



## We Are Talking to Employers About Your New Collective Labour Agreement (CLA)

**Dear MITT Hero,**

On Tuesday, May 13, we met for the second time with the employers from Modint and the other trade unions (CNV and De Unie). The negotiations focused on your terms of employment, such as wages, pensions, and working hours. We are having constructive conversations, but we haven't reached an agreement yet.

### What does FNV (together with the other unions) want?

**We've made proposals that benefit you and your colleagues. These include:**

- A wage increase of 6% to 7.6%
- A scheme that allows people to retire earlier (RVU)
- Improvements to the 80-90-100 scheme, so that older workers can reduce their working hours while maintaining most of their income
- Payment of additional hours as overtime
- More bereavement leave when someone close to you passes away
- A travel allowance of €0.23 per kilometre for commuting or reimbursement of public transport costs
- A stronger position for trade unions within companies
- Employers participating in the Agreement on Sustainable Garments and Textiles, which promotes good working conditions and living wages in other countries

### What are the employers saying?

Employers also say they want to protect your purchasing power. At the same time, they are concerned about the state of the economy. Here's what they are proposing:

- A gross monthly wage increase of €25, plus an additional 2.5%
- A CLA that would run until the end of June 2026

### They also want to make agreements on:

- Paying extra hours as overtime
- Continuing the "moi" programme, so you can keep using free workshops and get support with finances and health
- Taking measures to prevent illness, including new agreements on continued salary payments during sick leave

### **What's next?**

We are having open and serious discussions. The next negotiation meeting is on Monday, May 27. We hope to get closer to a good agreement then. Of course, we will keep you informed of any updates.

### **Kind regards,**

Paul van Bortel – Union Representative  
and the national MITT negotiating team  
FNV (on behalf of the unions in the MITT sector)