

NIEUWSBRIEF 04-06-2025

Nieuws van FNV voor de MITT

FNV Newsletter – Update on MITT Collective Agreement Negotiations

MITT CLA: Third Negotiation Held in Positive Atmosphere, But Differences Remain

On Tuesday, 27 May, the third round of negotiations took place between the trade unions and employers regarding the new MITT collective labour agreement (CLA), which expires on 1 September 2025. So far, discussions have been positive and constructive. Many topics are on the table, but on crucial issues – such as wages and contract duration – unions and employers still hold differing views.

Below you'll find what's being discussed, what FNV is proposing, and how the negotiations will continue.

What's on the table?

Wages and Duration

Employers are proposing a 22-month CLA with three wage increases. The first would be in November: a 1.25% raise plus a fixed monthly increase of €30 gross. Next year would bring an additional 1.5% increase, and in early 2027, another 1%.

Travel Reimbursement

Not all employers currently reimburse travel expenses. A mandatory scheme is now being proposed, starting 1 January 2026. The exact details (distance, modes of transport, rate per kilometre) still need to be worked out.

Internship Compensation

FNV has long advocated for fair compensation for interns, regardless of education level. Both employers and unions agree this should be part of the CLA. Negotiations are now focused on setting a minimum amount.

Selling Leave Days

There is an ongoing study into whether employees could voluntarily sell their unused leave days.

Working Groups

Some topics require more in-depth discussion, such as:

- The new early retirement scheme (RVU): Who will be eligible, and what monthly amount will they receive until retirement?
 - Employer proposal to reduce sick leave pay for long-term illness.
 - Union access to the work floor.
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What else is being discussed?

- Making **5 May** a guaranteed public holiday in the CLA (Liberation Day in the Netherlands).

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- Commitment to **international trade union cooperation** and the role of the MITT sector in the global textile supply chain.
- Support for **sustainability initiatives** like the Agreement on Sustainable Garments and Textiles.
- The option for employees to **repay student debt (DUO)** via payroll deductions.
- Improvements to the **Generation Pact scheme**, currently set at 80% working hours, 85% pay, and 100% pension accrual.
- The **impact of Artificial Intelligence (AI)** on the sector and training people to work with it.

What's next?

The next round of negotiations is scheduled for Tuesday, 1 July 2025. We hope to move closer to a final agreement then. As always, we will keep you informed of the outcomes.

Do you have questions or want to share your opinion on the proposals? Speak up via your FNV representative or contact your union organiser by emailing mitt@fnv.nl!

Join us and help secure better wages and a stronger union for yourself too!



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of membership

Together we are stronger 

FNV MITT Negotiation Team

Representatives, Union Official Paul van Boxtel, and Consultants Hielke Moorlag and Marianne Priem