



Proposed Amendments by FNV for the Collective Labor Agreement for the Butchery Industry 2024-2025

1. Duration

We propose a duration of one year, from March 1, 2024, to February 28, 2025.

2. Income Development

Compensation for Inflation Backlog

FNV proposes a structural increase of 9.8% for salaries and salary scales effective March 1, 2024, to address the inflation backlog accumulated since October 2021.

Purchasing Power Development

Additionally, FNV proposes a gross monthly increase of €100 for wages effective March 1, 2024, as part of a structural improvement in purchasing power.

General Price Compensation (APC)

Furthermore, we propose to introduce a General Price Compensation (APC) as of January 1, 2025, to compensate for future inflationary backlogs. This means that, in order to offset the rising cost of living, salaries will be indexed through the application of a price compensation system. Specifically, on January 1 of each year, gross salaries will be adjusted based on the variation in the Consumer Price Index (CPI). The adjustment will be made using the CBS Consumer Price Index figure (series for all households, derived from October to October). The adaptation will be equal to the change in the index from October to October. In the application of this price indexing scheme, preliminary CBS Consumer Price Index figures will be used if the final figures are not yet available. This implies that any corrections made retrospectively to the preliminary Consumer Price Index figure for a particular month will not be considered. If adjustments turn out to be negative, the percentage will not be applied but will be frozen and reconciled with future increase.

Minimum of € 16

The FNV advocates for the minimum wage to be at least 60% of the median wage. This means that the lowest hourly wage in the collective labor agreement (cao) should be raised to a minimum of €16 per hour. The FNV emphasizes the importance of sufficient progression between salary scales and appropriate distribution within those scales. Lifting the bottom to €16 per hour will have an impact on the entire salary structure. With the earlier mentioned conditions, the FNV aims to adjust the salary structure as of March 1, 2024, with specific attention to the lower end.

3. Indefinite-term contract

According to FNV, a permanent contract is the standard. Work that is structural, meaning work that is available for more than nine months in a year, can and should be carried out by someone with a permanent contract. Flexibility is only acceptable in case of peak demand or illness. This means that flexible work has a place only when someone is absent due to illness or, for instance, when there is a temporary increase in workload, nothing more. We would like to make agreements about this in the collective labor agreement (cao).

4. Employer's obligations

In Article 3, Section 6, it is stipulated that if a temporary agency worker is employed by the same employer for 3 months or longer, the employer is obligated to ensure that the employee receives an hourly wage at least equal to the salary they would earn if directly employed by the employer. Additionally, in such cases, the temporary agency worker is entitled to the allowance as mentioned in Article 14.

We propose extending these rights to temporary agency workers from the first day of their employment with an employe.

5. Senior arrangement

We propose expanding senior arrangement I as mentioned in Article 27, paragraph 1, to introduce an 80-100-100 arrangement. We note that relatively few employees utilize the 80-90-100 arrangement because they cannot afford a financial setback. At the same time, there is a significant demand to be able to work one day less, given the strenuous nature of the work.

6. Heavy work arrangement

We propose modifying the definition of heavy work (Appendix 11, Article 1, Section 12) as follows: "those tasks/functions in which the employee performs duties within the production space of a pre-packaging company or central butcher shop, in an area cooled to a temperature below 12 degrees Celsius".

7. Travel expenses

The costs for commuting are increasing, partly due to rising fuel prices. Therefore, we propose adjusting the commuting allowance to €0.23 per kilometer, effective March 1, 2024, and eliminating the personal contribution of 20 kilometers per working day. Additionally, we suggest providing a commuting allowance to employees who, on their own initiative, move farther away from their workplace, up to their new place of residence.

8. Working time is paid time

In the collective labor agreement (cao) for the butchery industry with a term from October 1, 2017, to December 31, 2018, it was agreed upon to establish a protocol outlining arrangements for the payment of working time during interim hygiene actions and the payment of working time for hygiene procedures at the end of the shift. However, we cannot find this protocol anywhere. We propose incorporating the agreements made at that time regarding this matter into the cao.

9. Protocol agreements from the collective labor agreement (cao) 2022-2024

In the Butchery Industry collective labor agreement (cao) 2022-2024, several studies and research topics are included. We aim to further specify and incorporate certain mentioned subjects into the new cao.

Salary Table: We propose reducing the number of steps in salary scales 2, 3, and 4. Specifically, we suggest reducing the number of steps in salary scale 2 to 3 steps and in salary scales 3 and 4 to 4 steps. In our opinion, employees working in positions covered by these salary scales can perform their roles adequately within a period of 3 and 4 years, respectively.

Leave savings: We propose allowing employees to accumulate leave up to 100 weeks in a tax-friendly manner. With the accumulated leave, employees can choose to retire earlier or take intermittent days off for purposes such as a sabbatical, caregiving, or further education.

Production allowance: We would like to discuss how the production allowance can be utilized, ensuring it applies to all employees within the Butchery Industry collective labor agreement (cao). Incorporating it into the salary scales is preferred.

We reserve the right to modify or add proposals during the negotiations.