

Amendments to the collective agreement for the transport of goods by road for hire or reward with effect from 1 January 2019 and/or 1 January 2020

Collective agreement article:	Amendment:
Term	Collective agreement from 1 January 2020 to 1 January 2021
Article 6: Employer's obligations	<p>Paragraph 4 has been amended with effect from 1 January 2019:</p> <p>The employer is obliged to provide the employee with a specification for each wage payment (per 4 weeks, per month). This specification must contain at least the following information:</p> <ul style="list-style-type: none"> - employee's name - period over which wages are paid - salary - surcharges - overtime - gross pay - deductions - net salary - subsistence expenses - holidays - ATV days (days off under the reduction of working hours scheme) - balance of time for time hours - balance of Personal Choice Budget - the value of a holiday in accordance with article 67a paragraph 9a.
Article 9: Temporary agency workers	<p>Paragraph 2 has been amended with effect from 1 January 2019:</p> <p>The employer is obliged to stipulate in agreements with temporary employment agencies or payroll companies established in the Netherlands and/or abroad that the workers posted to the employer are granted the basic working conditions equal to those of the employees working in the same or equivalent positions employed by the employer.</p> <p>Paragraph 3 lapses on 1 January 2019.</p>
Article 14: Wages in the event of freezing weather and flooding	<p>Article 14 'Wages in the event of freezing weather and flooding' has been replaced in full with effect from 1 January 2020:</p> <p>Unworkable weather scheme</p> <ol style="list-style-type: none"> 1. The employer is exempt from the obligation to continue to pay wages on the basis of Article 7:628 paragraph 1 of the Dutch Civil Code if, on the day on which extraordinary natural conditions occur, the conditions referred to in paragraph 3 are met. 2. Exceptional natural conditions apply in the case of: <ul style="list-style-type: none"> a. freezing weather, sleet or snowfall, if these conditions occur in the period from 1 November to 31 March

	<p>b. excessive rainfall, if it rains for at least 300 minutes on a working day between 07.00 and 19.00 hours in the postcode area in which the employee works</p> <p>c. other exceptional natural conditions. This includes, for example, high water conditions.</p>
	<p>3. To benefit from the exemption referred to in paragraph 1, the following conditions must be met:</p> <p>a. Failure to perform the agreed work is the result of exceptional natural conditions as referred to in paragraph 2</p> <p>b. The number of waiting days referred to in paragraph 5 has expired</p> <p>c. The employee concerned is entitled to benefit on the basis of Article 18 of the Unemployment Act in respect of the hours for which he cannot work; and</p> <p>d. In accordance with paragraph 6, the employer has reported to the UWV Employee Insurance Agency every day on which it is impossible to work due to exceptional natural conditions.</p>
	<p>4. The exemption on the grounds of paragraph 1 does not apply insofar as an employee is on leave or on holiday.</p>
	<p>5. The number of waiting days in the following cases are as follows:</p> <p>a. freezing weather, sleet or snowfall: 2 working days in the period from 1 November to 31 March, on which it is not possible to work due to freezing weather, ice or snowfall</p> <p>b. excess rainfall: 19 working days per calendar year on which it is not possible to work due to excessive rainfall</p> <p>c. other exceptional natural conditions: 2 working days per calendar year on which work cannot be carried out due to exceptional natural conditions, other than freezing weather, ice, snowfall or excessive rainfall.</p>
	<p>6. a. On each day on which the agreed work cannot be performed due to exceptional natural conditions, the employer shall report to the UWV for each employee the number of working hours at which work location and for which period of the day the work cannot be performed, as well as the position of the employee and the reason for the inability to perform the work.</p> <p>b. The employer shall file the report referred to under a on the day to which it relates. The report is valid for the whole day. If the report relates to a circumstance as referred to in paragraph 5(a) or (c), the UWV will receive the report before 10:00 in the morning.</p> <p>c. For the notification referred to under a, the employer shall use the form made available for this purpose by the UWV.</p>
	<p>7. If, at the end of the period for which the employer is obliged to continue paying wages pursuant to the above, the employee is entitled to a payment under the Unemployment Act, the employer is obliged to provide a supplement to this payment for each extraordinary natural condition pursuant to paragraphs 5a and 5c for a maximum of 8 working days and in total up to a maximum of 19 working days, equal to 25% of the daily wage on which this payment is calculated. As a result of an interruption due to an extraordinary natural circumstance pursuant to paragraph 5b, at the end of the period for which the employer is obliged to continue to pay wages pursuant to this paragraph 5b, the employer is obliged to provide a supplement of 25% of the daily wage to which this benefit has been calculated for a maximum of 2 working days.</p>

	After the aforementioned periods, the employer is still obliged to provide a supplement of 10% of the daily wage on which basis that benefit is calculated.						
Article 22: Persons aged 21 and above	After paragraph 1.e. has been replaced with effect from 1-1-2019:						
	Pay scale/increment	Amounts per			Hourly wage at		
		Week	4 weeks	month	100%	130%	150%
	A-1	394.04	1576.16	1710.48	9.85	12.81	14.78
	B-1	404.98	1619.92	1758.07	10.12	13.16	15.19
	C-1	414.44	1657.76	1799.20	10.36	13.47	15.54
	After paragraph 1.e. is replaced by the following with effect from 1-1-2020:						
	The minus increment amounts on 1 January 2020 are:						
	Pay scale /	amounts per		hourly wage at			
	step	week	4 weeks	month	100%	130%	150%
A -1	398.39	1593.56	1729.38	9.96	12.95	14.94	
B -1	409.33	1637.32	1776.97	10.23	13.30	15.35	
C -1	418.79	1675.16	1818.10	10.47	13.61	15.70	
The minus increments on 1 July 2020 are:							
Pay scale / step	Amounts per:		hourly earnings per				
	week	4 weeks	month	100%	130%	150%	
A -1	401.44	1605.76	1742.58	10.04	13.05	15.05	
B -1	412.38	1649.52	1790.17	10.31	13.40	15.46	
C -1	421.84	1687.36	1831.30	10.55	13.71	15.82	
Article 25: Functional pay scales	Job grade scales as of 1 January 2020:						
	Only an amendment to the amounts for salary scale A'0:						
	Pay scale/ increment	Amounts per:			Hourly wage at:		
		Week	4 weeks	Month	100%	130%	150%
A-0		387.70	1550.80	1680.00	9.69	12.60	14.54
Article 40: reimbursement of subsistence expenses	Paragraph 3 has been replaced by 'The subsistence allowance is as of 1 January 2020:						
	In addition, the amounts under 3.a, 3.b and 3.c have been replaced on 1 January 2019 by:						
	3.a. In the case of one-day journeys ¹⁾ :						
	-	shorter than 4 hours ²⁾		no untaxed allowance			
	-	longer than 4 hours ²⁾		€ 0.63 per hour			
	-	between 18.00 and 24.00 hours:					
		if departure before 14.00 hours		€ 2.90 per hour			
	-	if departure is after 14.00 hours and there is an absence duration of at least 12 hours an extra allowance of		€ 12.10			
	3.b. For multi-day journeys:						
	-	First day		€ 1.28 per hour			
	between 17.00 and 24.00 in case of departure before 17.00 hours		€ 2.90 per hour				
3.c. Interim days			€ 50.16 per day				
Last day			€ 1.28 per hour				

	<ul style="list-style-type: none"> - between 18.00 and 24.00 hours € 2.90 per hour - between 24.00 and 06.00 hours € 1.28 per hour - between 24.00 and 06.00 hours if arrival after 12.00 hrs € 2.90 per hour <p>Finally, paragraphs 4 and 5 are deleted.</p>
Article 41: Payment of stopover fees	As of 1 January 2019, the amounts have been increased to €12.10 net and €21.40 gross per day.
Article 65: Special leave	<p>Amendments as of 1 January 2020:</p> <p>Paragraph 1.a. has been replaced by the following 'in the event of a notification of an intended marriage of the employee'.</p> <p>Paragraph 1.c. 1st indent has been replaced by the following: 'in the event of childbirth of the spouse/registered partner: once the weekly working hours'.</p>
Article 67a: Holidays	<p>Articles 9a, 9b and 9c have been replaced by the following with effect from 1 January 2019:</p> <p>9. As of 1 January 2019, the value of the 20 statutory days' holiday and of 2 of the days' holiday in excess of the statutory entitlement accrued as of 1 January 2019 consists of the following components:</p> <ul style="list-style-type: none"> - The one-day job grade salary plus the personal allowance and the shift bonus - The average amount received per day in the previous calendar year for a structural reimbursement of the allowances for Saturday and Sunday hours (Art. 33), the Allowances Matrix (art. 37) the dirty work allowance (art. 38A), the cold weather allowance (art. 38B), the call-out allowance (Art. 42), the travelling hours for workers on mobile cranes (Art. 47) and the irregular hours allowance (Art. 55. Because these allowances are not always of a structural nature, 90% of the total value is included in the calculation - The average amount received per day in the previous calendar year in structural compensation for overtime, Saturday and Sunday hours to the extent that these exceed 40 hours per week. Because these allowances are not always of a structural nature, this amount is capped at 22.75% of the job grade salary. <p>10.a. The employer is obliged to keep a record of the holiday days/hours taken by or paid out to the employee.</p> <p>10.b. Amendments regarding the (remaining) number of holidays/hours must be stated on the salary specification.</p> <p>10.c. At the end of employment, the employer shall provide the employee with a statement showing the final payable number of holiday days/hours.</p>
Article 69D; Wage tables Goods transport Netherlands	<p>Job grade scales as of 1 January 2020:</p> <p>Only an amendment to the amounts for salary scale A'0:</p>

