explore the possibility of using subsidies from the Customised Scheme for Sustainable Employability and Early Retirement (MDIEU) to help finance the costs of the early

retirement scheme and, if possible, also part of the costs of measures to promote the permanent employability of employees.

The scheme will be incorporated in a separate collective agreement on early retirement, which will have a duration of five years.

The parties will also draw up further rules for the technical implementation of the scheme.

Saving leave

Employees can save leave, for example for the purposes of participating in the early retirement scheme. Since the beginning of 2021, employees have been able to save up to 100 weeks of leave. This increase (by 50 weeks) is a result of the national pension agreement.

The parties will establish a fund to facilitate the saving of leave in the sector. The following basic principles will apply:

- the fund is an 'external' (sectoral) fund;
- from 2022, employees will be able to buy the rota-free hours available from the preceding calendar year and invest the proceeds in the fund;
- this applies for newly accrued hours;
- of the balance that had already been accrued before 1 January 2021, a maximum of 25% can be used for the leave-saving scheme each year;
- the leave-saving scheme does not apply to statutory days of leave.

The parties will flesh out the details of this agreement.

Continuation of the Generation Pact

The evaluation of the Generation Pact pilot project agreed in the previous collective agreement has demonstrated that the use of the Generation Pact has positive effects. The Generation Pact can make a valuable contribution to promoting the permanent employability of employees by allowing them to work less on relatively favourable terms. This enables participants to achieve a better life-work balance in the period prior to their retirement and reduces the risk of employees becoming incapacitated for work.

The parties to the collective agreement agree to continue the Generation Pact scheme unchanged until at least 1 December 2023.

Career change; pilots with informal care

In the interests of promoting permanent employability, the parties will explore the need for rules and possibilities for career change / demotion in the sector.

They will organise pilot projects relating to informal care at twenty companies in association with the Work and Informal Care Foundation (*Stichting Werk en Mantelzorg*).

Labour Market and Training (A+O)

The parties agree to evaluate the efficiency and effectiveness of the activities and resources of the Labour Market and Training Organisation for the Metalektro (*Stichting A+O*). The evaluation will be completed before July 2022.

The parties will continue the projects with career coaches and development vouchers and the Financially Fit programme for the duration of the collective agreement, and will also ask Stichting A+O Metalektro to develop a training course in conducting a dialogue for employees and their managers.

The parties have decided that the Five Times Better (*5xbeter*) project will be continued for the period from 1 January 2022 up to and including 31 December 2024 and that € 1 million from the Stichting A+O Metalektro's budget will be earmarked annually for it.

There will be a levy of 0.39% for the A+O collective agreement in 2021, 2022 and 2023.

The parties will jointly explore the possibility of using subsidies from the MDIEU scheme to support measures to improve permanent employability.

Temporary employees

Employers will offer at least 2,400 temporary employees a permanent employment contract during the term of this collective agreement. The parties will evaluate this provision of the agreement in the autumn of 2022.

The actual salaries of temporary employees working full-time for the employer will be increased by the agreed structural salary increases referred to above.

Working hours

The parties to the collective agreement make the following agreements:

- Mandatory overtime will be limited to a maximum of ten hours in a period of four weeks. Article 2.6.1.a. will be amended accordingly (Article 2.61 b. and c. remain unchanged). The overtime provision (Article 2.6) can be derogated from for on-call employees with the agreement of the unions.
- On request by the unions, the employer will hold talks (within two months) with the parties to the collective agreement on the state of affairs in the company with respect to aspects such as working hours, overtime, absenteeism, permanent employability and employment.

The ROM Working Group on Working Hours will be asked to:

- conduct a joint analysis of issues relating to the excessive accumulation of leave from the perspective of both the employer and the employee (for example, the causes of the accumulation of leave and how to prevent it)
- conduct a joint analysis of a system with a weekly roster of four nine-hour days.
- conduct a campaign to raise awareness of the effects of onerous rosters and simultaneously make available toolboxes that were developed earlier with the aim of reducing onerous rosters.

Union contribution; collective agreement training day

In 2021 and 2022, employees who are members of a trade union will be entitled to have their union contributions covered by the company's tax exemption under the Dutch Work Expenses Regulation.

Employees who have been members of a trade union and have been employed by an employer since 1 January 2021 will be able to participate in a 'collective agreement training day' in 2022. Topics covered during this training day will in any case include labour relations and the collective agreement. The event will be prepared and organised by trade unions, with a role for the FME and the employer. The event will be organised in consultation with the employer. The FME will also organise a 'collective agreement training day' for employers, with a role for trade unions.

Levies for the Social Fund (SSF) and Metalektro Consultative Council (ROM)

The contribution to be paid by the employers to the ROM on the basis of Article 6.3.2 is 0.03% in 2021 and 2022.

The contribution to be paid by the employers to the Social Fund on the basis of Article 6.4. is 0.08% in 2021 and 2022.

Regulation on dispensation from the collective agreement

The parties to the collective agreement will clarify the rules on dispensation. Further conditions will be adopted for dispensation (on the basis of Annex B to the collective agreement for Metalektro). For example, the company must have its own collective agreement that has been signed by the parties to the Metalektro collective agreement; the company's own collective agreement must be equivalent to the Metalektro collective agreement; the company will continue to contribute to the collective sectoral schemes (PME, A+O, Social Fund).

So done in Zoetermeer on 14 July 2021:

FME:

FNV Metaal:

Maurice Rojer

Albert Kuiper

Theo Henrar

CNV Vakmensen.nl:

De Unie:

Arthur Bot

Gertjan Tommel

VHP2:

Jorg Sauer