

CBA proposals for the Collective Labor Agreement for Butchers 2025-2026

1. Duration

We propose a collective labor agreement with a duration of one year, from September 1, 2025, to September 1, 2026. A longer duration is negotiable, depending on the agreements we can make with each other.

2. Income Development

The FNV proposes a structural increase of all salaries and salary scales by 7% as of September 1, 2025, to maintain and improve purchasing power.

3. Automatic Price Compensation

Additionally, we want to implement automatic price compensation (APC) to compensate for future inflation delays. This means that, to compensate for the rising cost of living, salaries will be indexed through a price compensation system. This means that every January 1, the gross salaries will be adjusted based on the change in the consumer price index (CPI). The adjustment is based on the CBS consumer price index figure. This figure is calculated annually from October to October for all households. The adjustment is equal to the change in the figure for the October-October period. In applying this price indexing scheme, provisional CBS consumer price index figures are used if the final figures are not yet known. This means that any corrections that are later made to the provisional consumer price index figure for a given month are not taken into account. When adjustments are negative, the percentage is not applied but frozen and offset against future increases. Given the proposed start date of the collective labor agreement on September 1, 2025, this means that gross salaries will be structurally adjusted first on January 1, 2026.

4. Minimum wage to €16.00 gross

The FNV aims for a minimum wage of at least 60% of the median wage, which amounts to €16 per hour. Currently, the lowest hourly wage in the collective labor agreement for the butchery industry is below this amount. Therefore, we propose to collaboratively establish a process to achieve this goal within a few years.

5. Adjusting the wage structure

FNV wishes to adjust the wage structure of the collective labor agreement for the meat processing industry to make it future-proof. We propose the following:

1. We propose to reduce the number of steps in wage groups 2, 3, and 4, while maintaining the current maximum scale salary.
2. We propose to apply the minimum wage only in scale 1.0, taking into account the stipulation under point 4 (minimum wage to €16 gross).
3. Separate salary scales for craft and industry, with the current production allowance being incorporated into the salary scale for industry.

In the working group 'wage structure', we will further elaborate and shape these points.

6. Travel Expenses

We propose to increase the travel expense reimbursement to €0.23 per kilometer starting September 1, 2025. Additionally, we wish to abolish the personal contribution of 20 kilometers per day (Article 16.1, paragraph c).

7. RVU (Heavy Work Scheme)

The FNV wants to continue the previously made agreement about the extension of the heavy work scheme. The parties will consult to arrive at a concrete definition of heavy work in the collective labor agreement, with the aim of establishing a clearly defined, structural scheme. The parties will agree on what financing is appropriate and how employees will be informed and supported in using this scheme. This scheme should come into effect by January 1, 2026 at the latest.

8. Senior arrangement

We propose to expand the senior arrangement I (Article 27, paragraph 1) to an 80-95-100 arrangement. This means working 80% of his or her regular working hours per week, with 95% of the actual wage that the employee would have earned if he/she had not reduced working hours being paid, and 100% pension accrual. Additionally, we propose that employees aged 60 and older are no longer required to work on Saturdays.

9. Cold storage allowance

The collective labor agreement for the butcher industry includes a cold allowance of 10.80 per week if an employee mainly works in areas cooled to a temperature below 12 degrees Celsius. However, there are also employees in the butcher industry working in areas where the temperature is lower than 5 degrees Celsius and even below 0 degrees Celsius. These low temperatures make the work especially demanding. Therefore, we want to create a gradation in the allowances for working in cooled spaces or in freezing conditions. We propose the following allowances:

- 10.80 per week if you mainly work in areas cooled to a temperature below 12 degrees Celsius;
- 13.55 per week if you mainly work in areas cooled to a temperature below 5 degrees Celsius;
- 15.80 per week if you mainly work in areas cooled to a temperature of 0 degrees Celsius or lower.

10. Meal reimbursement

We propose to give the employees in the butcher's company the free choice of whether they wish to receive a meal reimbursement, or an equivalent meal provided by the employer (art. 26).

11. Job security

A frequently heard topic is the workload. Employees experience a high workload on one hand due to the shortage of colleagues, the frequent changing of temporary workers, language barriers, and tight schedules. FNV believes that permanent work should become the norm again and therefore proposes the following:

11.1 Fixed Work as the Norm

Originally, temporary workers were employed to handle temporary peaks in workload or to cover for sickness. Nowadays, however, new employees are often hired as temporary workers without any temporary replacements or peak loads being involved. We want to return to the original intention of the temporary work relationship, where temporary workers are exclusively used for 'peaks and sickness'. We realize that this is not immediately feasible and must occur in phases. Nevertheless, we want to initiate the process and make a start so that, in time, we can return to a situation where temporary workers are only used for temporary or exceptional cases. We propose to establish a healthy balance, where we aim to reduce the proportion of flexible employment contracts to 30% of the total number of employees in a company.

11.2 Communication in the Workplace

Communication in the workplace often proceeds very laboriously because employees speak different languages and cannot make themselves understood to each other. A commonly heard remark is that this leads to unsafe situations and a feeling of high work pressure. We would like to investigate with you how communication can be improved, where the placement of interpreters or compulsory Dutch lessons during working hours could be part of the solution.

Other

- The Court of Justice has ruled that an employer must not make a distinction between full-time and part-time workers regarding overtime pay. A part-time worker must receive an overtime allowance for all hours worked beyond his or her contracted hours equal to that of full-timers. We propose to include this in or amend the collective labor agreement for the meat industry.
- A number of articles in the chapter on Working Hours regularly lead to discussions and uncertainties. These discussions and uncertainties usually arise around the so-called '6th working day'. According to the collective labor agreement, the normal working hours average 38 hours spread over 5 days (art. 22 para. 1a). Since the working week runs from Monday to Saturday (art. 21 para. 1), working on Saturday - when this is the sixth working day in that week - especially in businesses that are not shops, leads to discussions. We would like to address this recurring issue by no longer viewing Saturday for businesses that are not shops as a normal working day.

We expressly reserve the right to introduce new, amended, or additional proposals during discussions.