



Valuable input for the new Collective Labor Agreement (CAO) for Butchery Businesses

Before discussing with employers, we first asked you and your colleagues what you consider important in the CAO through a CAO survey. We are pleased that many butcher shop employees participated. Thank you very much for that! Your input is important to us because you know best where improvements are needed. We will take these insights into account in the negotiations that begin on November 30. We have summarized the most important survey results for you.

According to the CAO survey:

- 20% of the participants are not yet members of our union, but fortunately, they have found us now that these important negotiations are taking place.
- Over 63% of the participants do not have money left at the end of the month, or even fall short of money.
- Over 70% of the participants experience mental and/or physical workload and desire a reduction in this. This is often related to a shortage of personnel, excessive work, heavy work, working in the cold, and experiencing a monthly shortfall of money.
- Only 55% of the participants agree with the statement that they can reach retirement age in good health. The most important topic for negotiations is salary, followed by the expansion of the senior citizens' scheme and an improved travel expense scheme. The issue of workload is also among the top 5 topics for negotiations.

What's next?

With your input from the survey, the FNV sector council members and the negotiator will draft the proposal letter. The letter outlines our demands for your new CAO. You will soon find the letter on our website. We will keep you informed via email and through gate actions during the upcoming negotiations. Are you a FNV member? Check in "My FNV" if your details and email preferences are correct.

Together for a good Butchery Business CAO

To negotiate a good CAO, we need your support. Our best support is if you become a member of the FNV. As an FNV member, you are stronger and have more influence on the outcome of the CAO negotiations. Together with you and all other FNV members, we can advocate for better employment conditions, so you and your colleagues get what you are entitled to. If you work for a butchery business, membership is free. Your employer will fully reimburse the membership at the end of the year.

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