

## Collective Labour Agreement Negotiation Result – Butchers’ Sector

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### 1. Duration of the CLA

A collective labour agreement with a duration from 1 September 2025 up to and including 28 February 2027.

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### 2. Wages

#### A. Adjustment and elimination of CLA wage as of 1 September 2025

- The CLA wage for a 20-year-old employee classified in salary scale 8 will be abolished as of 1 September 2025.
  - The CLA hourly wage in salary scale 8, step 0 will be increased to €17.58 gross as of 1 September 2025.
  - The CLA hourly wage in salary scale 9, step 0 will be increased to €17.88 gross as of 1 September 2025.
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#### B. Percentage-based wage increases

1. The CLA salary scales and the actual gross wages will be increased by 1.00% as of 1 November 2025.
  2. The CLA salary scales and the actual gross wages will be increased by 3.50% as of 1 March 2026.
  3. The CLA salary scales and the actual gross wages will be increased by 1.50% as of 1 January 2027.
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#### C. Exceptions

For the agreements mentioned under points B1 through B3, certain exceptions apply. These are explained below per date.

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#### 1 November 2025

The wage increase of 1.00% as of 1 November 2025 does not apply to:

- 1) Salary scale 1
- 2) Salary scale 2, steps 0 and 2
- 3) Salary scale 4, step 1
- 4) Salary scale 5, step 0
- 5) Youth wages in salary scales 2 through 4

For these five categories, the following applies as of 1 November 2025:

- Classified in salary scale 1: this scale follows the statutory minimum wage throughout the entire term. There will not be a wage increase on 1 November 2025.
- Classified in salary scale 2, step 0: this step follows the statutory minimum wage throughout the entire term. There will not be a wage increase on 1 November 2025.
- Classified in salary scale 2, step 2: a wage increase of 1.50%.
- Classified in salary scale 4, step 1: a wage increase of 1.50%.

- Classified in salary scale 5, step 0: a wage increase of 1.50%.
  - Classified in salary scale 2 with a youth wage: a wage increase of 1.25%.
  - Classified in salary scale 3 with a youth wage: a wage increase of 1.75%.
  - Classified in salary scale 4 with a youth wage: a wage increase of 2.25%.
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#### 1 March 2026

The wage increase of 3.50% as of 1 March 2026 does not apply to:

- Salary scale 1. This scale follows the statutory minimum wage during the entire term of the CLA.
  - Salary scale 2, step 0. Step 0 of salary scale 2 follows the statutory minimum wage during the entire term of the CLA.
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#### 1 January 2027

The wage increase of 1.50% as of 1 January 2027 does not apply to:

- Salary scale 1. This scale follows the statutory minimum wage during the entire term of the CLA.
  - Salary scale 2, step 0. Step 0 of salary scale 2 follows the statutory minimum wage during the entire term of the CLA.
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### 3. Salary Table Research

The parties will conduct research into the structure of remuneration within the salary table. A benchmark study will form part of this research. Based on the results, the parties will assess whether it will be possible in the future to agree on wage increases based on the CLA wage rather than the higher actual wage.

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### 4. Early Retirement Scheme (Heavy Work)

The following protocol agreement has been made:

Social partners agree to extend the Early Retirement Scheme (RVU scheme). Between October 2025 and the end of 2025, the parties, together with the Expertise Centre Heavy Work (TNO), will determine which positions and tasks in the butchers' sector are classified as "heavy work". These positions and tasks will qualify for inclusion in the RVU. The goal is to implement the scheme from 1 January 2026 or as soon as possible thereafter, once TNO has given its final approval of the classification.

This is subject to the condition that the fiscal framework for the RVU is established in the 2026 Tax Plan, still to be adopted by the Senate, and that the government implements the policy agreements set out in the RVU Agreement of October 2024 of the Labour Foundation (Stichting van de Arbeid).

The above means that if TNO does not approve the classification, no new RVU scheme will come into effect. In case of partial approval, for instance if certain tasks or positions are not designated as "heavy work," the RVU scheme will apply only to the tasks or positions that are included in the approved classification.

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## 5. Overtime

Following a ruling by the Court of Justice of the European Union, the distinction between full-time and part-time employees regarding overtime has taken on a new legal interpretation. The CLA parties have agreed on the definition of when overtime applies: overtime refers to hours in which the employee, at the employer's request, performs work that exceeds the scheduled working hours for that day by more than 18.5%.

Exceptions apply in specific circumstances:

- The new rule does not apply to students and pupils;
- It also does not apply when the employee voluntarily offers to work extra hours;
- Additionally, part-time work is not considered overtime if the part-time employee replaces a colleague who is temporarily ill for up to one week.

This new agreement will take effect on 1 November 2025.

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## 6. Production Allowance

Employees who, on 31 October 2025, are entitled to a production allowance under the CLA will retain this entitlement on and after 1 November 2025.

Employees who join a central butchery or pre-packaging company on or after 1 November 2025, where the company mainly or exclusively supplies supermarkets, will no longer be entitled to the production allowance.

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## 7. Travel Allowance Scheme

The travel allowance scheme remains unchanged, except for the amount of the kilometre reimbursement, which will be adjusted as follows:

- As of 1 November 2025, the reimbursement per kilometre will increase from €0.21 to €0.22;
  - As of 1 March 2026, the reimbursement per kilometre will increase from €0.22 to €0.23.
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## 8. Temporary Agency Workers

A study will be conducted into the use of temporary agency workers within the sector, including the effects on communication within companies, workload, and safety. The results of this study will be discussed in the Labour Conditions Committee, with the intention of developing concrete agreements to improve employment security.

Furthermore, the parties have agreed to shorten the period referred to in Article 4a, paragraph 1 of the CLA for the Butchers' Sector from 5 years to 2 years.

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## 9. Leave Savings Scheme

A previous agreement had already been made to investigate the possible introduction of a leave savings scheme. The parties have now agreed to implement this investigation in the coming period.

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10. Sixth Working Day

It has been agreed to clarify the CLA provisions concerning the sixth working day of the week (Saturday).

This clarification aims to end discussions and ambiguities regarding whether or not employees are entitled to an allowance for working on this sixth day.

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11. Internship Allowance

The internship allowance will be increased from €350 gross to €400 gross per month.

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12. Budget Coach Reimbursement

The reimbursement for engaging a budget coach will be increased from €300 to €750, under the condition that the Board of the Training and Development Fund in the Butchers' Sector approves this adjustment.

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13. Reimbursement for Employability and Career Advice Costs

The reimbursements for employability and career advice costs will be increased from €750 to €1,000, including VAT, on the condition that the Board of the Training and Development Fund in the Butchers' Sector agrees to this change.

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Drawn up and signed on

*(Signature section remains in Dutch, as requested)*

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Koninklijke Nederlandse Slagersorganisatie

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