



Valuable input for the new Collective Labor Agreement (CAO) in the Convenience Food Industry

In November, we, from FNV Food Industry, conducted a collective labor agreement (CAO) survey among the employees of the Convenience Food Industry in the Netherlands. A significant number of participants, both members and non-members, completed the survey. Thank you very much for your participation! Your input is crucial to us, as you are the ones who know best where improvements are needed. We will incorporate these insights into the negotiations that commence on January 9, 2024.

According to the CAO survey:

- 40% of the participants are not yet members of our union, but fortunately, they have found us now that it concerns these crucial negotiations.
- 98% consider it important to include Annual Performance Conversations (APC) in the collective labor agreement (CAO).
- 70% of the participants experience mental and/or physical workload and wish for a reduction. This is often related to staff shortages, excessive workload, and physically demanding tasks
- Only 65% of the participants agree with the statement that they can reach retirement in good health with the current provisions.
- The most crucial topic for negotiations is salary, followed by an improvement in job security and a better commuting cost arrangement.
- The issue of workload is also in the top 5 topics for negotiations.

What's next?

With your input from the survey, the FNV sector council members and the negotiator are drafting the proposal letter. The letter outlines our demands for your new collective labor agreement (CAO). You will soon find the letter on our website. Are you on our mailing list? If so, we will keep you informed via email during the upcoming negotiations. Are you an FNV member? Please check in 'My FNV' whether your details and email preferences are accurate.

Together for a good CAO in the Convenience Food Industry

To negotiate a good CAO, we need your support. The most effective way to support us is by becoming a member of FNV. As an FNV member, you stand stronger and have more influence on the outcome of the CAO negotiations. Together with you and all other FNV members, we can advocate for better working conditions, so you and your colleagues get what you are entitled to. If you work for a company in the Convenience Food Industry, your employer will reimburse a portion of the membership fee at the end of the year. [Join us!](#)