November 19, 2026

Final proposal

This final proposal will be submitted to the constituencies. The deadline for responses is December 4, 2026.

Duration

13 months from September 1, 2026 to October 1, 2027.

wage

2% as of September 1, 2026, and 1.25% as of March 1, 2027.

Fuwa and contract building

The new job evaluation system will be implemented no later than **June 1, 2027** . The payroll structure will be replaced on the same date by the following table:

Step	Group 2	Group 3	Group 4	Group 5	Group 6
0	**WML**	€ 15,30	€ 15,65	€ 16,05	€ 16,70
1	€ 15,23	€ 15,88	€ 16,14	€ 16,47	€ 17,52
2	€ 16,14	€ 16,45	€ 16,67	€ 17,13	€ 17,85
3	€ 16,41	€ 17,03	€ 17,14	€ 17,90	€ 19,33
4	€ 16,78	€ 17,60	€ 17,65	€ 18,61	€ 20,34
5			€ 18,08	€ 19,80	€ 21,16
6					€ 22,33

(* these amounts are increased by the agreed wage increases)

If the actual implementation takes place after March 1, 2027, the financial consequences will be processed retroactively to **March 1, 2027**.
Until the mandatory implementation date, the old payroll structure remains in place. Wage increases are implemented simultaneously in both payroll structures.

All employees who are employed on March 1, 2027, at a company covered by the collective labor agreement for the Meat sector, are classified in groups C, D, or E, and who will transition from scale C to scale 3, from scale D to scale 4, or from scale E to scale 5 based on the new job evaluation system, will be granted as follows:

- Upon reaching the last period of the scale, the employee receives a perspective allowance as long as the employee remains in this scale. When moving up to a higher scale, the perspective allowance lapses.
- The perspective allowance will be phased out in four annual steps.
- The original perspective allowance is the difference on March 1, 2027 between:
    - Scale C last step and scale 3 last step
    - Scale D last step and scale 4 last step
    - Scale E last step and scale 5 last step

- The amount of the perspective allowance to which the employee is entitled upon reaching the last periodic is determined as follows:
  - 1st year: 4/4 of the original perspective allowance;
  - 2nd year: 3/4 of the original perspective allowance;
  - 3rd year: 2/4 of the original perspective allowance;
  - 4th year: **1/4** of the original perspective allowance;
  - 5th year: the allowance will be discontinued.

The collective labor agreement also includes the following regulation:

- Updating leads to a higher classification:
  The employer determines the new salary as follows: He compares the salary the employee currently earns with the salaries in his new salary scale. The employer chooses the salary that is as close as possible to the salary the employee currently earns, but is never lower than the salary the employee currently earns.
- Updating leads to a lower classification:
  The employer determines the new salary as follows: He compares the salary the employee currently earns with the salaries in his new salary scale. The employer chooses the salary as close as possible to the salary the employee currently earns. If the new classification leads to a lower salary, the difference is converted into a "new personal allowance." This allowance is value-stable and increases with future collective labor agreement increases. For employees who already receive a personal allowance due to an earlier classification as a result of a new job evaluation system, this allowance is included in the basic salary for classification in the new salary structure. Other personal allowances that are independent of classification are excluded from determining the new classification.

RVU

As of **November 1, 2026**, a new RVU scheme will be established. This scheme will continue as long as it is fiscally facilitated by the government. The general modalities of the current scheme will be continued, with the following adjustments:

1. The functions eligible for the RVU (the scope of the scheme) are in accordance with the SPDI Report on Delimitation and Justification of RVU from June 2026.
2. If an employee has been reassigned to a minor position in the past three years, immediately prior to participation in the RVU scheme, for physical reasons, these three years count towards meeting the 20-year requirement.
3. For the 10-year requirement, the years in which the employee worked as a temporary agency worker for the current employer also count.
4. The relay will be discontinued.
5. New participants in salary scales 2, 3, and 4 receive, based on the provision for urgent cases, an additional payment of €300 per month.
6. Working while participating in the RVU scheme is not allowed in the VLEP sectors and the butcher sector, except for the shops.
7. In the event of the death of a participant while participating in the RVU scheme, the remaining RVU benefit is paid to the partner.
   A partner is defined (in line with VLEP):
   - the person to whom the (former) participant is married;
   - the unmarried person registered as a partner of the (former) participant in the civil registry;
   - the unmarried person with whom the (former) participant maintains a joint household.

The benefit is in principle continued and paid to the partner, unless:
    - the partner indicates that they do not wish to receive the benefit. In that case, the remaining amount of RVU benefit is repaid to the employer, or;
    - the partner requests to receive the remaining amount in one lump sum. In that case, the remainder is paid out to the partner all at once.
8. An employee participating in the 80-90-100 scheme is considered a full-time employee for the purposes of the RVU scheme.
9. Against the background of the possible temporary agency ban and the associated uncertainty about the continuity of temporary employment and hiring agencies in the sector (specialized agencies), these companies cannot be expected to bear the investments in the RVU scheme entirely themselves. Therefore, the following collective scheme is provided:
    - For specialized agencies, a temporary subsidy scheme is opened until March 1, 2028.
    - Specialized employment agencies can apply to the Fund for Collective Interests for the Meat Sector for compensation for the costs of the RVU benefit for an employee participating in the new RVU scheme.
    - A maximum of €1.5 million will be made available for this subsidy scheme from the Fund's reserve.
    - The available amount is distributed proportionally over the quarters.
    - Specialized agencies may submit a quarterly application for employees who have started participating in the RVU scheme in the relevant quarter. If the total amount of allowances requested in a quarter exceeds the budget available for that quarter, the allowances are proportionally reduced.
    - The conditions and implementation of this subsidy scheme are further elaborated in the RVU regulations.
    - The right to a subsidy is conditional and arises only if a temporary agency ban is actually introduced. If no temporary agency ban is introduced, the right to the subsidy lapses. The subsidy is not paid out until it is established that the temporary agency ban is actually implemented.

Until November 1, 2026, the RVU scheme as included in the collective labor agreement will continue with a duration from May 1, 2025 to September 1, 2026.

Senior Citizen Scheme

- An employee must have worked for the employer or elsewhere in the meat sector for at least 3 years before they can make use of this scheme.
- As of January 1, 2027, under the condition that FUWA including the associated payroll structure is introduced, the obligation to surrender 2 extra-statutory leave days upon participation will be reduced to 1 day.

Protocol agreements

1. During the term of this collective labor agreement, social partners explore the possibilities for a leave savings scheme (max 100 weeks) for early retirement, sabbatical, long-term leave, or informal care.
2. During this collective labor agreement period, the Organized Consultation is considering possible adjustments to the collective labor agreement to mitigate the effects of the proposed temporary agency ban on employers and employees. This includes consideration of an annual hours standard, ET scheme, and overtime arrangement.
3. The collective labor agreement text is simplified and made available in multiple languages.