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## **COLLECTIVE LABOUR AGREEMENT**

### **Introduction**

This collective labour agreement ('CLA') for the Meat Products Industry has been concluded between:  
on the employers' side:

the Association for the Dutch Meat Products Industry in Zoetermeer, the Netherlands  
and on the employees' side:  
FNV Utrecht, and  
CNV Vakmensen, registered in Utrecht, the Netherlands

This CLA is in force from 1 October 2024 to 1 March 2026.

## **CHAPTER 1 GENERAL PROVISIONS**

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### **Article 1 Scope and Definitions**

1. This CLA applies to the (parts of) businesses referred to in Section 2.

The following terms used in the CLA have the following definitions:

2. business:
  - a. (parts of) undertakings engaged in the manufacture of meat products: preserving or preparing meat in a factory, whether or not mixed with other substances, unless the preserving or preparation is carried out solely by chilling or salting; and/or
  - b. (parts of) undertakings whose activities mainly consist of slicing and the resulting packaging of meat products and the related activities; and/or
  - c. (parts of) undertakings that prepare bacon;
  - d. meat products are understood to include products composed partly of plant and animal proteins (hybrid products) and products made from plant proteins, intended to replace the function of meat products;
3. An undertaking, or branch of an undertaking, in which activities other than those referred to in section 2 are also carried out, is classified under the CLA of that sector of activity to which the majority of the activities of that undertaking belong;
4. employer:  
the natural person or legal entity running a business as referred to in section 2;
5. unions:  
each party on the employee side;
6. employee:  
any person employed by the employer who is exclusively or mainly responsible for carrying out activities as defined in Appendix I.  
Within the meaning of this CLA, holiday workers, namely school pupils or students who are employed by the employer during their holiday periods, are not considered to be employees. Articles 4, 4a, 6, 16 to 21 and 29 do not apply to porters; Wherever reference is made to 'employee,' 'he' or 'him', it may also read 'female employee,' 'she' or 'her'.
7. partner:
  - the spouse of the employee;
  - the employee's partner registered with the civil registry office;
  - the person who has a permanent joint household with the employee. This must be evidenced by a notarial cohabitation agreement;
8. skilled adult employee:  
an employee with the required knowledge and experience;
9. duty roster:  
a working time scheme indicating the times at which employees commence, end and pause their work;
10. shift work:  
work performed alternately in a 24-hour period by two or more shifts in regularly recurring order.
11. Standing Committee:  
a committee set up by the parties to this CLA, composed jointly, to promote the uniform interpretation and application of the provisions of this CLA and to prevent disputes concerning the interpretation and application thereof;
12. boning teams:  
businesses owned by legal or natural persons carrying out boning under contract for undertakings as defined in Article 1(2);
13. basic hourly pay:  
hourly pay rounded off to the nearest cent, calculated by dividing the basic periodic pay by 144;

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14. basic weekly pay:

weekly pay rounded off to the nearest cent, calculated by dividing the basic periodic pay by 4;

15. basic periodic pay:

4-weekly pay (excluding any 53rd week) as set out in Appendix II;

16. basic monthly pay:

the pay per calendar month rounded off to the nearest cent, calculated by multiplying the basic periodic pay by 13 and dividing by 12 months;

17. CLA amounts:

All amounts indicated in this CLA are gross amounts in euros.

18. Minimum CLA:

The CLA for the Meat Products Industry is a minimum CLA. Due to the nature of this CLA, a departure therefrom in favour of the employee is permitted.

19. Income:

- the agreed fixed pay;
- fixed allowance whether or not based on a government decree;
- earnings under a remuneration system in force in the business;
- shift bonus;
- fixed allowances and benefits based on the CLA, including earnings from overtime and holiday allowance.

Not included under income:

- travel allowance;
- expenses allowance;
- bonuses, benefits under profit-sharing schemes and similar emoluments;

20. Hygiene operations:

The time involved in hygiene operations, meaning all hygiene operations for tools and personal protective equipment by the employee that have to be carried out on the instructions of the employer, including washing hands insofar as this takes place immediately upon entering or leaving the workplace.

## **CHAPTER 2 THE EMPLOYMENT CONTRACT**

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### **Article 2 Content of the employment contract**

The employment contract shall be drawn up in writing in duplicate and signed by the employer and employee. As a minimum, the employment contract must specify:

- a. the date of entry into service and the trial period;
- b. the position and the salary;
- c. the job group and the years-in-job scale;
- d. the (average) working hours per week;
- e. the location of work;
- f. whether the employment contract is for an indefinite period of time or a fixed-term. In the case of a fixed-term employment contract, it shall be stated when or in which circumstances it will end;
- g. the applicability of a pension scheme;
- h. the applicability of this CLA.

### **Article 3 Trial period**

1. The first two months of the employment contract serve as a trial period. An employment contract entered into for less than two years but longer than six months is subject to a trial period of one month. This period may be shortened in the individual employment contract.
2. No trial period will apply if:
  - a. A new employment contract is entered into with the same employee within 3 months after termination of the preceding employment contract.
  - b. The employee already had a fixed-term employment contract with the employer immediately prior to this employment contract.
  - c. The employee worked as a temporary worker for the employer immediately prior to the employment contract.
  - d. A temporary contract of six months or less is entered into.

### **Article 4 Working hours**

1. The gross annual working hours in the event of full-time employment equal:
  - the number of days in a calendar year less the number of Saturdays and Sundays in that year, multiplied by 7.2 hours. The gross working hours are 1,886.4 hours in 2024, 1,879.2 hours in 2025 and 1,879.2 hours in 2026.

The net annual working hours in the event of full-time employment are as follows:

- the number of days in a calendar year minus the number of Saturdays and Sundays in that year multiplied by 7.2 hours, minus any holiday hours referred to in Article 27 section 1, minus the number of public holidays referred to in Article 13, section 1, provided that these public holidays do not fall on a Saturday or Sunday, multiplied by 7.2 hours. Net working hours are 1,670.4 hours in 2024, 1,656 hours in 2025 and 1,663.2 hours in 2026.

The standard working time per day is 7.2 hours. If the employer in fact applies a duty roster with different working hours per day, this different value may also be used as a basis for calculation, provided that the number of hours to be worked remains the same each year.

The gross and net working hours referred to in this section must also take into account the rights to paid leave granted in other articles of this CLA.

2. Working hours according to the duty roster shall not exceed 9 hours per working day or shift and shall not be less than 32 hours per week or more than 42 hours per week. Working hours according to the duty roster shall not exceed 468 hours per quarter or 936 hours per half year.
3.
  - a. For day shift employees, the normal daily working hours according to the duty roster on Mondays to Fridays are between 06.00 and 18.00. For employees who do not work the day shift, the normal working hours are between the times of commencement and departure according to the duty roster applicable at that time.
  - b. For employees who perform slicing work during the day shift in accordance with Article 1, section 2 b, the normal daily working hours according to the duty roster on Mondays to Saturdays are between 06.00 and 18.00. For employees who do not work the day shift, the normal working hours are between the times of commencement and

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departure according to the duty roster applicable at that time. Employees involved in the aforesaid activities, who were already employed by a business falling within the scope of the CLA for the Meat Products Industry before 1 April 2007, will continue to be subject to the terms and conditions of employment described in the CLA applicable at that time. They cannot be obliged to work on Saturdays, subject to the provisions of Article 4 sections 6 and 4a of this CLA.

4. Duty rosters should be disclosed 4 weeks before the starting date, except for the number of hours to be worked per day, which will be determined at least one week in advance.
5. The time interval between the start and end of the day shift must not exceed 10 hours. The employer may, with the consent of the works council or staff representative body, extend this period to a maximum of 11 hours. The day shift shall start no later than 9:00, unless a different start time is agreed with the works council or the staff representative body within a set roster.
6.
  - a. If urgent work makes this necessary, the division of normal working hours referred to under 1 to 3 may be deviated from in a department or departments, with the approval of the works council or the staff representative body, in which case the working hours may be divided over Monday to Saturday.
  - b. Sub-section (a) shall not apply to those undertakings referred to in Article 1(2)(b).
  - c. This section does not apply if agreements have been made in accordance with Article 4a.
7. In consultation with the trade unions, each undertaking may deviate from what has been agreed in this article. In the event of force majeure, the parties will endeavour to find solutions whereby the loss of profits and possible consequences for employment are absorbed as well as possible.
8. Working hours of older employees.  
Employees aged 60 and over are entitled to 20 additional leave days per year up to the AOW state pension age.

These days shall be granted on 1 January of each calendar year in accordance with the usual leave arrangements, taking into account existing part-time percentages. These days may not be saved, and must be evenly spread (at least one part of the day) in consultation.

In the event of a change in the state retirement age, the parties shall consult on an amendment of this article.

9. The employer shall, in consultation with the works council or staff representative body (referred to below as the WC and SRB, respectively), specify work-break regulations for its own organisation.  
If this does not take place, the following work-break regulation automatically applies:
  - If the working time per shift exceeds 5.5 hours, a 1/2 hour break shall apply.
  - If the working time per shift exceeds 8 hours, a 3/4 hour break shall apply, whereby a 1/2 hour break shall be taken in one go.
  - If the working time per shift exceeds 10 hours, a 1 hour break shall apply, whereby a 1/2 hour break shall be taken in one go.
  - The break shall always be taken between 2 hours after the start and 2 hours before the end of the shift.
10. Hygiene operations at the end of the shift shall be paid for by the employer. This remuneration can be calculated both in time and in money. See Article 1(20) of this CLA.

#### **Article 4a Saturday work**

1. It is possible for businesses to deviate from the provisions of Article 4 section 3 of this CLA on the basis of location-specific requirements. To this end, businesses must make local agreements with the employees' organisations. It is possible to divide the normal working hours across Mondays to Saturdays.
2. Agreements can be made about frequency and/or allowances (Article 17 of the CLA) and/or the nature of the business activities.
3. In the case of agreements in accordance with this article, Article 4 section 6 of this CLA does not apply. If deviation from the local agreement is necessary, the above article still applies.  
The WC of the businesses that wish to make use of this right (in accordance with the Works Councils Act) has the right to request an investigation into the usefulness and necessity of working on Saturdays.

#### **Article 5 Part-time work**

1. Pursuant to the Flexible Working Act (Wfw), the employee can request the employer to be allowed to work part-time.

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The employer will honour such a request, unless compelling business or service interests dictate otherwise.

2. For part-time work, the provisions of this CLA shall apply pro rata, unless stated otherwise in the relevant articles.
3. Part-timers who work more hours than contractually agreed shall be treated equally to full-time employees. Over these hours they receive holiday allowance and also build up holiday and pension rights.

#### **Article 6 Workwear**

The employee will receive the necessary work clothing and work footwear on loan from the employer.

#### **Article 7 Ancillary activities**

A provision by which the employer prohibits or restricts the employee from performing work for others outside the times when the work is to be performed at the employer's premises is null and void, unless the provision can be justified by an objective reason..

#### **Article 8 Confidentiality**

The employee will not provide third parties in any way with business information that is confidential or that the employee should reasonably understand to be of a confidential nature. This obligation continues to apply if the employment contract has been terminated.

#### **Article 9 Pension scheme**

1. There is a pension scheme for employees under this CLA. The conditions of this scheme are laid down in the pension regulations. The scheme is implemented by the Stichting Bedrijfstakpensioenfonds voor Vlees, Vleeswaren, Gemaksvoeding en Pluimveevlees (VLEP).
2. The scheme is based on the possibility of making maximum use of the fiscal scope of the pension scheme, which gives employees in the meat products industry the opportunity to stop working from the age of 62.
3. Pension accrual during parental leave and pregnancy and maternity/partner leave
  - a. During statutory parental leave as regulated in Article 6:1 et seq. of the Work and Care Act, pension accrual will be continued on the basis of the normal division of premiums between employer and employee.
  - b. During the additional partner leave and pregnancy and maternity/partner leave, pension accrual will be continued on the basis of the normal division of premiums between employer and employee.
4. The contribution is set annually by the board of the VLEP pension fund. The premium as at 1 January 2024 is 26%. This premium is divided as follows: 19.74% employer and 6.26% employee.

Employees aged 60 may seek financial advice on a one-off basis from one of the independent parties appointed by social partners. Employers can claim the costs from the Collective Fund for the Meat Products Industry.

#### **Article 10 Termination of employment contract**

1. Book 7 Article 672 of the Dutch Civil Code shall apply to the termination of the employment contract, unless the following provisions expressly deviate from this:
  - a. Termination takes place at the end of the calendar month or at the end of a 4-week period, depending on the payment period.
  - b. The term of notice to be observed by the employer in the case of an employment contract that on the day of notice:
    - has lasted less than five years: one payment period (one month or one 4-week period);
    - has lasted five years or more, but less than 10 years: two payment periods (two months or two 4-week periods);
    - ten years or more, but less than fifteen years: three payment periods (three months or three 4-week periods);
    - has lasted fifteen years or longer: four payment periods (four months or four 4-week periods).
  - c. The notice period to be observed by the employee is one payment period (one month or one 4-week period).
  - d. If consent, as referred to in Book 7 Article 671a (1) of the Dutch Civil Code has been granted, the notice period to be observed by the employer shall be shortened by the duration of the period commencing on the date on which the complete request for consent is received and ending on the date of the decision on the request for consent, with the proviso that a period of at least one month remains.

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2. The employment contract for a fixed term or indefinite term ends without notice:
  - a. by the death of the employee;
  - b. by termination by mutual consent;
  - c. by termination during the trial period;
  - d. by immediate termination as referred to in Book 7 Articles 678 and 679 of the Dutch Civil Code;
  - e. with effect from retirement;
  - f. by termination by operation of law.
3. Regardless of the provisions of the preceding sections, the employment relationship shall end by operation of law, without any notice being required, at the start of the week or month respectively following the employee's reaching state retirement age (AOW).

## **CHAPTER 3 OBLIGATIONS UPON EMPLOYERS AND EMPLOYEES**

### **Article 11 General obligations**

1. During the term of this CLA, employers shall not apply exclusion and trade unions shall not take or promote any action aimed at amending this CLA.
2. The parties shall endeavour to resolve any disputes through joint consultation.
3. The parties to this CLA will endeavour to promote equal opportunities for men and women in employment.

### **Article 12 Other obligations**

#### **1. Consultation in the event of mergers and reorganisations**

An employer who is considering:

- entering into a merger,
- closing down a business or business unit, and/or
- a major overhaul of staffing levels,

must inform the trade unions and the workers concerned as soon as possible of the measures envisaged and consult with the trade unions on any social consequences for the workers concerned. In addition, the employer must, of course, comply with the Works Councils Act.

#### **2. Periodic consultation at business level with trade unions**

In addition to consultation with the works council and taking into account the position of the works council, direct contacts between the employer and trade unions will take place at least once every six months.

1. In these discussions, the employer will provide information relating to all planned plans – including investment plans – that give rise to a clear change in the business's situation and in particular if they have a significant impact on employment. The use of grant schemes (national and European) will also be involved in these discussions.
2. During this periodic consultation with the trade unions, the employer shall provide information about plans or implementation of plans relating to technological developments and training in the business.
3. The employer shall also, at least twice a year, provide the relevant employees' organisations with information on the number of employees in the business, broken down by establishment, who:
  - have an employment contract for an indefinite term;
  - have a fixed-term employment contract;
  - are temporary workers;
  - actually work in the business in another way;
  - specifying how many of the flexible contracts referred to in section 7 of this article are of an incidental or structural nature and how many of the flexible contracts have been converted on the reference dates into an employment contract for an indefinite term.

#### **3. Social Policy**

1. At least once a year, the employer shall inform and consult the works council or the staff representative body in writing about the social policy pursued and to be pursued. In particular, the following topics will be under consideration:
  - staffing levels and changes therein;
  - programmes related to training, work consultation and promotion;
  - appointment, dismissal and degree of absenteeism;
  - assessment, reward systems and overtime;
  - the possibility of replacement in the event of early retirement.
2. The social report shall be made available at least 14 days before the discussion in the works council or staff representative body respectively for the opinion of the personnel or at the request of a member of personnel.

#### **4. Trade union facilities**

1. If the trade unions so wish, the employer shall provide facilities in the business so that the trade unions can maintain contact with their members.
2. In the case mentioned under 1, these facilities may consist of:



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- allowing the trade unions, in consultation with management, to make announcements to staff on the notice boards;
  - allowing trade union representatives to attend trade union meetings on business matters intended for them, without deduction of pay, at the request of the trade unions and insofar as the business's interests permit;
  - depending on the circumstances and scope of the meeting, and as a rule outside business hours, making business premises available to its own staff for trade union meetings on business matters.
3. If an arrangement has been agreed between the employer and the trade unions within the scope of the arrangement referred to in section 1, the trade unions shall inform the employer in writing of which of their members holds company-work positions. These officers enjoy the same protection against dismissal as members of the works council.
4. At the request of the trade union of which the relevant employee is a member, the employer shall grant the employee paid leave in the following cases:
- 1. to take part, as an official delegate, in meetings of the unions congress, the unions council, district assemblies, business conferences or other similar bodies included in the articles of association of the trade union, including consultation for the continuation or implementation of this CLA, in so far as these are included in the list to be supplied to the employer by the trade union;
  - 2. to take part in an educational or training session organised by the trade union.
- The request for time off for one of the activities referred to under 1 and 2 of this subsection shall be submitted in writing by the trade union to the employer one week in advance.
5. Union officers in the company appointed by the trade union may follow a training programme designated by the CLA parties in the Meat Products Industry, aimed at improving consultation with regard to the application of the CLA in the business.
6. Employers will facilitate the contributions of members of trade unions involved in this CLA for tax purposes by deducting the contributions paid once a year from the gross salary on the basis of a declaration from the employee who is a member of a trade union and then, after offsetting tax and contributions with the rest of the gross salary, paying this amount back to the employee on a net basis, within the fiscal possibilities. (Facilitating the procedure: VI  
APPENDIX

## **5. Employment**

Taking into account the task and position of the works council and the basic principles of normal business operations, the employer will:

- 1. in the event of vacancies arising within the business, the employer first gives employees in the business the opportunity to apply for jobs before embarking on a recruitment procedure outside the business;
- 2. as part of the business's overall social policy, pay particular attention to the employment of workers from the so-called weak groups on the labour market;
- 3. limit overtime as much as possible.

## **6. Sexual harassment**

The employer shall pursue a policy aimed at combating sexual harassment in accordance with Article 1 section 3 e in conjunction with Article 3 section 2 of the Working Conditions Act in the work organisation. This policy will be worked out in more detail for each business.

## **7. Flexible employment contracts**

- 1. The employer will limit flexible employment to a maximum of 20% of the total number of persons employed per establishment of the business.
- 2. If business circumstances necessitate the deployment of a higher percentage, the employer shall not do so until it has obtained the consent of the works council.
- 3. Flexible work as described in section 1 means the work of:
  - a. employees with a fixed-term employment contract with the exception of school pupils and/or other holiday workers during the period from 1 June to 1 September;
  - b. temporary workers and seconded employees with the exception of school pupils and/or other holiday workers during the period from 1 June to 1 September;
  - c. boning workers employed by or through the mediation of so-called boning teams.
- 4. a. The percentage specified under section 1 is calculated on the total number of persons employed in the establishment of the business with contracts for an indefinite term. This includes employees with an apprenticeship/employment contract.

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- b. The total number of persons employed according to section 4a of this Article shall always be set at four reference dates:
  - on 1 January of each year;
  - on 1 April of each year;
  - on 1 July of each year;
  - on 1 October of each year.

4. A verifiable quarterly report from the businesses will be submitted to the Joint Consultative Council.

#### **7a. Offering employment contracts to flex workers**

1. Employers must offer (international) employees who have been working in a production position with the business for more than 2 years, whether or not through different agencies, and who have permanent residence in the Netherlands, an employment contract based on at least equivalent employment conditions. The employer must inform the (international) employee at least 3 months before the expiry of the two-year period, thus after 21 months. The employee will then have 3 months to comply with the stipulated conditions, such as finding their own accommodation. If, after this period, the employee fails to meet the conditions, such as finding their own accommodation, the employer is not obliged to offer an employment contract after the two-year period.
2. In determining the two-year period, all periods worked for the client and work performed at the same location by its legal predecessor are taken into account, including holidays and absence due to occupational disability of up to three months per year. Following any absence, whether due to holidays or occupational disability, of more than 3 months per year, the two-year period shall be extended by the period of absence.
3. Whether the employee has permanent residence in the Netherlands can be evidenced by the fact that:
  1. The employee has their own Citizen Service Number (BSN).
  2. The employee can prove that they have health insurance.
  3. The employee speaks Dutch or is prepared to take Dutch lessons.
  4. The employee is responsible for their own transport to work.
4. The agreement as set out in this article will be reviewed during the term of this CLA.

#### **8. Compliance with the CLA**

1. At the written request of a trade union authorised to conclude a CLA, the employer must demonstrate in writing within 4 weeks that the CLA has been properly complied with.
2. The trade union's written request must clearly indicate what information is to be made available to CLA parties and why this information is reasonably necessary for monitoring or compliance with which terms and conditions of employment stipulated in the CLA.
3. If the employer is unable or insufficiently able to demonstrate that it has complied with the CLA, the trade union is authorised to request the competent court to impose a fine on the employer.
4. The employer will receive written notification of the reasons and extent of the fine.
5. The fine amounts to 100% of the economic benefit obtained and is paid to the Collective Fund for the Meat Products Industry. The amount of the economic benefit is equal to the sum of the CLA obligation to be paid to the employees.

#### **9. Absenteeism and working conditions policy**

The parties are clear on developing absenteeism projects at business level in order to develop an integral approach to combating short-term and long-term absenteeism. The absenteeism project will be submitted to the works council for approval.

## **CHAPTER 4 SALARY AND OTHER FINANCIAL ARRANGEMENTS**

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### **Article 13 Division into pay groups and pay scales**

#### **1. General**

1. The parties consider it desirable that, for the purpose of determining the salaries, the jobs to be performed by the employees should be classified separately for each business in accordance with the Extended Standardised Method of Work Classification.
2. The jobs of the employees are divided into (wage) groups, whether or not on the basis of work classification. Until the jobs in a business are classified, the employees shall be classified by the nature of the work principally carried out by the employer in one of the groups listed in Appendix I, point D.
3. With regard to the application of section 1 sub 2 of this article, in the event of differences of interpretation concerning the classification of the job in the various groups, if desired on the basis of the job descriptions, a further interpretation of the aforesaid group descriptions shall be possible in a business, without prejudice to the right of the trade unions to consult with the relevant employer.
4. Each (salary) group has a (salary) scale that is based on the number of job years.  
The scales are included in Appendix II of this CLA.
5. Employees shall be allocated to one of the pay groups set out in Appendix I depending on the duties performed.  
The employer must inform the employee in writing of the group in which they are classified; this obligation also applies in the event of a change of classification.
6. Any change in the classification of those covered by the hourly wage tables set out in Appendix II shall be made once every 3 months. If the change involves a reduction, the provisions of section 7 shall apply.

#### **2. Starting scale**

1. Workers who are new to the meat products industry shall be remunerated in accordance with the starting scale in Appendix II. The starting scale is based on the minimum monthly pay, Young employees who are graded on the starting scale are entitled to the minimum pay of a young employee two years older. A 16-year-old employee is thus entitled to the minimum pay of an 18-year-old employee, etc. Employees aged 19 and above receive the minimum pay of an adult. If an employee is classified in this starting scale and a position is held with a higher classification, a job grade allowance will be paid on top of the starting scale.  
An employee can be classified in the starting scale for a maximum of 1 year.  
With effect from 1 January 2025, employees can be assigned to the start-up scale for a maximum of 9 months.
2. Employees categorised within a starting scale will, subject to business policy permitting, be offered a fixed-term contract with the prospect of an employment contract for an indefinite term after the second year of employment at the latest after one year of employment. This also applies to temporary workers.  
With effect from 1 January 2025, employees within a starting scale will be offered a fixed-term contract with the prospect of an employment contract for an indefinite term after the second year of employment at the latest after 9 months of employment, provided company policy permits this.  
Amendment shall take effect from the payment period in which the specified age is reached.
3. In order to further encourage the influx of young unemployed people into the Meat Products Industry, starting scales have been chosen. These starting scales involve periodic monitoring and evaluation of the integrated approach. In order to be able to test the effect of the starting scale, a verifiable report from the businesses will be submitted every six months to the Works Council and the Joint Consultative Council.

#### **3. Years-in-job scale**

1. Skilled employees receive the pay scale corresponding to the number of years prior to 1 January in which they have been continuously classified in their pay scale. Employees in pay scales B to E with zero job years shall be classified in 1 job year. Reviews shall take place once a year on 1 January until the maximum of this scale is reached.
1. 2. An employee who starts work before 30 June of any year, is entitled to be granted a job year as of the following 1 January. In the event of commencement of employment after 30 June of any year, there is no entitlement to a job year as of the following 1 January.

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#### **4. Performance of several jobs**

If an employee performs more than one job, the highest classified job(s) shall be used to determine the pay group, provided that the employee performs this/these job(s) regularly.

#### **5. Temporary observation**

Employees temporarily entrusted with work, classified in a higher pay scale, remain classified in their old pay scale.

From day 1 of the temporary assignment, they will receive an allowance equal to the difference between the two pay scales in the case of 0 job years. Upon termination of the temporary observation, this allowance shall lapse. A temporary observation shall be considered permanent if it has lasted longer than 9 months.

#### **6. Permanent transfer to a higher classified job**

1. Employees who are placed in a higher-classified job shall be placed in the corresponding higher pay scale with effect from the payment period following that in which the placement in the higher job occurred.
2. If a skilled employee is placed in a higher pay scale, the increase in the pay scale shall be half the difference between the pay scales for 0 job group years of the relevant two pay scales or as much more as is necessary to bring the new pay scale in line with the next amount in the higher pay scale.

#### **7. Placement in a lower classified job**

1. Through their own fault, due to incompetence, or at their own request.
  1. Employees who, through their own fault, because of incompetence or at their own request, are placed in a lower job shall be placed in the corresponding lower pay scale with effect from the payment period following that in which the placement in the lower job occurred.
  2. If a skilled employee is placed in a lower pay scale for the reasons given above, the reduction in the pay scale shall be the difference between the pay scales for 0 function group years of the two pay scales concerned or as much more as is necessary to bring the new pay scale in line with the next lower amount in the lower pay scale.
2. As a result of operating conditions and on medical advice.
  1. In the event of classification in a lower pay scale as a result of the discontinuation of jobs or as a result of other business circumstances of a skilled employee, they shall be awarded a pay scale that is as little as possible below their original pay. If the allocation of job group years is insufficient, the shortfall shall be converted into an allowance. The employee retains this allowance for 12 months.
  2. In the case of transfer on medical advice – for example, in the event of a change in physical or mental condition – the provisions of subsection 1 shall apply accordingly.
  3. The above, however, applies with the proviso that if the new job is more than one pay group lower, the employee will only be placed back one pay group per 12 months. Periods of transfer for the reasons referred to herein, arising from the same cause, shall be considered as a whole.
  4. If an employee has to be transferred for the reasons mentioned under 1 and 2, it should first be explored whether placement in a job from an equivalent pay group is possible. If this is not possible, the pay will be adjusted in accordance with the provisions of subsections 1 and 2, with the proviso that an employee will retain their job pay after reaching the age of 52 until they reach retirement age.
3. The procedure laid down in this article with regard to placement in lower-classified jobs and the like shall not apply in the event of major reorganisations.

For the purposes of this procedure, a major reorganisation of the business means a change in the business as a whole that results in significant changes in the position of a significant number of employees in relation to the total workforce.

As a rule, such a change will be of an incidental nature and will be treated as such.

#### **8. Reduction of personal allowances**

Personal allowances (PAs) mean only those allowances that the employee should receive in order to prevent a fall in income when introducing work classification. Depending on the circumstances, the PAs may be expressed in cents per hour, or in a fixed amount per payment period.

The parties have agreed that the phasing out of the PAs and the pace thereof is a matter for consultation between the employer and the employee, via the normal channels of consultation in the business. Employers and trade unions can be involved. Disputes may be submitted to the Standing Committee.

The PAs being phased out:

1. on promotion;
2. at transition to a higher age group;

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3. to the given situation in the business, i.e. depending on the way in which the individual and/or collective wage formation has come about.

#### **Article 14 Shift bonus**

##### **Bonus for working in shifts**

1. If employees work in shifts, an average payment period will be calculated from the percentages below:

	<b>00:00 – 06:00;</b>	<b>06:00 – 18:00;</b>	<b>18:00 – 00:00;</b>
Mondays to Fridays	31.5%	N/A	31.5%
Saturdays	45%	45%	45%
Sundays and holidays	90%	90%	90%

By way of departure from the above, the following fixed shift allowances shall apply to work in 2 or 3 shifts:

	<b>2 shifts</b>	<b>3 shifts</b>
	14%	20%

Existing agreements at business level prior to 1 January 2018 concerning a fixed shift bonus will be maintained, insofar as these exceed the allowances included in this CLA.

2. Employees aged 58 and older will no longer be obliged to work shifts. The reduction of the shift bonus shall take place in accordance with paragraph 3 of this article.
3. An employee who, through no fault of their own or at their own request, is transferred to a day shift or to a duty roster remunerated at a lower rate, depending on the period during which they last worked shifts without interruption, shall retain the following percentages of the amount of the shift bonus at the time of the transfer related to their old duty roster or of the difference between the old bonus and the bonus related to their new roster during the following period:
  - if they have worked in shifts for more than 9 months but less than 3 years:  
100% during the current month and the following month;
  - if they have worked in shifts for more than 3 years but less than 5 years:  
100% during the current month and the following month;  
80% for 2 months;  
60% for 2 months;  
40% for 1 month;  
20% for 1 month;
  - if they have worked shifts for more than 5 years:  
100% during the current month and the following month;  
80% for 4 months;  
60% for 4 months;  
40% for 3 months;  
20% for 3 months.

For the purposes of this article, where four-week payment periods are involved, months means the four-week payment period.

#### **Article 14a Accumulation of allowances**

There shall be no accumulation of allowances as referred to in Articles 14, 16, 17 and 18. If and insofar as more than one allowance applies at the same time, only the highest allowance will be paid.

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## **Article 15 Allowance for special activities (inconveniences)**

Employees who actually perform the following work are granted the following allowances:

1. An allowance of €0.15 per hour for:
  - work in the salt works (brine room, salting cellar) and smokehouse;
  - draining sewage treatment wells;
  - work in the cleaning services of materials and factory departments;
  - work, where the gravity of the work and the working conditions show that this work is comparable to the above;With effect from 1 January 2025, the allowance will be €0.20 per hour and as of 1 July 2025 the allowance will be €0.21 per hour.

Employees who were entitled to an allowance for sorting, measuring, salting and gathering of guts on the effective date of this amendment will continue to receive this allowance as long as they continue to perform the relevant work.

2. In the case of primarily working in refrigerated rooms, the following allowances apply:
  - €0.45 per hour in the freezer rooms,
  - €0.15 per hour in the refrigerated warehouses of – 10°C to + 7°C,
  - €0.07 per hour in refrigerated workplaces at a temperature of approximately 7°C to 12°C, for work where the gravity of the work and the working conditions indicate that it corresponds to the above;Work is understood to be carried out primarily when more than 50% of work is carried out in a refrigerated area during a working day;

3. With effect from 1 January 2025, the allowances for primarily working in refrigerated rooms will be as follows:
  - €0.60 per hour in freezer rooms,
  - €0.20 per hour in refrigerated warehouses of – 10°C to + 7°C,
  - €0.09 per hour in in refrigerated workplaces at a temperature of approximately 7°C to 12°C, for work where the gravity of the work and the working conditions indicate that it corresponds to the above;

Work is understood to be carried out primarily when more than 50% of work is carried out in a refrigerated area during a working day.

4. With effect from 1 July 2025, the allowances for primarily working in refrigerated rooms will be as follows:
  - €0.62 per hour in freezer rooms,
  - €0.21 per hour in refrigerated warehouses of – 10°C to + 7°C,
  - €0.09 per hour in in refrigerated workplaces at a temperature of approximately 7°C to 12°C, for work where the gravity of the work and the working conditions indicate that it corresponds to the above;

Work is understood to be carried out primarily when more than 50% of work is carried out in a refrigerated area during a working day.

5. An allowance of €0.36 per hour for work in fresh gut processing. With effect from 1 July 2025, the allowance will be €0.37 per hour.

6. These allowances are not cumulative. In case of multiple allowances, the highest applies.

7. If the circumstances on the basis of which the aforesaid allowances are granted change or are absent, the employer may, in consultation with the works council, deviate from the above amounts. Written notification shall be made to the trade unions when the request for consent is submitted to the works council.

8. The allowances are indexed according to the CLA-wage growth. The amounts in this booklet have been rounded to two decimal places. Unrounded amounts are used when calculating the increases under the Collective Labour Agreement.

## **Article 16 Remuneration of deviations from the duty roster**

### **1. Overtime**

Overtime means: the hours which employees have worked on the instructions of the employer and which exceed:

- a. One quarter (25%) extra per day on top of the roster applicable to them for that day;
- b. More than 6 hours extra per week on top of the roster applicable to them for that week, after deduction of overtime as set out under (a);
- c. Per quarter: those hours worked in excess of one quarter of the agreed gross working hours in the calendar year. An exception to this provision is made for businesses with a seasonal production pattern, in connection with the smoked sausage campaign. For these businesses (c.) means: half of the agreed gross working hours in the calendar year.
- d. The starting dates of the half-yearly periods referred to in Section 1(c) of this article are:
  - in the case of monthly payment on 1 January; 1 April; 1 July; 1 October;

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- in the case of period payment: 1st period; 4th period; 7th period; 10th period.
- 2. For overtime a supplement of 25% of the basic hourly wage applies.  
In the event of shift work, discussions will be held at business level with trade unions on how overtime pay will be arranged, without this giving rise to any cumulation.
- 3. At the request of the employer or employee, overtime may be alternatively compensated in time off, to be taken on a day and at a time to be determined by the employer in agreement with the employee, but within six weeks of the day on which the overtime was worked. In addition, an allowance of 25% of the basic hourly wage must be paid. If no agreement has been reached within six weeks on taking up the time off, the employer shall be entitled to pay the overtime plus the allowance.
- 4. If the employee and employer agree that the overtime bonus will also be converted into time, an additional compensation in time of 25 minutes will apply to the hours for which the 25% bonus must be paid.

#### **Article 17 Unusual working hours**

- a. If the duty roster provides for work to be performed at unusual hours, the workers concerned shall receive an allowance in addition to their basic hourly pay:

	00:00 – 06:00;	06:00 – 18:00;	18:00 – 00:00;
Mondays to Fridays	31.5%	N/A	31.5%
Saturdays	45%	45%	45%
Sundays and holidays	90%	90%	90%

If there is an overlap with Article 16, the highest allowance will apply.

- b. For employees who work for a business that falls under Article 1 section 2 b, the above allowances apply, with the exception of Saturdays, when there is an allowance of 25%. Existing agreements for a higher percentage will be maintained.

#### **Article 18 Compensation for additional attendance and on-call duty**

##### **1. Additional attendance**

- An employee who, unexpectedly and at that moment is not on call and, due to urgent work outside normal working hours, has to perform work outside normal working hours, will receive an allowance of 100% of the basic pay on top of the applicable basic hourly pay for each attendance.
  - Unexpected means: after an announcement made less than one hour before the end of the normal working hours.
  - The time of such attendance should not be between 6 a.m. and the start of normal working hours.
- The length of time during which the urgent work is carried out should not connect with normal working hours.

##### **2. On-call work**

Employees who have to remain available for work (on-call) receive a 24-hour allowance for this.

On Mondays to Fridays the allowance is 90% of the basic hourly wage.

On Saturdays, Sundays and public holidays, the allowance is 180% of the basic hourly wage.

An on-call employee who is called to the factory outside normal working hours is entitled to the number of hours worked per attendance paid at the applicable basic hourly rate.

- 3. No on-call work can be imposed on employees under 18 years of age. Employees over 58 years of age cannot be required to be on call. From this age onwards, on-call work is possible on a voluntary basis.

#### **Article 19 Allowances for diplomas and grants**

- 1. Employees who have completed primary training levels 1 and 2 of the apprenticeship scheme for the meat products industry shall receive the following allowances:
  - a. after the successful conclusion of the apprenticeship contract, such worker will receive a lump-sum allowance of €233;
  - b. one year after obtaining the diploma, such worker will receive an allowance of €349.
- 2. Employees who follow partial courses of the Collective Fund for the Meat Products Industry will be granted the following allowances upon obtaining their full professional diploma (level 3):
  - a. after the successful conclusion of the apprenticeship contract, such worker will receive a lump-sum allowance of €233;
  - b. one year after obtaining the diploma, such worker will receive a supplement of €349.

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3. Employees who obtain a VAPRO diploma and employees in the Technical Services will be granted a one-off allowance of €233 when they obtain a diploma for a technical training at level 2 within the framework of the Professional Practical Skills Course (PPSC). In the following year, such employee will receive an allowance of €349. Permission may be requested from the board of the Collective Fund for the Meat Products Industry to grant this allowance for other diplomas that are valuable in the performance of the position and that are not mentioned.
4. Employees who obtain a certificate comparable to a diploma are granted the following allowances:
  - a. after the successful conclusion of the apprenticeship contract, such person will receive a lump-sum allowance of €233;
  - b. one year after obtaining the certificate, such person will receive a supplement of €349.  
The board of the Collective Fund for the Meat Products Industry determines for which certificate the supplements are granted.
5. Employees who already received an allowance before 1 April 1989 on the basis of the CLA provisions applicable up to that date shall retain this allowance.
6. Non-skilled employees receive one extra salary step after obtaining a professional diploma.
7. The employee may submit a request to a chair of the Joint Consultative Council via the social secretariat for a contribution to their training costs within the framework of employability amounting to a maximum of €1,000 per year (a maximum of €2,000 per two years).

#### **Article 20 Holiday allowance**

1. Every employee who has been employed by the employer for 12 months continuously since 1 May of the previous year is entitled to a holiday allowance equal to 8% of their annual income, with the proviso that this holiday allowance for employees shall amount to at least €1,410 per year. An employee who joined the business after 1 May of the previous year is entitled to the holiday allowance pro rata.

For the purposes of this article, annual income means the provisions of Article 1, paragraph 19, with the exception of the holiday allowance, health insurance contribution and any profit-sharing or gratuity payments.

2. Payment of the holiday allowance referred to in the previous paragraph shall be made in May of each year at the latest.
3. At the end of the employment, the employee shall be entitled to 1/12 of the holiday allowance for each month that they have worked for the employer since 1 May of the current or previous year and for which they have not yet received holiday allowance.

#### **Article 21 Death grant**

In the event of an employee's death, a supplement to the statutory benefits will be paid to their surviving dependants for a period of 3 months up to the deceased's normal income.

'Surviving dependants' mean, in the following order:

- a. the employee's partner at the time of death;
- b. the minor legal, natural, foster or stepchildren of the employee;
- c. other persons with whom the employee lived in a family context.
- d. other persons designated by the employee;
- e. the person who arranges the funeral.

#### **Article 22 Medical insurance contribution**

The employee is entitled to a gross contribution towards medical expenses of €5 per month provided that the employee has demonstrably taken out supplementary health insurance that includes physiotherapeutic assistance.

#### **Article 23 Annual payment**

1. In the course of any calendar year, the employer shall grant an employee with whom there has been an uninterrupted employment contract of at least 2 months a benefit of 3,25% of the income earned with the employer during the preceding 12 months.  
Income includes the provisions of Article 1, section 19, with the exception of the holiday allowance and the benefit itself and of the statutory and extra statutory benefit received in the event of incapacity for work.



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On termination of employment, for each month of employment for which this benefit has not yet been provided 1/12th of this benefit shall be given.

2. At the request of the employer and in consultation with the trade unions, the distribution referred to in section 1 of this article may be converted into a profit-related distribution of between 0% and 4%.
3. The payment referred to in section 1 of this Article shall actually be made no later than 31 December of the calendar year concerned.

#### **Article 24 Salary payment**

The employer shall make the salary payable to each employee immediately after the end of the salary period. A salary slip must be provided, which must as a minimum indicate:

1. name and employee number;
2. the period to which the payment relates;
3. gross amount of pay, broken down into fixed pay, bonuses, piecework pay, overtime pay or other remuneration;
4. the withholding of payroll tax;
5. other discounts applied, to be specified precisely;
6. whether there is an employment contract for a fixed term or an indefinite term and whether there is an on-call contract.

#### **Article 24a Adjustment of wages**

The actual wages will be increased by 3% on 1 October 2024 and by 3% on 1 July 2025. If wages have not been increased within the business by 1 October 2024, the increase of 1 October 2024 on actual wages must be implemented as soon as possible but not later than 1 March 2025. The starting scale will not be increased by the aforementioned increases.

#### **Article 24b Commuting expenses**

1. Employees living 10 km or more from the business are entitled to an allowance for commuting up to 35 km per one-way journey.
2. The minimum amount of the allowance will be at least 22 cents per km. With effect from 1 January 2025, the allowance will be at least 23 cents per km.

#### **Article 25 Retention of old terms and conditions of employment**

Any legally applicable more favourable terms of employment will not be affected by this agreement once this CLA has become effective. This applies to agreements made collectively outside this CLA. Those agreements that have been explicitly discussed within the CLA negotiations do not fall under this article. The Standing Committee will be deployed in the event of any disputes.

## **CHAPTER 5 LEAVE**

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### **Article 26 Sundays and public holidays**

No work is to be carried out on Sundays, Easter Monday, Ascension Day, 5 May in anniversary years (calendar years ending with a zero or a five), Whit Monday, Christmas Day and 26 December, New Year's Day, and King's Day. Insofar as these public holidays do not fall on a Sunday, employees shall continue to be paid the wages or salary, as further described in Article 33.

Work may be carried out:

1. for unexpected and necessary repairs, which cannot be postponed, as well as for those repairs and operations that cannot be carried out during operating time;
2. if and insofar as products are at risk of deterioration or loss in quality;
3. if and to the extent that labour is required for lighting, heating, smoking and cooling;
4. for continuous work;
5. for continuous work, with the proviso that on Sundays and generally recognised Christian holidays at 10 p.m. the necessary persons may commence preparatory work so that the actual shift can commence work at midnight.

For work described under 1, 2 and 3, an allowance of 90% of the basic hourly wage is granted, while retaining the right to leave.

### **Article 27 Holidays**

#### **1. Length of holiday**

1. Every employee who on 1 May of the previous year has worked for the employer for 12 months continuously since 1 May and is 18 years of age or older is entitled to 172.8 holiday hours.

1. Employees who have not yet reached the age of 18 on 1 May will be given the opportunity to take an additional 7.2 hours during that holiday year in addition to the holiday entitlements referred to under 1 above.
2. An employee who has reached the age of 47, 52, 57 or 62 shall – by way of derogation from the rights to leave referred to in section 1(1) of this Article – be entitled to 180, 187.2, 201.6 or 208.8 hours of paid leave, respectively, with effect from the day on which they reach the aforesaid ages.

An employee who makes use of the Senior Staff Scheme under article 27a of this CLA is entitled to 201.6 hours of paid leave.

An employee who has reached the age of 45, 50 or 60 before 1 January 2015 shall – contrary to the above – be entitled to 180; 187.2; 201.6 and 208.8 hours of paid leave, respectively, as of the day on which they reach the aforesaid ages.

4. In the event of a change in the state retirement age, the parties shall enter into consultation on the adjustment of this article.

#### **3. Continuous period of holiday**

The holiday hours referred to in section 1 of this article can be enjoyed for at least 3 consecutive weeks. The consecutive holiday hours will be determined by the employer after consultation with the employees and will fall as much as possible in the months May to September.

#### **4. Holidays when work is interrupted**

The leave referred to in section 1 of this Article shall be reduced by 1/12<sup>th</sup> part for each month during which the employee has not worked.

5. The provisions of the previous sentence do not apply if the employee has not carried out work due to:
  - a. illness or accident, unless deliberately caused by the employee;
  - b. the observance of a legal obligation or commitment with regard to national defence or public order, not being an obligation to turn up for the first exercise;
  - c. enjoying time off based on time off acquired in a previous employment but not taken;
  - d. participating, with the consent of the employer, in a meeting organised by the employee's trade union;
  - e. involuntary unemployment while maintaining employment;
  - f. pregnancy or childbirth.

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6. If an interruption of the work referred to under section 3, subsection 1 of this article falls in more than one holiday year, the part of the interruption falling in a previous year shall also be taken into account in the calculation of the period of absence.
7. In the event of incapacity for work, full holiday entitlements are accrued and written off in full when holidays are taken.

#### **Article 27a Senior Staff Scheme**

1. Employees aged 60 and over can make use of two possibilities to reduce the working week:
  - 90% work, 100% salary gross and 100% pension accrual according to the agreed contribution distribution between employers and employees, or;
  - 80% work, to be included in whole days per week, for 90% salary gross and 100% pension accrual according to the agreed contribution distribution between employers and employees.

Depending on the chosen scheme, the days are included in half a day a week, one day a week, or one day every two weeks.

2. In order to make this arrangement possible, employees aged 60 and older must use all their extra leave days referred to in article 4 section 8, as well as one of the extra leave days referred to in article 27 section 1 subsection 3 of this CLA.
3. The day off is scheduled on a weekly basis in consultation with the employer. The schedule for these days will be agreed at least six months in advance. In principle, the scheduled days off will not be exclusively scheduled on a Monday or Friday.
4. In the event of a change in the state retirement age, the parties shall enter into consultation on the adjustment of this article.

#### **Article 28 Holiday entitlements acquired with previous employer(s)**

The employee must inform the employer at the start of the employment how much holiday entitlement they have acquired from their previous employer(s) but not actually enjoyed, so that the employer knows how many unpaid free hours the employee is entitled to.

#### **Article 29 Holiday entitlements at the end of employment**

On termination of the employment relationship, the employee shall be entitled to a one-twelfth part of the holiday referred to in Article 27(1) for each month that they have been working continuously since 1 May of the previous year and for which they have not yet taken holiday or hours off.

If so desired, they shall be given the opportunity to record the hours to which they are entitled, with the proviso that these hours may not be included in the notice period unless by mutual agreement. The corresponding salary will be paid to the employee for all holiday or leisure hours that the employee has not taken.

#### **Article 30 Saving holiday hours**

The employee can save a maximum of 108 holiday hours per year up to a maximum of 540 hours. The employee shall take the leave in consultation with the employer.

The employer shall submit an implementing regulation to the works council or staff representative body for approval.

#### **Article 31 Absence with retention of salary**

1. In the cases mentioned below, the employee is entitled to retention of salary:
  1. In the event of the employee applying for a marriage licence: for the time needed to do so, up to a maximum of 5 hours;
  2. in the case of their own marriage or registered partnership, provided the employer has been notified at least one week in advance: a period of two shifts;
  3. in the event of childbirth of the partner: one times the weekly working hours. In the first six months after the birth of the child, the partner is also entitled to a further five weeks of additional birth leave. During this parental leave, the employee is entitled to a benefit from the UWV (Employee Insurance Agency) of 70% of the daily pay. For the purposes of this section, 'partner' means: the spouse, the registered partner, the person with whom the employee cohabits or the person whose child the employee recognises;
  4. in the case of marriage or registered partnership of one of their own children, foster children, parents, brothers or sisters, brothers-in-law or sisters-in-law, grandchildren: a period of one shift;

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5. in the event of the death of the partner and of the residing own or married children and foster children as well as in the event of the death of residing parents, parents-in-law and grandparents: from the day of death up to and including the day of the funeral or cremation;
6. in the event of the death of parents, parents-in-law, grandparents and great-grandparents of the shoe, unmarried and married children, foster children and grandchildren, and brothers and sisters who live in the house: during one shift as well as for attending the funeral or cremation during one shift;  
the person in charge of the arrangement of the funeral/cremation from the day of death up to and including the day of the funeral/cremation, after consultation with the personnel department or management;
7. for the funeral or cremation of brothers, sisters, brothers-in-law and sisters-in-law: a period of one shift;
8. on the 25th, 40th, 50th and 60th wedding anniversary of the employee, and on the 25th, 40th, 50th and 60th wedding anniversary of the employee's parents, parents-in-law or grandparents (in law or otherwise): a period of one shift;
9. in order to comply with statutory or statute-based obligations – provided that this cannot be attributed to deliberate fault or negligence on the part of the employee and in so far as this cannot be done outside working hours – that necessitate short-term absence: during the time required for this purpose, provided that compensation for loss of earnings cannot already be obtained for any other reason;
10. in the case of doctor's and specialist's visits and any other approved medical treatment requested in advance, which cannot be carried out outside the worker's normal working hours: during the time required up to a maximum of two hours, unless the worker can prove to the satisfaction of the employer that this time had to be exceeded;
11. when the employee moves house, provided that they run their own household or will run it independently: a maximum of one shift per year.

When applying for leave with retention of salary as referred to above, the employee is obliged, as far as possible, to submit the relevant supporting documents.

If the events referred to in this section occur on a day off in accordance with the employee's duty roster, no other day off with full pay shall be granted in lieu.

In the case of short-term care leave, the employer will continue to pay 85% of the wages for 10 working days per calendar year.

2. If desired, in the year prior to (early) retirement, employees will be given a one-off opportunity to take a maximum of 5 days off with retention of salary to follow a preparation course for their (early) retirement.

In the event that a formal follow-up meeting is organised in respect of the said course, the employee will also be given the opportunity to attend such meeting.

3. In this article, a partner includes a spouse, (life) partner or registered partner.

#### **Article 32 Absence without pay**

In celebration of a day or event related to their religion or philosophy of life, employees may, if they so wish, take one additional unpaid free shift.

#### **Article 33 Continued payment of wage/salary on public holidays, holiday, days off and absenteeism hours and days of paid absenteeism**

1. With regard to continued payment of wages on the public holidays, hours of leave and absenteeism referred to in Articles 26, 27, 27a, 28, 29 and 31, the term 'wages' means: The provisions of Article 1, section 19, with the exception of the holiday allowance, end-of-year bonus and, if applicable, the lump-sum payment(s).
2. If the application of the above leads to unreasonable situations, the Standing Committee may be asked to deviate from it.

## **CHAPTER 6 OCCUPATIONAL DISABILITY**

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### **Article 34 Salary in the event of occupational disability**

If, as a result of illness, pregnancy or childbirth, an employee is unable to perform the stipulated work, the provisions of Book 7 Article 629 of the Dutch Civil Code, the Work and Care Act, the Disability Insurance Act (WAO) and the Work and Income according to Labour Capacity Act (WIA) shall apply to them insofar as not otherwise provided below.

#### **Obligations of the employer**

- a. In the event of an employee's incapacity for work, the employer is obliged to make an effort to have the employee in question resume their job (taking into account their limitations), if necessary with technical adjustments to the workplace or a change in the organisation (different division of tasks).

Maximum use will be made of the legal reintegration tools. If redeployment within one's own job is not possible, the employer will endeavour to redeploy the employee to another job within the business. If redeployment and a suitable position within the business is not possible, the employer will endeavour to redeploy the employee to suitable work outside the employer's business.

Employees with a disability of 35% or less shall be subject to the statutory regulations and the agreements laid down in the CLA during the first two years of the partial disability. If internal or external reintegration is not possible and the employer has decided to apply for a redundancy permit from the UWV, this will be reported to the Joint Consultative Council. The social secretariat will collate, record, and report the data. If this reveals that the number of dismissal applications from this group is substantial, consultations will be held on the follow-up policy.

#### **Obligations of the employee**

- b. In case of occupational disability, the employee must actively cooperate in efforts aimed at internal or external reintegration.
1. a. In the first year of illness, contrary to Book 7 Article 629(1) of the Dutch Civil Code, 100% of the monthly income shall continue to be paid, up to a maximum of the maximum daily wage applicable to the employee pursuant to Article 17 of the Social Insurance (Funding) Act, provided that the employee was employed by the employer for at least 2 months at the commencement of the occupational disability.  
b. In the second year of illness, contrary to Book 7 Article 629(1) of the Dutch Civil Code, 90% of the monthly income up to a maximum of the maximum daily wage applicable to the employee pursuant to Article 17 of the Social Insurance (Funding) Act shall continue to be paid, provided the employee was employed by the employer for at least one year at the beginning of the occupational disability.
  2. If work is carried out in the second year of illness, 100% of the hourly income shall be paid for the hours worked and 90% of the hourly income shall be paid for the hours not worked, up to a maximum of the maximum daily wage applicable to the employee pursuant to Article 17 of the Social Insurance (Funding) Act. Hours worked in the context of occupational therapy shall be regarded as hours worked.
  3. The employer shall make an offer of suitable work – both for an internal and an external position – in writing.
  4. If, after two years of occupational disability, an employee has an occupational disability percentage of 80% or more and this employee has received a supplement to 90% of their salary in the second year of their occupational disability, a supplement to 100% of their salary will be paid retroactively.
  5. The employer and the employee each pay 50% of the WHK premium (without the ZW-flex part) with the exception of the interest rate hike that is payable by the employer.
  6. The rights referred to in this chapter do not exist if the occupational disability is the result of a defect about which the employee provided false information when entering into employment.
  7. In this article, salary means the provisions of Article 1, paragraph 19, with the exception of holiday allowance, end-of-year bonus and, if applicable, the lump-sum payment(s). This does not affect the provisions of articles 20 and 23 of this CLA.
  8. Existing arrangements at the time of entry into force of this CLA that provide for more favourable benefit conditions than those referred to in this article shall be maintained for the time being.

## **CHAPTER 7 REGULATIONS**

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### **Article 35 WIA (Work and Income (Capacity for Work) Act) Insurance**

1. With effect from 1 January 2008, the employer shall insure the employee for work incapacity in the 35-80% category in accordance with the collective sector insurance determined by the Joint Consultative Council (the JCC).
2. Employees must participate in the offered insurance cover that insures work incapacity of less than 80%.
3. An employer who wishes to deviate from the provisions of section 1 must submit a dispensation request to the JCC, with the proviso that the insurance proposed by the employer must be at least equivalent to the group insurance stipulated by the JCC.
4. 75% of the premium for this insurance shall be paid by the employee and 25% by the employer, with the proviso that the maximum contribution of the employer shall be 0.25% of the premium base.
5. The premium paid by the employee will be withheld per wage payment period. Book 7 Article 631 of the Dutch Civil Code shall apply in full.

### **Article 36 Health and Safety Catalogue**

In the Meat Products Industry, the social partners have agreed on a Health and Safety Catalogue on working conditions in the broadest sense of the term and on the issues of Machine safety, Knife safety, RSI, and work pressure in particular. The subjects are elaborated in guidelines, and working conditions in their broad sense are developed into good practices. The Health and Safety Catalogue has been approved by the Inspectorate SZW and can be found on [www.arbocatalogus-vleeswaren.nl](http://www.arbocatalogus-vleeswaren.nl) (available in Dutch only). An industry RI&E has been developed, which can also be found at [www.arbocatalogus-vlees.nl](http://www.arbocatalogus-vlees.nl). Social partners are consulting on the possible broadening of the matters agreed.

### **Article 37 NEN regulations**

The social partners have made agreements with regard to monitoring compliance with statutory provisions and sectoral agreements by temporary employment agencies and hiring businesses. Employers must only work with hired workers from a recognised contractor who is NEN certified. Appendix V indicates the obligations to which principals and contractors must adhere.

### **Article 38 Third WW year**

As of 1 January 2016, the duration and structure of the WW will be reduced gradually from 38 months to 24 months. The parties will participate in the CLA Private Supplement: WW and WGA with which WW and WGA benefits are supplemented privately.

### **Article 38a Early Retirement Scheme (RVU scheme)**

1. There is an RVU scheme for the Meat Products Industry. Employees who have worked for at least 20 years within the target group agreed by the employer with the consent of the Works Council or staff representative body (or, in the absence thereof, with the employees), of which the last 10 years have been in permanent employment with the business, are entitled to take early retirement up to 3 years before reaching their state retirement age. Employees working shifts will in any case be considered part of the agreed target group during the term of this CLA. The annual payment in this period is equal to the maximum tax-exempt RVU amount at the start of participation in this scheme.
2. With the consent of the Works Council or staff representative body (or, in the absence thereof, with the employees), employers have to agree to a temporary RVU scheme on 1 July 2021 at the latest, detailing the target group within the business to which this scheme applies.
3. Where no agreement on scope is reached, employers will engage an independent employment expert to provide advice in identifying eligible jobs and any encumbering conditions. Social partners will draw up a list of employment experts that employers can resort to.
4. Further provisions regarding the (participation in the) scheme will be included in an RVU scheme Meat Products Industry.
5. The target group referred to in section 1 shall in any case mean employees with 45 or more years of service in a production position in the Meat Products Industry. If an employee has been placed in another – non-production – function no more than 2 years before reaching 45 years of service, the employee is also eligible for participation in the scheme.
6. An employee who has been posted to another, non-production job a little over two years before reaching 45 years of service and who considers that this puts them at an unreasonable disadvantage, because the workload, combined with the increase in the state retirement age in recent years, makes it so demanding that continuing to work until retirement

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age is virtually impossible, may request a binding opinion from the Standing Committee to make them eligible for the RVU scheme for compelling reasons.

7. This scheme ends no later than 31 December 2025. Any new RVU scheme would require consultations. It is important to note that the legal frameworks for this new, different scheme are not yet known. Parties have entered into consultations to reach a clear demarcation on the definition of heavy work in the Collective Labour Agreement, among other things, with the aim of making it effective by 1 January 2026. If needed, present CLA will be amended to lay down any new arrangements.

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## **CHAPTER 7 REGULATIONS**

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### **Article 39 Sustainable deployment**

Each business develops a policy to encourage job rotation for employees in jobs with repetitive tasks, both for permanent and flex workers.

### **Article 39a Care scan**

Businesses can charge a one-off fee of half of the costs, but not more than €450 excluding Dutch VAT, of a care scan (Mantelzorgscan) to the Collective Fund for the Meat Products Industry.

### **Article 40 Has lapsed**

### **Article 41 Interpretation, application, disputes, dispensation, Standing Committee**

1. In order to promote a unified interpretation and application of the provisions of this CLA and to prevent disputes about the interpretation and application of this CLA, the parties to this CLA have set up a Standing Committee.
2. If a dispute arises between the employer and an employee about the interpretation of this CLA or about the classification of the job on the basis of job grading, the parties will try to reach agreement by mutual consultation as much as possible.
3. A request for dispensation may be submitted by any employer or employee or groups of employers or employees who believe that the application of one or more provisions of this CLA is impossible or undesirable to them for legitimate reasons. The procedure, powers, method of operation, assessment criteria and conditions to be met by the request for dispensation are as laid down in the Rules of Procedure of the Standing Committee set out in Appendix IV, which forms an integral part of this CLA.
4. The Standing Committee is a joint committee.  
The Standing Committee determines its own working methods. (See Appendix IV)
5. Any statements made by the Standing Committee with a broader scope should be circulated to the businesses to which this CLA is applicable.

### **Article 42 Duration of the Agreement**

This Agreement has been entered into for a period running from 1 October 2024 to 1 March 2026. The Agreement will expire automatically as specified by law.

Drawn up and signed:

on behalf of the employer  
the Association for the Dutch Meat Products Industry in Zoetermeer, the Netherlands

and on behalf of the employees  
FNV registered in Utrecht, the Netherlands and  
the CNV Vakmensen registered in Utrecht, the Netherlands



## APPENDIX I

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### Appendix to the CLA for the Meat Products Industry

#### A. Job classification

The parties have reached agreement on the introduction of a job classification system based on ORBA as of 1 April 2005. The group boundaries, classifications into groups and promotion opportunities referred to under C, D, E and F respectively will remain in force until the time of introduction of this new job classification system.

Any personal allowances (PAs) resulting from the introduction of job classification are subject to the following regulation at the time the PT arises:

- |                                   |                      |
|-----------------------------------|----------------------|
| - employees under 40 years of age | PA freeze;           |
| - employees aged 40 to 55         | PA value kept;       |
| - employees aged 55 and over      | PA prosperity-proof. |

Any PAs resulting from the introduction of the new job evaluation system will be calculated in relation to the employee's old salary (on the basis of the CLA, or – if there is one – on the basis of the in-house remuneration system). If there is an in-house system, the PA should be determined on this basis and included in the salary.

#### B. Scope:

In anticipation of the new job classification system, the parties have agreed that all employees up to and including the level of assistant foreman fall within the scope of the CLA, including administrative staff. Managers, who receive a job wage, are not included. The job examination should show at how many points ORBA will lie at this limit.

#### C. Group limits for employees of classified businesses

There is agreement on the following establishment of group limits:

Group	Work classification points
A	0 - 12
B	12.5 – 24
C	24.5 – 36
D	36.5 – 48
E	48.5 – 60
F	60.5 – 72
G	72.5 – 84
H	84.5 – 96
I	96.5 – 108
J	108.5 – 120
K	120.5 and more

(Any necessary deviations arising from the configuration in the relevant business will continue to be possible in the future through the Standing Committee and the review bodies, which will have to give their approval on a case-by-case basis for the actual introduction of work classification and the respective hourly wages.)

#### D. Classification in pay groups for employees of non-classified businesses

##### Group B

students  
packers of meat products  
warehouse helpers

##### Group C

Work in sheds, slaughterhouse, gut department, as well as processing parts of the pig, work in the sausage factory, salting plant, cookery, smokehouse, packing department and forwarding that is simple, with a small risk of damage, intestinal sorters/meters, transport work, seasoned canteen staff, hangers, binders, lard tractors and cleaners.

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**Group D**

Routine workers who carry out multiple operations in accordance with set standards, such as processors of hams/shoulders, independent smokers, salters, cooks, sterilisers, seasoned stoppers, dough preparers, export shippers, fresh meat preparers, cold store workers, transporters, order compilers for processed meats, shop staff, warehouse clerks, seasoned fat smelters.

**Group E**

Skilled specialists who carry out work in accordance with the set standards, with a high degree of risk of damage and craftsmanship, such as all-round force in the cutting department, ham department, all-round dough processor, stopper, salter, supervising smoker, tube maker, steriliser, order maker and weigher of fresh meat, forklift truck driver in forwarding and production departments, shop assistant and groundskeeper.

**Group F**

The official in the sausage factory who controls the dough processing or stop processing as well as the care and knowledge for the necessary attachments, the cold store forklift truck driver, operator fat melting shop, driver.

**Group G**

The employees in the cutting halls, who in addition to their total professional knowledge and routine also lead a small independent group, the instructors in various production departments, the cooperating foremen, who are responsible for the quality aspects, where they lead a few employees, employees in the sausage factory, who in addition to their professional knowledge of dough preparation and tying off, also instruct and lead a small production unit, painter, carpenter, all-round road transport driver.

**Group H**

Advanced car mechanic, bench worker, electrician, machinist, stoker, mechanic, all-round painter, carpenter.

**Group I**

All-round car mechanic, bench worker, electrician, driver, stoker, mechanic.

**E. Promotion opportunity 'all-round' employees in classified businesses**

The employer declares its willingness to offer production employees in each department the opportunity to be trained for multiple jobs or tasks in order to achieve broader employability.

The employer shall award the production employee, classified in group E, a maximum of 2 pay groups and the production employees in groups F, G and H a maximum of one pay group above the group determined in accordance with the job classification system, if the following condition is met:

The production employee must have sufficient all-round skills to be able to carry out a large part of the tasks in the relevant department independently.

This all-roundness must be evident from the skill tests to be taken.

The employer may, if an employee:

- fulfils a specialist function, or
  - is charged with professional or functional authority on the basis of personal qualities,
- also grant this employee one or two additional pay groups, provided that they are classified in at least pay group E.

If one or two additional pay groups are granted on the basis of the aforesaid scheme, the employer must give the employee the opportunity to perform the relevant job tasks as regularly as possible and the employee must be prepared to do so.

In order to ensure the proper implementation of this scheme, a supervisory committee should be appointed for each business.

**F. Classification into groups of administrative staff**

**Group 1**

Performing very simple, repetitive work of the same nature, for which no or little practical experience is required. The work is carried out under direct supervision.

**Group 2**

Carrying out work that requires some theoretical knowledge and practical experience.  
The work is sometimes carried out with a degree of independence.

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**Group 3**

Carrying out work that requires some general development and theoretical knowledge as well as practical experience. A reasonable degree of independence in the execution is required.

**Group 4**

Carrying out work for which, in addition to reasonable general development, theoretical knowledge and several years of practical experience are desirable.

The work is carried out with a large degree of independence.

Examples of jobs:

- assistant business administration/accountancy,
- assistant export,
- assistant human resources,
- assistant payroll and payroll administration,

**Group 5**

Carrying out work that requires extensive theoretical knowledge, general development and practical experience. The work requires a high degree of independence as well as showing initiative in one's own field of work. Sometimes one or more subordinates are supervised.

Examples of jobs:

- secretary,
- book-keeper,
- business administrator.

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## APPENDIX II

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Belonging to the CLA for the Meat Products Industry.

### **Starting scale**

The starting scale is the pay for employees who are new to the Meat Products Industry, based on the statutory minimum hourly wage. Young employees who are graded on the starting scale are entitled to the statutory minimum hourly wage of a young employee who is two years older. A 16-year-old employee is thus entitled to the statutory minimum hourly wage of an 18-year-old employee, etc. Employees aged 19 and above receive the minimum pay of an adult.

The minimum wage is increased annually on 1 July and 1 January and published in the Government Gazette. The starting scale always changes with the increases.

It is also possible for employees earning the statutory minimum hourly wage to agree on a fixed pay period on the basis of the statutory minimum hourly wage if they work fixed hours per week. The formula used in the case of a pay period per month would in that case be: expected working hours in a calendar year / 12 months x statutory minimum hourly wage. At all times, at least the statutory minimum hourly wage must be paid per hour worked.

As of 1 January 2025, the starting scale will then be as follows:

### **Starting scale as of 1 January 2025**

<b>age</b>	<b>Per hour</b>
19 years and above	14.06
18 years	11.25
17 years	8.44
16 years	7.03

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**Job group allowances as of 1 October 2024 including 3% increase**

Basis	B	C	D	E
per hour	0	0.10	0.27	0.43
per week	0	3.45	9.79	15.54

**Job group allowances as of 1 July 2025 including 3% increase**

Basis	B	C	D	E
per hour	0	0.10	0.28	0.44
per week	0	3.55	10.08	16.01

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**Pay scales Meat Products Industry as of 1 October 2024 including 3% increase**

**Hourly pay as of 1 October 2024 including 3% increase**

Years-in-job scale

Group		B	C	D	E	F	G	H	I	J	K
0	Job year	0.00	0.00	0.00	0.00	15.07	15.41	15.69	16.07	16.33	16.85
1	Job years	14.52	14.61	14.79	14.95	16.86	17.24	17.53	17.96	18.25	18.52
2	Job years	14.79	16.84	17.06	17.27	17.48	17.88	18.19	18.63	18.93	19.21
3	Job years	15.07	17.20	17.42	17.60	17.74	18.12	18.45	18.89	19.24	19.48
4	Job years	15.34	17.37	17.58	17.78	17.93	18.30	18.63	19.07	19.40	19.68
5	Job years	15.62	17.53	17.76	17.96	18.09	18.48	18.83	19.29	19.58	19.89
6	Job years	15.89	17.71	17.94	18.12	18.27	18.70	19.01	19.48	19.80	20.08
7	Job years	16.17	17.91	18.11	18.30	18.45	18.88	19.21	19.67	19.99	20.27
8	Job years	16.44	18.07	18.29	18.47	18.63	19.04	19.39	19.88	20.19	20.45
9	Job years	16.72	18.25	18.45	18.65	18.80	19.25	19.55	20.06	20.37	20.63

**Weekly pay as of 1 October 2024 including 3% increase**

Years-in-job scale

Group		B	C	D	E	F	G	H	I	J	K
0	Job year	0.00	0.00	0.00	0.00	542.48	554.89	564.94	578.53	587.98	596.85
1	Job years	522.64	525.93	532.43	538.34	606.89	620.48	631.12	646.49	657.12	666.58
2	Job years	532.55	606.30	613.98	621.67	629.35	643.53	654.76	670.71	681.35	691.40
3	Job years	542.46	619.30	626.98	633.49	638.80	652.40	664.21	680.17	692.58	701.44
4	Job years	552.37	625.21	632.89	639.99	645.30	658.90	670.71	686.67	698.49	708.53
5	Job years	562.28	631.12	639.39	646.49	651.21	665.40	677.81	694.35	704.99	716.22
6	Job years	572.19	637.62	645.89	652.40	657.71	673.08	684.31	701.44	712.67	722.72
7	Job years	582.10	644.71	651.80	658.90	664.21	679.58	691.40	707.94	719.76	729.81
8	Job years	592.01	650.62	658.30	664.80	670.71	685.49	697.90	715.63	726.85	736.31
9	Job years	601.93	657.12	664.21	671.31	676.62	693.17	703.81	722.13	733.35	742.81

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**Periodic pay (every 4 weeks) as of 1 October 2024 including 3% increase**

Years-in-job scale

Group		B	C	D	E	F	G	H	I	J	K
0	Job year	0.00	0,00	0,00	0.00	2,169.92	2,219.56	2,259.75	2,314.11	2,351.93	2,387.39
1	Job years	2,090.57	2,103.74	2,129.74	2,153.38	2,427.57	2,481.94	2,524.49	2,585.94	2,628.49	2,666.31
2	Job years	2,130.21	2,425.21	2,455.94	2,486.67	2,517.39	2,574.12	2,619.04	2,682.86	2,725.40	2,765.59
3	Job years	2,169.85	2,477.21	2,507.94	2,533.94	2,555.21	2,609.58	2,656.86	2,720.68	2,770.32	2,805.77
4	Job years	2,209.49	2,500.85	2,531.58	2,559.94	2,581.22	2,635.58	2,682.86	2,746.68	2,793.95	2,834.14
5	Job years	2,249.13	2,524.49	2,557.58	2,585.94	2,604.85	2,661.58	2,711.22	2,777.41	2,819.95	2,864.87
6	Job years	2,288.78	2,550.49	2,583.58	2,609.58	2,630.85	2,692.31	2,737.22	2,805.77	2,850.68	2,890.87
7	Job years	2,328.42	2,578.85	2,607.22	2,635.58	2,656.86	2,718.31	2,765.59	2,831.77	2,879.05	2,919.23
8	Job years	2,368.06	2,602.49	2,633.22	2,659.22	2,682.86	2,741.95	2,791.59	2,862.50	2,907.41	2,945.23
9	Job years	2,407.70	2,628.49	2,656.86	2,685.22	2,706.49	2,772.68	2,815.23	2,888.50	2,933.41	2,971.23

**Monthly pay as of 1 October 2024 including 3% increase**

Years-in-job scale

Group		B	C	D	E	F	G	H	I	J	K
0	Job year	0.00	0.00	0.00	0.00	2,350.75	2,404.53	2,448.06	2,506.95	2,547.93	2,586.34
1	Job years	2,264.78	2,279.05	2,307.22	2,332.82	2,629.87	2,688.77	2,734.86	2,801.44	2,847.53	2,888.50
2	Job years	2,307.73	2,627.31	2,660.60	2,693.89	2,727.18	2,788.63	2,837.29	2,906.43	2,952.52	2,996.05
3	Job years	2,350.67	2,683.64	2,716.93	2,745.10	2,768.15	2,827.05	2,878.26	2,947.40	3,001.18	3,039.59
4	Job years	2,393.62	2,709.25	2,742.54	2,773.27	2,796.32	2,855.21	2,906.43	2,975.57	3,026.78	3,070.31
5	Job years	2,436.56	2,734.86	2,770.71	2,801.44	2,821.92	2,883.38	2,937.16	3,008.86	3,054.95	3,103.60
6	Job years	2,479.51	2,763.03	2,798.88	2,827.05	2,850.09	2,916.67	2,965.32	3,039.59	3,088.24	3,131.77
7	Job years	2,522.45	2,793.76	2,824.48	2,855.21	2,878.26	2,944.84	2,996.05	3,067.75	3,118.97	3,162.50
8	Job years	2,565.40	2,819.36	2,852.65	2,880.82	2,906.43	2,970.45	3,024.22	3,101.04	3,149.70	3,190.67
9	Job years	2,608.34	2,847.53	2,878.26	2,908.99	2,932.04	3,003.74	3,049.83	3,129.21	3,177.87	3,218.84



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**Pay scales Meat Products Industry as of 1 July 2025 including 3% increase**

**Hourly pay as of 1 July 2025 including 3% increase**

Years-in-job scale

Group		B	C	D	E	F	G	H	I	J	K
0	Job year	0.00	0.00	0.00	0.00	15.52	15.88	16.16	16.55	16.82	17.08
1	Job years	14.95	15.05	15.23	15.40	17.36	17.75	18.06	18.50	18.80	19.07
2	Job years	15.24	17.35	17.57	17.79	18.01	18.41	18.73	19.19	19.49	19.78
3	Job years	15.52	17.72	17.94	18.12	18.28	18.67	19.00	19.46	19.82	20.07
4	Job years	15.80	17.89	18.11	18.31	18.46	18.85	19.19	19.65	19.98	20.27
5	Job years	16.09	18.06	18.29	18.50	18.63	19.04	19.39	19.87	20.17	20.49
6	Job years	16.37	18.24	18.48	18.67	18.82	19.26	19.58	20.07	20.39	20.68
7	Job years	16.65	18.45	18.65	18.85	19.00	19.44	19.78	20.26	20.59	20.88
8	Job years	16.94	18.62	18.83	19.02	19.19	19.61	19.97	20.47	20.80	21.07
9	Job years	17.22	18.80	19.00	19.21	19.36	19.83	20.14	20.66	20.98	21.25

**Weekly pay as of 1 July 2025 including 3% increase**

Years-in-job scale

Group		B	C	D	E	F	G	H	I	J	K
0	Job year	0.00	0.00	0.00	0.00	558.76	571.54	581.88	595.88	605.62	614.75
1	Job years	538.32	541.71	548.41	554.49	625.10	639.10	650.05	665.88	676.84	686.57
2	Job years	548.53	624.49	632.40	640.32	648.23	662.84	674.40	690.84	701.79	712.14
3	Job years	558.74	637.88	645.79	652.49	657.97	671.97	684.14	700.57	713.36	722.49
4	Job years	568.94	643.97	651.88	659.18	664.66	678.66	690.84	707.27	719.44	729.79
5	Job years	579.15	650.05	658.58	665.88	670.75	685.36	698.14	715.18	726.14	737.70
6	Job years	589.36	656.75	665.27	671.97	677.44	693.27	704.83	722.49	734.05	744.40
7	Job years	599.57	664.05	671.36	678.66	684.14	699.97	712.14	729.18	741.35	751.70
8	Job years	609.78	670.14	678.05	684.75	690.84	706.05	718.83	737.09	748.66	758.40
9	Job years	619.98	676.84	684.14	691.44	696.92	713.96	724.92	743.79	755.35	765.09

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**Periodic pay (every 4 weeks) as of 1 July 2025 including 3% increase**

Years-in-job scale

Group		B	C	D	E	F	G	H	I	J	K
0	Job year	0.00	0.00	0.00	0.00	2,235.02	2,286.15	2,327.54	2,383.53	2,422.49	2,459.01
1	Job years	2,153.29	2,166.85	2,193.63	2,217.98	2,500.40	2,556.40	2,600.22	2,663.52	2,707.35	2,746.30
2	Job years	2,194.12	2,497.96	2,529.61	2,561.27	2,592.92	2,651.35	2,697.61	2,763.34	2,807.17	2,848.56
3	Job years	2,234.95	2,551.53	2,583.18	2,609.96	2,631.87	2,687.87	2,736.56	2,802.30	2,853.42	2,889.94
4	Job years	2,275.78	2,575.87	2,607.52	2,636.74	2,658.65	2,714.65	2,763.34	2,829.08	2,877.77	2,919.16
5	Job years	2,316.61	2,600.22	2,634.31	2,663.52	2,683.00	2,741.43	2,792.56	2,860.73	2,904.55	2,950.81
6	Job years	2,357.44	2,627.00	2,661.09	2,687.87	2,709.78	2,773.08	2,819.34	2,889.94	2,936.20	2,977.59
7	Job years	2,398.27	2,656.22	2,685.43	2,714.65	2,736.56	2,799.86	2,848.56	2,916.73	2,965.42	3,006.81
8	Job years	2,439.10	2,680.56	2,712.21	2,739.00	2,763.34	2,824.21	2,875.34	2,948.38	2,994.64	3,033.59
9	Job years	2,479.93	2,707.35	2,736.56	2,765.78	2,787.69	2,855.86	2,899.68	2,975.16	3,021.42	3,060.37

**Monthly pay as of 1 July 2025 including 3% increase**

Years-in-job scale

Group		B	C	D	E	F	G	H	I	J	K
0	Job year	0,00	0.00	0.00	0.00	2,421.27	2,476.66	2,521.50	2,582.16	2,624.6	2,663.93
1	Job years	2,332.73	2,347.42	2,376.43	2,402.81	2,708.77	2,769.43	2,816.90	2,885.48	2,932.96	2,975.16
2	Job years	2,376.96	2,706.13	2,740.42	2,774.70	2,808.99	2,872.29	2,922.41	2,993.62	3,041.10	3,085.94
3	Job years	2,421.19	2,764.15	2,798.44	2,827.46	2,851.19	2,911.86	2,964.61	3,035.82	3,091.21	3,130.77
4	Job years	2,465.43	2,790.53	2,824.82	2,856.47	2,880.21	2,940.87	2,993.62	3,064.83	3,117.59	3,162.42
5	Job years	2,509.66	2,816.90	2,853.83	2,885.48	2,906.58	2,969.88	3,025.27	3,099.12	3,146.60	3,196.71
6	Job years	2,553.89	2,845.92	2,882.84	2,911.86	2,935.59	3,004.17	3,054.28	3,130.77	3,180.89	3,225.73
7	Job years	2,598.13	2,877.57	2,909.22	2,940.87	2,964.61	3,033.18	3,085.94	3,159.79	3,212.54	3,257.38
8	Job years	2,642.36	2,903.94	2,938.23	2,967.25	2,993.62	3,059.56	3,114.95	3,194.07	3,244.19	3,286.39
9	Job years	2,686.59	2,932.96	2,964.61	2,996.26	3,020.00	3,093.85	3,141.32	3,223.09	3,273.20	3,315.40

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*Employees who have been assigned to scale B before 1 April 2012 will continue to be subject to the old hourly, weekly and monthly pay on this scale. Pay is based on normal working hours of 36 hours per week.*

**Old scale B as of 1 October 2024 including 3% increase**

Years-in-job scale

Group B					
		hrs	week	4 weeks	month
0	Job year	0.00	0.00	0.00	0.00
1	Job years	14.51	522.39	2,089.56	2,263.68
2	Job years	16.73	602.17	2,408.66	2,609.38
3	Job years	17.04	613.39	2,453.57	2,658.04
4	Job years	17.24	620.48	2,481.94	2,688.77
5	Job years	17.38	625.80	2,503.21	2,711.81
6	Job years	17.55	631.71	2,526.85	2,737.42
7	Job years	17.71	637.62	2,550.49	2,763.03
8	Job years	17.89	644.12	2,576.49	2,791.20
9	Job years	18.06	650.03	2,600.13	2,816.80

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**Old scale B as of 1 July 2025 including 3% increase**

Years-in-job scale

Group B					
		hrs	week	4 weeks	month
0	Job year	0.00	0.00	0.00	0.00
1	Job years	14.95	538.06	2,152.24	2,331.60
2	Job years	17.23	620.23	2,480.92	2,687.66
3	Job years	17.55	631.80	2,527.18	2,737.78
4	Job years	17.75	639.10	2,556.40	2,769.43
5	Job years	17.90	644.58	2,578.31	2,793.17
6	Job years	18.07	650.66	2,602.65	2,819.54
7	Job years	18.24	656.75	2,627.00	2,845.92
8	Job years	18.43	663.45	2,653.78	2,874.93
9	Job years	18.60	669.53	2,678.13	2,901.31

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#### **Pay scales for administrative staff**

The size of a periodical is calculated by calculating the pay for 0 job years from the max. job years salary in the relevant pay group, and dividing this by the number of job years in the relevant group.

##### **Periodic pay scale for administrative staff per 4 weeks as of 1 October 2024 including 3% increase**

Group	1	2	3	4	5
0 job years	2,078.93	2,265.07	2,480.07	2,559.58	2,764.57
max. job years	2,445.80	2,516.55	2,766.76	3,218.27	3,717.22
Job years	2	4	8	10	12

##### **Monthly pay scale for administrative staff as of 1 October 2024 including 3% increase**

Group	1	2	3	4	5
0 job years	2,252.18	2,453.82	2,686.75	2,772.88	2,994.95
max. job years	2,649.62	2,726.26	2,997.32	3,486.46	4,026.98
Job years	2	4	8	10	12

##### **Periodic pay scale administrative staff per 4 weeks as of 1 July including 3% increase**

Group	1	2	3	4	5
0 job years	2,141.30	2,333.02	2,554.48	2,636.37	2,847.50
max. job years	2,519.17	2,592.05	2,849.76	3,314.82	3,828.73
Job years	2	4	8	10	12

##### **Monthly scale for administrative staff as of 1 July including 3% increase**

Group	1	2	3	4	5
0 job years	2,319.74	2,527.44	2,767.35	2,856.06	3,084.80
max. job years	2,729.11	2,808.05	3,087.24	3,591.05	4,147.79
Job years	2	4	8	10	12

## APPENDIX III

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### Appendix to the CLA for the Meat Products Industry

#### **Protocol Employability/training:**

Arrangements have been made for employability-enhancing training. The employee may submit a request to the social secretariat for a contribution to the training costs amounting to a maximum of €2,000 per two years. The chairs of the Joint Consultative Council ('JCC') for Meat Products assess whether an application can be granted on the basis of predetermined criteria. The starting point is that training should contribute to improving the position on the labour market. The scheme is separate from the current training scheme of the fund and is not intended for job-oriented training. However, the chairs of the JCC will be authorised to grant a subsidy of up to €1,000 per year to employees who wish to make use of (job-related) training on their own initiative in order to further develop and broaden their craftsmanship and whose employer does not initiate or declare this to Collective Fund for the Meat Products Industry. Training costs also include the necessary time for taking an exam.

#### **Protocol EVC:**

Each individual employee is given the right to have a baseline measurement for a Work Experience Certificate (EVC) carried out. This may be done during working hours and at the employer's expense. The employer receives a subsidy for this from the Collective Fund for the Meat Products Industry. A promotional campaign will be launched to bring the EVC to the attention of businesses and employees. This is to underline the importance of the EVC in the Meat Products Industry.

#### **Protocol Course for Dutch Language in the workplace:**

Employers will offer a course in Dutch Language on the work floor to every foreign speaker within their business. The costs of this course can be partly reimbursed from the training fund. This course must take place in your own time.

#### **Additional training levy up to a maximum of 0.7%**

The Collective Fund for the Meat Products Industry deploys extra resources for training, the EVC, employability and Dutch language course. If the fund falls below 0.35% of the wage bill, the current levy will be increased to a maximum of 0.7% of the wage bill. Until then, the levy remains at 0.4%. This extra levy is used to stimulate training and job security of employees, to maintain employment in the meat products in the Netherlands and to respond to labour market issues.

This levy will in any event be used to finance:

- EVC projects
- Course on Dutch Language on the work floor
- Employability budgets
- The broadening and deepening of the skills of current employees
- The broadening and deepening of the skills of new entrants (including young people) to the sector.
- Completion of traineeships and work experience places for young people (including young people with disabilities)

#### **Protocol: Apprenticeships**

Employers intend to create at least 25 apprenticeships for, for example, Wajong workers (persons receiving benefits under the Work and Employment Support (Young Disabled Persons) Act) with a duration of three months, with the intention of offering them an employment contract (whether or not in combination with a supplementary training programme) at the end of this period, if this period has gone well and the operating conditions allow this. This intention – which must not lead to the displacement of regular jobs – will be worked out in more detail as a pilot project and evaluated periodically.

The target group for hosting these schemes include:

- Young people from 16 to 27 with a starting qualification but with limited possibilities, who with support can be mediated to regular jobs in the Meat Products Industry.
- Wajongers

The apprentice will receive an internship allowance of 70% of the minimum (youth) wage from their employer. The employer may apply for a statutory grant to cover the costs of this. The employer will also receive a lump sum of €1,500 following three months of apprenticeship.

The employer will also receive a lump sum of €500 if there are young people with a foundation qualification, but limited potential and the student is still employed after six months.

The lump sum amounts will be reimbursed from the Collective Fund for the Meat Products Industry. The lump sum amounts are based on three months of apprenticeships and will be paid pro rata for shorter apprenticeships (a minimum of one month).

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**Protocol Pilot function or development-oriented training:**

The parties agree to carry out a pilot project for 50 employees who, within the framework of development, are entitled to follow a job- or development-oriented training course. This pilot project is intended for workers who have such training not at the request or on behalf of the employer, but on their own initiative. The training is reimbursed through the Social Fund.

**Protocol for a Future-proof CLA:**

The working group for a future-proof CLA will be continued. During the term of the CLA, the Joint Consultative Council will further discuss the following topics among other things:

- The draft of a timetable for a future-proof CLA.
- A sustainable future for the sector.
- Future influx of employees in the sector.
- Training and education in relation to businesses' needs and employees' ambitions.
- Implementation of a new job performance rating system based on ORBA.
- Implementation of a new RVU Meat industry scheme as of 1 January 2026.

**Protocol for updating the design and texts of the collective labour agreement booklet**

A working group will be set up during the term of the CLA, which, together with an external agency, will be responsible for revising the design and making an easy-to-read summary of the CLA booklet. Agreements have been made on an English and Polish translation thereof.

**Protocol for Compensation for hygiene operations**

There are currently many different schemes within the sector. An exploration during the term of the CLA will look at possible compensation for these hygienic operations and relate this to the possibility for businesses to reduce the number of breaks from three to two longer breaks, with the same duration in total. The discussions on this will be based partly on the outcome of a joint survey amongst employees and employers in the industry.

## **APPENDIX IV**

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### Appendix to the CLA for the Meat Products Industry

#### **STANDING COMMITTEE REGULATIONS, PURSUANT TO ARTICLE 1b SECTION 11 IN CONJUNCTION WITH ARTICLE 41 OF THE CLA FOR THE MEAT PRODUCTS INDUSTRY**

##### **Article 1 Composition of the Standing Committee**

1. The Standing Committee consists of four members, two of whom are from the employers' side and two from the employees' side. The members of the Standing Committee shall appoint a chair from amongst their number.  
A deputy will be appointed from both the employers' and employees' sides.
2. The employer members are appointed and dismissed by the Nederlandse Vereniging voor de Vleeswarenindustrie (Dutch Association for the Meat Products Industry). The employee members are appointed and dismissed by CNV Vakmensen, FNV Bondgenoten, and De Unie jointly.
3. The secretarial work of the Standing Committee is carried out by the Social Secretariat of the Netherlands Association for Meat Products Industry.

##### **Article 2 Tasks and powers of the Standing Committee**

The tasks and powers of the Standing Committee are:

1. The tasks assigned to the Standing Committee by the CLA for the Meat Products Industry.
2. Granting prior approval for deviations from the provisions of the CLA for the Meat Products Industry on which there is agreement between the employer and the trade unions involved.
3. Issuing rulings based on the principles of reasonableness and fairness in cases where disputes have arisen about the application and interpretation of the CLA for the Meat Products Industry, or of an employment contract, to which this CLA applies, or disputes about the application of job grading and the employer and/or employee(s) concerned have requested this.
4. Granting dispensation at the request of an employer or employee, or groups of employers or employees who justifiably believe that the application of one or more provisions of the CLA for the Meat Products Industry is impossible or undesirable for them.
5. The Standing Committee is authorised to set up an advisory committee with regard to disputes concerning job grading as referred to in Appendix I. The committee is also authorised to set up an advisory committee. This committee consists of two ORBA experts, one from the employers' side and one from the employees' side. This committee will advise the Standing Committee on a dispute concerning job grading. The Standing Committee will adopt this opinion in its ruling.
6. The Standing Committee shall have the power to amend these Regulations.

##### **Article 3 Application for a ruling from the Standing Committee**

1. A request for a ruling from the Standing Committee must be made in writing, stating the reasons for the request and with a clearly defined claim, to the Social Secretariat, Postbus 61, 2700 AB Zoetermeer.
2. The party who sent this request to the Standing Committee will receive confirmation from the Social Secretariat. A copy of this request will be sent to the defendant, if any, and to the members of the Standing Committee, with the request to communicate its defence in writing within 14 days, of which the Social Secretariat will send a copy to the requesting party.
3. The Standing Committee shall examine the request for a ruling as soon as possible, but within three months of its receipt by the Social Secretariat.
4. The Standing Committee may decide to declare a dispute older than two years inadmissible. In the event that the CLA for



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the Meat Products Industry is not applied at all within a business, direct recourse to the courts is possible.

#### **Article 4 Consideration of the application by the Standing Committee**

1. The parties involved in the application may be summoned by the Standing Committee, as well as any witnesses. In the event of the absence of those summoned, the Standing Committee shall decide whether to proceed with the application or to defer its decision.  
If the Standing Committee calls witnesses, the parties shall be informed in good time.  
If either of the parties brings along a witness, the other party must be notified in good time, mentioning the name of the witness.
2. The parties who so request will be heard by the Standing Committee. They will then be informed in good time of the time of the meeting of the Standing Committee.
3. The parties may be assisted or represented by a lawyer or other representative in the case of section 2 as well as in the case of section 3.
4. The Social Secretariat shall send each member (and alternate member) a copy of all documents required for the meeting as soon as possible, but no later than one week before the meeting, as well as such further communications as are required for the proceedings.
5. If a member of the Standing Committee is unable to attend the meeting, they shall inform the Social Secretariat as soon as possible. A member who is unable to attend shall be replaced in good time.
6. If the business interests of a member/alternate member are related to the dispute to be handled, such member/alternate member may not participate in the handling of the dispute as a member and must report their interests as soon as possible. This member shall inform their (permanent) alternate as soon as possible.
7. A report of the meeting of the Standing Committee shall be drawn up by the Social Secretariat. Once this report has been approved by all the members of the Standing Committee, it may be used to represent the opinion of the Standing Committee in any legal proceedings.

#### **Article 4b. Dispensation**

When assessing a request as referred to in Article 2(2) and (4), the following points shall be taken into account:

1. the applicant for dispensation, i.e. an employer, raises business-specific features that are a compelling argument in favour of dispensation;
2. dispensation leads to competition on terms of employment;
3. dispensation leads to an impairment of the working conditions of the employees;
4. dispensation leads to the occurrence or possible occurrence of labour unrest in the sector;
5. dispensation leads to no or reduced compliance with the CLA for the Meat Products Industry;
6. dispensation leads to the CLA for the Meat Products Industry being no longer enforceable under civil law;
7. the applicant for dispensation is subject to a legally valid corporate CLA;
8. dispensation is contrary to laws and regulations, custom or general use;
9. the applicant for dispensation identifies special circumstances justifying the granting of dispensation;
10. the applicant for dispensation puts forward cases that, in the Committee's view, should be regarded as irrelevant;
11. the Committee may attach conditions to a dispensation;
12. the provisions of Article 3(3) and Article 5(3) and (4) shall apply by analogy.

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#### **Article 5 Ruling of the Standing Committee**

1. Each member or alternate member of the Standing Committee shall have one vote. Decisions are taken by majority vote.
2. In the event of a tied vote, no decision by the Standing Committee shall be taken. If the situation remains the same, any party can take further steps.
3. Reasons are given for the decisions of the Standing Committee  
A minority view of a member of the Committee is allowed for explanatory purposes. However, this minority view does not stand in the way of the ruling of the Standing Committee.
4. The ruling of the Standing Committee will be sent to interested parties as soon as possible, but not later than four weeks after the date of the hearing.
5. The Standing Committee may, when giving its ruling, decide to reimburse costs. Where there is a dispute in which an advisory committee as referred to in Article 2(5) of these Regulations has been set up, the costs of this committee shall be paid by the party ruled against, unless this is the employee. The employee may only be ordered to pay the costs of this committee if there has been a manifestly unreasonable use of procedural law. These costs are otherwise borne by the Collective Fund for the Meat Products Industry.

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**APPENDIX V NEN REGULATION**

For the content, please refer to the Dutch version of the collective labour agreement at [www.vleeswarenwerkt.nl](http://www.vleeswarenwerkt.nl)

**APPENDIX VI PROCEDURE FOR TAX-FREE REIMBURSEMENT OF TRADE UNION CONTRIBUTIONS**

For the content, please refer to the Dutch version of the collective labour agreement at [www.vleeswarenwerkt.nl](http://www.vleeswarenwerkt.nl)

**REIMBURSEMENT FORM FOR MEMBERSHIP FEES OF AN EMPLOYEE ORGANISATION**

For the content, please refer to the Dutch version of the collective labour agreement at [www.vleeswarenwerkt.nl](http://www.vleeswarenwerkt.nl)

**APPENDIX VII COLLECTIVE LABOUR AGREEMENT FUND FOR COLLECTIVE INTERESTS IN THE MEAT PRODUCTS INDUSTRY**

For the content, please refer to the Dutch version of the collective labour agreement at [www.vleeswarenwerkt.nl](http://www.vleeswarenwerkt.nl)

**IMPLEMENTATION REGULATIONS**

For the content, please refer to the Dutch version of the collective labour agreement at [www.vleeswarenwerkt.nl](http://www.vleeswarenwerkt.nl)

**SUBSIDY REGULATIONS**

For the content, please refer to the Dutch version of the collective labour agreement at [www.vleeswarenwerkt.nl](http://www.vleeswarenwerkt.nl)

**ASSESSMENT FRAMEWORK FOR SUBSIDIES FUND FOR COLLECTIVE INTERESTS IN THE MEAT PRODUCTS INDUSTRY 2018 AND BEYOND**

For the content, please refer to the Dutch version of the collective labour agreement at [www.vleeswarenwerkt.nl](http://www.vleeswarenwerkt.nl)