



Result of negotiations on a new cao for the meat industry

Duration

The new collective bargaining agreement will be in effect for a period of 19 months from March 1, 2023 to October 1, 2024.

Wages

Actual wages and CAO wages will be increased during this period as follows:

- Starting March 1, 2023, a structural increase of 4%.
- From August 1, 2023, a structural increase of 5%.
- As of March 1, 2024, a structural increase of 3.25%.

Pension

The survivor annuity, provided that all other sectors within the VLEP also make the same decision, will be increased to 30% of income. The cost will be added to the accrued premiums, rather than the contribution. The temporary survivor pension will be insured up to 50% of ANW.

Travel expenses

The commuting allowance referred to in Article 24b(2) will be increased from at least 19 cents to 21 cents per kilometer on July 1, 2023, and to 22 cents per kilometer on January 1, 2024.

Permanent work the norm

As of November 1, 2023, employers in the meat processing industry are required to offer (international) employees who have been working for the company for more than 2 years in a production position (whether through different agencies) and permanently reside in the Netherlands offer an employment contract with at least equivalent working conditions.

In determining the 2-year period, all periods worked for the client and work at the same location for the client's legal predecessor are taken into account, as well as vacations and absences due to incapacity for work of up to 3 months per year. After an absence, whether due to vacation or incapacity, of more than 3 months per year, the 2-year period is extended by a period of

Whether an employee has a permanent residence in the Netherlands can be demonstrated by:

1. the employee has his own BSN number.
2. the employee has documented health insurance



3. the employee speaks Dutch or is willing to take Dutch lessons.
4. The worker is responsible for transportation to work.

Adjustment of the juvenile wage scale in the initial wage scale

Juvenile rates are increased according to age up to the minimum wage of a worker two years older. A juvenile worker aged 16 will then be entitled to the minimum wage of an 18-year-old, and so on. Workers aged 19 and older will receive the minimum wage of an adult...

Protocol agreement: a forward-looking collective bargaining agreement

The social partners will form a working group to develop a proposal to amend a number of employment conditions during the term of the collective bargaining agreement in order to achieve a forward-looking collective bargaining agreement. The goal is to develop concrete proposals by 2023.

Topics include:

- the future of the RVU system and further clarification of the scope from the social partners to companies and their labor participation bodies that the system agreed upon in the collective bargaining agreement can also include production support functions, as long as they fall within the scope agreed upon in the company;
- allowance for work at home;
- inconvenience allowances;
- parental and partner leave
- base level scale;
- cooperation between social partners.

Ondertekend voor akkoord op:

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