



CAO PROPOSALS FOR THE MEAT PRODUCTS INDUSTRY ON BEHALF OF FNV

Duration

We propose to agree to a collective labor agreement for 12 months, namely from 1 March 2023 to 29 February 2024.

Cao Meat Products with a future

Not only the starting scales are minimum wage scales, but with the increase in the legal minimum wage as of 1 January 2010, the lowest wage scales of the Meat Products CLA are no longer in proportion and the relevant scales have become minimum wage scales. It literally makes a differences of € 15.79 per month and € 0.10 per hour!

In addition, the workload within the sector is increasing, with missing and departing colleagues as the main reason. This is partly due to the poor salary. Do not let the employee pay the bill for the enormous inflation and increase the salaries by applying an automatic price compensation. Purchasing power retention to return to a sector with a future! But equal pay for equal work will also make the sector more attractive. We therefore make the following proposals in this context:

- To compensate for the increase in the cost of living, salaries are indexed by applying the APC (Automatic Price Compensation). This means that wages are adjusted each time on 1 January on the basis of the development of the consumer price index (CPI). The adjustment is based on the CBS consumer price index (series for all households, derived October-October). When applying this price indexation scheme, the provisional CBS consumer price index figure is used as long as the final figures are not yet known. This means that any corrections that are subsequently made to the provisional consumer price index figure for a particular month are not taken into account. When adjustments are negative, the percentage is not applied, but frozen and offset against future increases. Taking into account a floor of € 14 gross per hour.
- Abolition of youth scales. FNV believes it is important that everyone who does equal work receives equal pay. A distinction according to age with regard to the amount of the financial reward, while no distinction is made in the activities, is therefore not fair in our view. FNV therefore proposes to align the pay scales for ages 16 to 20 with the pay scale of 1 job year.

Pensions

Survivor's pension

It is expected that the Pensions Act and related statutory regulations with regard to pensions will change on 1 July 2023. This means that the current pension scheme will have to be changed. The social partners have been discussing changes to the pension scheme for some time now. One of the major changes in the new pension system is the change in the basis for calculating the amount of the survivor's pension. In the current pension scheme, the basis for calculating the survivor's pension is the retirement pension. In the new pension system, the basis for calculating the amount of the survivor's pension is the member's income. The current level of the survivor's pension is of such a low level, social assistance level, that members are concerned about this. We believe that the moment of transition to the new pension system is a natural moment to bring the level of the survivor's pension to an acceptable level. The joint trade unions have already indicated at an earlier stage that the amount of the survivor's pension in the new pension system should be changed as follows:

- for the lifelong survivor's pension 30% of the income;
- for the temporary survivor's pension € 8,000

Trade unions have indicated that this change should be cost-neutral. It is now clear that the choice of the amount of the survivor's pension in the new pension system has no influence on the balance of the transition. We would like to hear from the employers whether they can support the position of the trade unions to improve the amount of the survivor's pension as of the date of transition to the new pension system on the basis of the proposal made earlier by the trade unions.

Permanent work is the norm

The protocol agreement agreed last year regarding the usefulness and necessity of having the preliminary scales has made it clear that employers continue to have a need for the preliminary scales. However, it was discussed that agreements could be made about the permanent hiring of temporary workers. This is to offer perspective within the sector for temporary workers. FNV believes that permanent work should “just” be the norm again and therefore proposes the following:

- The Processed Meats sector offers temporary workers who have been working for more than two years in their company an employment contract for an indefinite period. The relevant Meat Products Company makes this offer in writing in a language that is understandable to the employee. If the temporary worker does not wish to make use of the offer, the employer and the temporary worker will record this in writing. In that case, the temporary worker can continue his work as a temporary worker.

Travel expenses

We propose to set the amount of the reimbursement equal to the fiscal maximum.

In order to avoid discussions among employers about the way in which the number of kilometers for commuter traffic is determined, we want to make agreements about this in the collective labor agreement.

Union facilities

- The unions have the right to inform members on the shop floor/company canteen and to hold member meetings, as is also regulated in the ILO legislation that the Netherlands has ratified. We would also like to see this included in the collective labor agreement, because it sometimes leads to discussion.
- The members of the trade unions are jointly responsible for the formation of the collective labor agreement and that is why we believe that the members should be rewarded for this and therefore the union contribution should be reimbursed entirely. This with priority from the WKR.

Furthermore, we reserve the right to raise new or modified proposals during the consultation.