

22 SEPTEMBER 2022

NOW AN AGREEMENT ALREADY!

After two rounds of negotiations, FNV reached a new Collective Labor Agreement for Metalektro. The agreement will be enforced after approval of the members who can vote until October 31.

Such a rapid agreement in metalektro can be called historic, because in recent years lengthy strikes have been necessary for this. But we also live in historically difficult times. In these times when a lot of people can hardly make ends meet, we want people to get a pay increase as soon as possible. That is why we now wanted to reach an agreement so that the wage increase with effect from the new collective labor agreement (on December 1, 2022) can actually be paid out.

PAY RISE

- 5.5% as of December 1, 2022
- 3.5% as of January 1, 2024
- €60 per month during the term of the collective agreement, something which represents a 2% wage increase. This raise also applies to temporary workers.
- Due to these structural wage increases, the hourly wage per January 1, 2024 minimum € 14.

The wage increase in total will be 11%. From 1 December 2022, average wages (the most common wages) will increase by 7.5%. A year later, another 3.5% will be added on a structural basis.

JOB SECURITY

- During the term of this collective labor agreement, employers offer 1,800 temporary workers a permanent contract.
- Working hours
- No more overtime obligation, this is only possible even in real disasters.
- There will be a pilot on working time arrangements with the agreeing unions. We are evaluating this trial for January 1, 2024.
- The four-day working week may only be refused by the employer in case of serious business interest.

TRAINING

- There will again be training vouchers that allow you to decide for yourself what you want to learn.

HEALTHY FOR YOUR RETIREMENT

The Generation Pact has been extended. You can participate in this scheme at least until 31 December 2028. The salary limit in the Generation Pact scheme is indexed to the structural wage increases agreed in the collective labor agreement.

The Sustainable Employability Day will continue to exist (the text in the collective labor agreement will be clarified).

We are extending the current pension scheme (BUO) and we will start negotiations on a new pension scheme in the spring of 2023.

OTHER

- There will be reasonable travel, homework and internship allowances for employees.
- Trade union members may participate in a collective labor agreement training day.
- Trade union contributions may be settled for tax purposes via the work-related costs scheme.
- Unions may use the usual channels of communication within the company.
- The strategic agenda that forms the basis of the current good relations between the parties to the collective labor agreement will be further developed. Think, for example, of the joint approach to greening industry and drawing attention to the government's shortage of personnel. We are also carrying out an investigation into the position of the sector.

Edited by industriAll Europe