FNV Transport & Logistics Proposal Letter
for the 2027 Collective Labour Agreement (CLA) for Professional Road Freight Transport and the Rental of Mobile Cranes

Dear members of the employers' delegation,

The Collective Labour Agreement (CLA) for Professional Road Freight Transport and the Rental of Mobile Cranes expires on 31 December 2026. Through this letter, FNV Transport & Logistics wishes to present its proposals for the new 2027 CLA.

The negotiations will commence after the summer. Our objective is to take a significant step towards a future-proof collective labour agreement, making the sector more attractive to current employees, reducing employee turnover, and attracting new entrants as well as workers transitioning from other sectors.

Our proposals are based on the outcomes of an extensive membership consultation conducted across the various subsectors, including discussions with union representatives, a comprehensive member survey, and input from the FNV Transport & Logistics Subsector Council. The proposals have been developed within the framework of FNV's national employment conditions policy and are aimed at improving the employment conditions of our members.

1. Purchasing Power and Wages

Due to the relatively low base salary, our members still feel compelled to work frequent and excessive overtime in order to meet their living expenses. This situation is unsustainable and contributes to the growing exhaustion of employees in our sector. Our consultation shows that, more than ever before, employees experience the structural necessity of working so much overtime as a serious burden. After all, there is no other sector in which employees are expected to work such substantial overtime as a standard practice.

We therefore demand a substantial improvement in purchasing power, including full compensation for inflation. We propose increasing the base salary by **6% effective 1 January 2027**.

We reserve the right to amend this percentage should FNV's national wage demand, to be determined in September 2026, and/or global economic developments warrant such an adjustment.

Furthermore, we propose that the CLA should provide greater scope for tailor-made arrangements at subsector level and in response to specific company circumstances by converting the agreement into a **minimum CLA**.

In view of the continuing—and once again rising—inflation, we also see sufficient reason to introduce **Automatic Price Compensation (APC)**. We propose an APC mechanism with a floor of **0%**, ensuring that our members are protected against inflation while providing long-term income security. We are willing to discuss the inclusion of a maximum cap if required.

2. Working Time and Rostering Arrangements

The 2026 CLA represented an important first step in addressing the highly fluctuating starting times experienced by employees. We have observed that a number of companies have already taken modest steps in this area. We wish to strengthen these improvements and ensure they become more mandatory within the new CLA.

This is particularly important given the continuously increasing State Pension (AOW) retirement age, the need to promote sustainable employability, prevent premature labour market exit, and retain and attract employees during a period of persistent labour shortages.

Our members have expressed a strong need for greater control over their working days, working hours and schedules. Currently, employers can often determine when employees are required to work, from Monday through Sunday. Employees are frequently informed of their start time for the following day at very short notice, while the end of the working day is often equally unpredictable. As a result, drivers are effectively expected to remain available 24 hours a day, seven days a week.

This situation has an unacceptable impact on employees' work-life balance and makes the sector significantly less attractive. We therefore advocate greater employee influence over working days, working hours and rosters. This should be a key priority in making the sector future-proof and improving recruitment.

Work schedules should be issued **at least four weeks in advance**, while daily working hours should be communicated **at least four days in advance**, following what the law already requires.

In addition, we propose that overtime should become payable after **8 hours of duty per working day**, rather than under the current system where overtime only accrues after **40 hours per week** (excluding weekend hours). This will contribute to a fairer wage system and reduce the structural dependence on overtime.

3. Working Conditions and Sustainable Employability

Sustainable employability is one of the central pillars of our proposals.

We propose deleting the wording in **Article 26(c)** stating that the employer and employee shall jointly determine whether certain arrangements can be implemented. Our membership consultation demonstrates that, in practice, requests under this provision are frequently rejected, resulting in employees still being required to work shifts and/or night work. This situation has become unsustainable.

Article 28(b): We propose making the same amendment as described above.

4. Specific Allowances

We propose amending the commuting allowance provided under **Article 39(a)**.

The current arrangement is inadequate. It should no longer be permissible to deduct the first **10 kilometres of a one-way commute** from reimbursement. Furthermore, the travel allowance should be aligned with the maximum tax-free mileage allowance, currently **€0.25 per kilometre**.

Night Shift and Shift Work Allowances

We observe that the current premiums for night work and shift work in our sector lag behind those in comparable industries. Members consider the current allowances insufficient and outdated, which contributes to employees leaving the sector.

We therefore propose substantially increasing these premiums.

Minimum percentages under **Article 36(2):**

- Two-shift system (without night shifts): **13%**
- Two-shift system (including night shifts): **16%**
- Three-shift system or more: **22%**

5. Other Proposals

- E-learning constitutes study time, and study time constitutes working time. These hours should count towards overtime calculations and shift premiums. If training falls during the weekend, participation should not be mandatory and should instead be scheduled on a weekday (Monday through Friday).
- Article 38: Remove the discretionary "may" provision and explicitly include refrigerated warehouses.
- The cost of the mandatory medical self-declaration (medical examination), currently €46 every five years, should be paid by the employer. Any leave required to attend the medical examination should likewise be paid by the employer.
- Increase the number of trade union leave days available to active workplace representatives (Article 65(n)). The current maximum of 20 days is insufficient in certain cases, such as participation in joint working groups, trade union activities and collective bargaining. As is currently the case, these days should continue to be reimbursed through the O&O Fund.
- Introduce a specific CLA provision for **mentor drivers**, with a minimum character, including a minimum gross allowance of **€400 per month** in the form of a personal allowance.
- FNV wishes to discuss arrangements regarding severe weather, unworkable weather conditions and heat stress, including the RIVM Heat Plan (KNMI Code Red and KNMI heat stress scale levels 1–10).
- Article 10(5): Replace "8 hours per day" with "8 hours per duty period."
- Business (or business unit) transfers: FNV proposes including a proper employee transfer protection scheme (OPOV) within the CLA to better safeguard employees' rights and seniority in the event of (concession) transfers.
- Article 69(d): Reduce the KNV discount to 0%.
- Article 45 (Study Costs Scheme): This provision should not apply to training courses required for Code 95.
- Article 65 (Special Leave): In the event of the death of an immediate family member, extend paid bereavement leave to five days.
- Introduce a home working allowance for non-driving personnel in accordance with Nibud guidelines.

- Within the CLA for Professional Road Freight Transport and the Rental of Mobile Cranes, it should not be possible to include a non-compete clause for employees up to and including salary scale F.

Additional Points of Attention

Editorial amendments

- Article 40(2): The definition of the relevant level is missing. We propose deleting this paragraph.
- Article 9a(2): Employers should not only be required to stipulate that agency workers receive the applicable basic employment conditions but should also be required to demonstrate compliance. This will help prevent exploitation and unfair competition.
- Article 26(a): To eliminate ongoing uncertainty, we propose that all payroll corrections made by the employer must always be fully specified.
- Definition of an on-call worker: The current definition describes an on-call worker as any employee hired incidentally for fewer than five consecutive days. This regularly leads to disputes. The strictest interpretation implies that an on-call worker may never work more than five consecutive days. We therefore propose the following definition:

"Any employee who is called in by the employer on an incidental basis and who has no fixed working days or fixed working hours."

- Article 11(2): The cross-references are incorrect (currently referring to Article 40(1), (2) and (5)).
- Article 16(1): Remove the asterisk relating to the extension order (AVV).
- Article 19(3): Replace "a lower salary step" with "one salary step lower" in order to prevent abuse. For example, an employee who belongs in salary scale D6 may temporarily be placed in D5 during the probation period, but not in D1, which unfortunately still occurs in practice.

Naturally, we reserve the right to submit additional proposals, withdraw proposals or amend proposals during the course of the negotiations.

Conclusion

We believe it is necessary to amend the Collective Labour Agreement for Professional Road Freight Transport and the Rental of Mobile Cranes on several crucial points.

Through these proposals, we aim to achieve a collective labour agreement that makes the sector more attractive to new entrants while better protecting existing employees against the rising cost of living.

We look forward to constructive negotiations and hope to reach a collective labour agreement that fairly serves the interests of both employees and employers.