



January 2022

Dear members,

In December 2021, members (and non-members) informed us via a collective labor agreement survey which employment conditions they consider important. We used the more than 215 responses as input to draw up the proposal letter together with the FNV executives. We use its contents for the negotiations on the CLA for Meat Products 2022. Below we list the most important points .

- Automatic price compensation (APC) with a good purchasing power improvement of 100 euros gross per month on top.
- A better heavy work agreement.
- Increase the lowest wage scale in steps to 14 euros per hour.
- Good pension.

Would you like to read the full proposal letter again? See attachment.

Strong together for a new collective labor agreement for Meat Products

The more people within processed meats are members of the FNV, the more we can make good agreements with employers for the new collective labor agreement. So join your colleagues. As an FNV member you know the benefits of membership and you know how important it is to be a member for a good collective labor agreement. Do you want to contribute to a larger, stronger FNV and a better Collective Labor Agreement for Meat Products? Invite colleagues to join as well. As a thank you will receive 10 euros from us!

[MAKE YOUR COLLEAGUE A UNION MEMBER](#)

Kind regards,

Liza van Nuysenburg
BESTUURDER FNV VOEDINGSINDUSTRIE



Vereniging voor de Nederlandse Vleeswarenindustrie
To the negotiating delegation of the VNV
Louis Braillelaan 80
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Datum
21 januari 2022

Ons kenmerk
DEV-CBB-LvN/RH

Betreft / Onderwerp
cla proposals for meat products

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Bijlage(n)
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Dear Mr Hoedemakers, dear Laurence, or Dear Mr van der Kruijk, dear Richard,

There seems to be no end to the corona story. It is almost starting to become "normal" and without corona there are already enough challenges in the sector; tight labor market, considerable inflation, fascination and retention of employees. However on February 3 we will start the collective labor agreement negotiations for the Processed Meats Collective Labor Agreement, which expires on February 1, 2022.

In the appendix you will find the proposed changes that were introduced with the necessary input from the members and executives, but also the employment conditions policy of FNV. Proposals that, in the opinion of the FNV members, will make the sector a lot more attractive and future-proof.

Hoping for good and constructive negotiations.

We sign with kind regards,

Liza van Nuysenburg
Karel de Buijzer
[BESTUURDERS FNV](#)

CC.
Leden FNV Vleeswaren
Peter de Ridder, CNV Vakmensen

CLA PROPOSALS FOR MEAT PRODUCTS ON BEHALF OF FNV

Heavy work arrangement

Last year we made agreements in the context of the heavy work scheme. There is, however, an edge to this arrangement. The current form of the heavy work scheme has not been approved and is therefore not a binding employment condition for the entire sector. This promotes competition on terms of employment and that is certainly not desirable in the sector. That is why we want to discuss the extent to which we can arrive at an RVU scheme that can be declared universally binding. Furthermore, experience in various sectors has shown that the benefit amount is so low that it is a major barrier to make use of it. Certainly for the professions in the lowest wage scales, which really do the hardest work in the processed meats sector. That is why we have the following proposals to achieve a more accessible heavy work arrangement.

- The employee has the right to combine the heavy work scheme with part-time work.
- Up to 100 weeks of leave can be saved, so that employees in the processed meats sector can increase their sustainable employability themselves. Among other things, by using this leave during the RVU period as a supplement to the RVU.

Pensions

Last year we agreed on a first pension contribution increase as an advance towards the new pension system. The current pension premium of 25.45% now gives a replacement ratio of between 52% and 56%. In other words, if a Processed Meats employee now retires and has worked for 40 years, he/she will receive 52% of the last earned wage. I don't think this is anyone's ambition. That of the FNV certainly not and that is why we are also making a proposal regarding the pension contribution.

- Increase the pension contribution by at least 2%.

Collective Agreement Meat products with a future

The processed meats sector has recently been characterized more and more as a low-wage sector, a sector where employee turnover is very high. If you are 50 and new to the Processed Meats sector, you will earn €11.06. €11.06 = the minimum wage! Before the Corona crisis it was already clear that you cannot get by on the minimum wage. Two years and a lot of inflation later, things have not improved. It is really not possible in a sector where there are hardly new employees to be found. That is why the FNV thinks that for working people in the Netherlands, to compensate for inflation, the salaries should be indexed by applying automatic price compensation. Purchasing power retention In order to return to a sector with a future, we make the following proposals for a collective labor agreement for Processed Meats with a future:

- The starting scales will disappear from the collective labor agreement. Minimum wage as a basic is not of this time and certainly not for this sector.
- To compensate for the increase in the cost of living, salaries are indexed by applying the APC (Automatic Price Compensation). This means that each time as of 1 February the gross salaries are adjusted based on the development of the consumer price index (CPI). The adjustment is made on the basis of the CBS consumer price index (series of all households, derived October-October).
 - o In addition, we propose to increase the wages and pay scales annually by EUR 100 gross per month and we propose a limit of EUR 14 gross per hour.
 - o The allowances for special activities (inconvenients) are indexed annually/annually increased by the actual wage increase.

Steady work the norm

It is well known that flexible work has taken on undesirable forms in the Netherlands. The Processed Meats sector has a nice collective labor agreement article in which the aim is to use no more than 20% flex. However, it is common for this percentage to be exceeded. Then with the permission of the works council, but with no prospect of improvement. There are also signs of a high turnover of temporary workers because no prospects are offered in the sector. That is why we propose to lay down this perspective more clearly in the collective labor agreement. The fact that one is employed by the employer after one year of working in the sector is already stated in art. 13 paragraph 2.2, but we do not see this reflected in practice. That is why we want to make concrete implementation agreements about this. Permanent work should “just” become the norm again.

Equal work, equal pay

It is not good that a temporary worker colleague has less good working conditions than a permanent employee in the Meat Products. This also makes it less attractive to work as a temporary worker in the processed meats sector. That is why we make the following proposal.

- In anticipation of the ABU collective labor agreement, which will only regulate this in 2023, we want the 2022 annual bonus to also apply to temporary workers.

Work costs scheme

The work-related costs scheme offers the possibility to meet the employee in a tax-efficient manner in various schemes. We would like to make use of this by making the following agreements about this and making them fall under the WKR with priority:

- The trade union contribution is fully reimbursed.
- Loyalty must be rewarded with a jubilee bonus. The proposal is to pay half a gross monthly salary at 12.5 years of duty, 1 gross monthly salary at 25 years of duty and 1 net monthly salary at 40 years of duty.
- Adjust the travel expenses scheme by reimbursing 0 to 10 km with €0.12 per km (bike allowance). An employee who commutes 10 kilometers or more will receive a compensation of 0.19 per kilometer.

We also reserve the right to discuss new or amended proposals during the consultation.