Negotiation Result MITT Collective Labour Agreement 2026-2027

On 23 June, 26 August, 5 October and 27 October 2026, employers in the Fashion, Interior, Carpet and Textile Industry (Modint) held discussions with FNV, CNV and De Unie regarding the MITT Collective Labour Agreement from November 2026 onwards. These discussions resulted in the following negotiation outcome:

Term
The collective labour agreement has a duration of 12 months, from 1 November 2026 through 31 October 2027.

Wage Development
Actual hourly wages and hourly wage scales will be structurally increased by 3.25% as of 1 January 2027.

Commuting Allowance
From 1 January 2027, the commuting allowance will increase from €0.10 to €0.15 per kilometre. Employees may also choose reimbursement based on the actual number of travel days. All other provisions remain unchanged.

SAVAMITT Insurance
The premium for the WGA Gap Insurance, as regulated in the SAVAMITT collective labour agreement, will be reduced from 0.25% to 0.05% for the calendar year 2027. In addition, the definition of wages will be amended as of 1 January 2027 so that it aligns with the social insurance wage definition.

PAWW Scheme
The duration of the PAWW collective labour agreement will be extended by the maximum period of five years as of 1 October 2027.

RVU Scheme
On 18 October 2024, the Dutch government, employee organisations and employer organisations reached a national agreement on extending the so-called RVU Scheme (Early Retirement Scheme). This RVU agreement includes a broad package of measures, including joint efforts to promote sustainable employability and a permanent, more targeted RVU tax exemption threshold with evaluation moments every three years.
The implementation of the new national RVU Scheme, effective from 1 January 2026, has now also been completed.

To provide both employers and employees with greater guidance and support when making use of the RVU Scheme, a specific RVU arrangement for employees performing heavy work will be included in the MITT Collective Labour Agreement. Participation in this scheme is voluntary for both employer and employee. As with the general RVU arrangements, dialogue between employer and employee remains central. The scheme has been attached as an appendix to this negotiation result.

The term of the MITT Collective Labour Agreement 2026-2027 will be used to further define what constitutes heavy work.

Sustainable Employability Measures
The MITT Social Fund will be requested to further develop the **moi.** project (www.ikbenmoi.nl) into a permanent programme focused on sustainable employability.
The focus regarding the RVU scheme will be on extending the financial helpdesk and strengthening preventive measures.

Key priorities in preventing employee absence will include:

- Healthy ageing and maintaining sustainable employability
- Prevention is better than cure
- Healthy and vital working conditions in production environments

The activity plan will include the objective of increasing employee participation. Collective bargaining parties are considering providing employees with vouchers that allow them to participate in activities free of charge. A leaflet will also be developed for new employees, informing them about the moi. programme and the trade unions involved.

AI Literacy in the MITT Sector
AI literacy means that employees possess sufficient basic knowledge and skills to use artificial intelligence consciously, critically, safely and responsibly. This includes understanding the opportunities and limitations of AI and recognising its associated risks.

Organisations must take measures to support the development of employees' AI literacy. They must also be able to demonstrate which appropriate measures have been implemented.

The MITT Social Fund will be asked to collectively facilitate AI literacy within the MITT sector, for example through a dedicated AI web page, e-learning modules, an employer checklist, AI learning cards for employees, guidance materials and model policies.

MITT Social Fund (Levy)
The employer levy will be extended for the maximum permitted duration, and the contribution rate will remain at 0.24% of the relevant payroll. In accordance with the wishes of the social partners, the provision relating to the employer levy will be removed from the MITT Collective Labour Agreement and incorporated in the future into a separate collective agreement governing the fund.

Trade Union Activities
Article 7.9 (paid leave for trade union activities) will be modernised. In addition, the collective bargaining parties will make supplementary agreements to ensure broad sector representation at the bargaining table, within the governing boards of the social funds and on relevant committees.

Trade Union Membership Contribution
The arrangement under which the employer cooperates in facilitating the tax-efficient payment of trade union membership contributions (Article 7, paragraph 11 of the MITT Collective Labour Agreement) will be continued.

Contribution for Collective Representation of Interests
The contribution for collective representation of interests / AWVN contribution will continue to be indexed in line with the Consumer Price Index (CPI). The CPI adjustment is calculated based on the change as at 1 October of the preceding calendar year compared with the year before that, with a minimum of 0% and a maximum of 5%.
For 2027, this indexation has been set at 3.4%.

Article XX

Early Retirement Scheme (RVU)
During the term of this collective labour agreement, employees who meet the applicable conditions may request permission from their employer to stop working earlier through participation in the RVU Scheme.

The following conditions must be met:

- Your position must qualify as a "heavy work" position if:
    - you work in a shift schedule that includes night shifts;
    - you work in a schedule with staggered shifts that include work at the edges of the night period (between 6:00 and 7:00 a.m. and between 11:00 p.m. and midnight);
    - you perform on-call duties that include night shifts;

- Immediately prior to the RVU commencement date, you must have worked for at least 10 years in a "heavy work" position with your employer (or its legal predecessors);
- Immediately prior to the RVU commencement date, you must have worked in the MITT sector for at least 20 years, with interruptions not exceeding six months;
- During the period in which you receive RVU benefits, you may not perform any (new) work from which employment income is derived.

If you meet the above conditions, you may request permission from your employer under this collective labour agreement to retire early through the RVU Scheme up to a maximum of two years before reaching the statutory state pension age (AOW). If you work part-time, the maximum duration of the RVU Scheme will be calculated based on your part-time employment percentage. The benefit can never exceed your original period income.

Example:
You work 75% of a full-time schedule. In that case, you may stop working up to 75% of 24 months earlier, which equals 18 months. Alternatively, you may stop working 24 months earlier, but you will then receive 75% of the RVU benefit.

If your working hours have been changed within two years before entering the RVU Scheme, the working hours applicable before the change to your part-time percentage will be used for the application of this arrangement.

If your employer agrees to your request, a monthly RVU benefit will be paid from the commencement date of the RVU Scheme. Participation in the RVU Scheme means that your employment with the employer will end. The monthly RVU benefit is capped at the amount of the fiscal RVU exemption threshold, excluding the additional tax allowance of €300 gross per month for hardship situations that has applied since 1 January 2026. The benefit amount will be adjusted annually in line with the indexation of this base amount.

If you pass away during the period in which you are participating in the RVU Scheme, your surviving dependants will receive the RVU benefit for the calendar month in which the death occurred and for the following two calendar months.

If you participate in the RVU benefit scheme and undertake (new) work from which employment income is earned, your entitlement to the RVU benefit will end.

Your employer may reject your application. However, the employer is required to provide a substantive written response to your request, following appropriate review, within three months.

Positions that (temporarily) qualify as "Heavy Work"
Subject to validation by TNO, the following positions qualify for participation in the RVU Scheme:

- Positions involving shift work with night shifts;
- Positions involving on-call duties that include night shifts.

For positions involving night shifts, the employee is working or available for call-out between midnight (00:00) and 6:00 a.m.

During the term of this collective labour agreement, the collective bargaining parties will further define the positions listed above. They will also investigate whether other positions within the MITT sector should qualify as "heavy work".

The positions that the social partners identify as qualifying as "heavy work" will be submitted to the TNO Expert Centre for Heavy Work for validation. If a position cannot be validated as a "heavy work" position, it will no longer qualify for participation in the RVU Scheme.

Chapter 9 – Protocol
Early Retirement Scheme (RVU)

Through this collective labour agreement, the bargaining parties have included a voluntary Early Retirement Scheme (RVU). The coming period will be used to further validate and define the concept of "heavy work". The agreements reached will be evaluated during the term of this collective labour agreement, after which a decision will be made regarding continuation of the arrangements and/or the introduction of a mandatory scheme.