

CLA DHL EXPRESS



NEWSLETTER | 15 JANUARY 2026

THE THIRD CLA NEGOTIATION MEETING

VERY DIFFICULT CLA NEGOTIATIONS

The collective labour agreement (CLA) negotiations are progressing with great difficulty. DHL Express is making a profit yet is proposing deteriorations and offering a very modest wage proposal.

Due to declining volumes, DHL Express wants to cut costs in the CLA and is proposing the following deteriorations:

- **Extension of the reference period to 4 months**
For full-time employees (40 hours per week), this means that surplus hours will be offset against deficit hours over a period of 4 months, which will likely result in no overtime allowance being paid.
For part-time employees (for example 32 hours per week), this means that surplus hours during quieter periods will be scheduled as time off. These hours will no longer be paid out.
- **Reduction of sick pay from 100% to 90% after 6 months**

If the trade unions are willing to agree to these proposals, DHL Express is prepared to withdraw the proposed reduction of overtime and irregular-hours allowances and will then offer a wage increase of 3% as of 1 July 2026 and 3% as of 1 July 2027.

IMPROVEMENTS

FNV members want a wage increase to maintain purchasing power and to improve wages. Inflation was 3.3% last year. In the Professional Freight Transport CLA, a wage increase of 4% as of 1 January has been agreed.

We have explained to DHL Express that members do not want an extension of the reference period. In addition, a ruling has been issued by the European Court stating that overtime allowance must be paid on additional hours worked. Your flexibility generates income for DHL, and it is only fair that you receive something in return.

On the back of this newsletter, you will find an overview of all CLA proposals in the section "Compare and Contrast."

FNV.NL/DHL

WHAT DO YOU THINK OF DHL'S PROPOSAL?

The FNV and CNV trade unions will visit DHL Express locations in the coming weeks to talk with you and hear your opinions.

COME TO THE CLA MEETING AND MAKE YOUR VOICE HEARD!

26 January from 5:00 PM - Rdh
Sebastiaan Kalkman/Jacqueline Lohle

27 January from 12:00 PM - Aviation
Tea Negro Ponzi/ Jacqueline Lohle

27 January from 5:00 PM - Nvp
Donald Visbeen/ Jacqueline Lohle

27 January from 5:00 PM - Aviation
Tea Negro Ponzi/ Edwin Meijer

28 January from 5:00 PM - Ehv
Paul Bakker/ Edwin Meijer

3 February from 5:00 PM - Utx
Samantha Haman/ Jacqueline Lohle

4 February from 5:00 PM - Zwo
Maarten Soer/ Jacqueline Lohle

BECOME A MEMBER

With more members, we can achieve more – together we are strong. Now is the time: become an FNV member as well! Sign up via fnv.nl/lidworden or scan the QR code.



FNV CLA Negotiation Delegation

Paul Bakker, Sebastiaan Kalkman, Tea Negro Ponzi, Aldo Piludu (FNV union representatives), Jacqueline Lohle (FNV Transport & Logistics Officer)



Transport & Logistiek

COMPARE AND CONTRAST

Topic	FNV	DHL EXPRESS
Duration	1 year. 2 years possible if good agreements can be made	2 years
Salary	<ul style="list-style-type: none"> • 6% salary increase as of January 1, 2026 • Periodic salary scale increase from 2.75% to 3.5% • Share scheme 	<ul style="list-style-type: none"> • 2% as of July 1, 2027; 2% as of July 1, 2028 • DHL does not want to make agreements on this • Works council arrangement
Sick leave	<ul style="list-style-type: none"> • Not agreed 	<ul style="list-style-type: none"> • From 6 months of sickness: 90% salary continuation
RCS	<ul style="list-style-type: none"> • Include RCS roles in the collective labor agreement (CLA) 	<ul style="list-style-type: none"> • Not negotiable
Work-Life Balance	<ul style="list-style-type: none"> • Self-rostering for the call center • Shifts last a maximum of 10 hours • Shifts scheduled at least 10 days in advance in Inplanning • Working on a public holiday > day off in return and payment of allowance • 50% working from home • Sabbatical: 6 weeks unpaid leave 	<ul style="list-style-type: none"> • DHL also wants this but depends on linking international systems • Only incidental, cannot be guaranteed • Already included in Inplanning • Already the case, see part-time arrangement • Works council arrangement • Willing to make agreements
Senior Policy	<ul style="list-style-type: none"> • Make the 80% work - 90% pay - 100% pension accrual scheme more financially attractive for older employees • Include RVU scheme in the CLA text 	<ul style="list-style-type: none"> • DHL does not want to make agreements on this • RVU scheme will be included in the CLA text
Allowances	<ul style="list-style-type: none"> • Pay additional hours for part-timers as overtime • Not agreed • Not agreed • Home working allowance according to Nibud 	<ul style="list-style-type: none"> • Reference period extended to 4 months • Reduce shift allowance (ORT) • Reduce overtime allowance • Works council arrangement
Expense Reimbursement	<ul style="list-style-type: none"> • Accommodation costs: if the employee is away from the home base for more than 4 hours, entitlement to €0.81 net per hour 	<ul style="list-style-type: none"> • No, this is already included in the hourly wage
Other	<ul style="list-style-type: none"> • Budget for international trade union work 	<ul style="list-style-type: none"> • Not agreed