

Agreement in Principle of 1 February 2019

The parties to the collective agreements in the Metalworking and Electrical Engineering Industry (Metalektro) produced a result in the negotiations on new collective agreements on 31 January 2018.

The agreements in the negotiated outcome that lead to changes in the collective agreement in the Metalektro automatically apply to the collective agreement for senior personnel in the Metalektro if the relevant text is the same or to the same effect in both collective agreements.

Labour relations

The parties declare that concluding this new collective agreement was a lengthy and very difficult process. That process has left its scars on both the employees and the employers in the sector in terms of labour relations.

For that reason, the parties will devote special attention to normalising and improving labour relations in the sector the coming period. To that end, the parties will draft a programme and an action plan, if necessary with the assistance and support of external parties. Both the employees and the employers in the sector will be involved in drawing up the programme.

Duration and salary

The new collective agreements will have the following duration:

- The collective agreement, the collective agreement for senior personnel and the supplementary SAO collective agreement will run from 1 June 2018 until 1 December 2020 (30 months).
- The A+O collective agreement will run from 1 January 2019 until 1 July 2021.

The following salary increases will be applied in the collective agreements: structural increases of the actual salaries by:

- 3.5% on 01-02-2019
- A gross sum of € 58 on 1-8-2019
- A gross sum of € 116 on 01-01-2020

The salary increases will also apply for employees within the meaning of article 4.5(4), who are employed on a full-time basis.

Employers who have already increased the actual salaries and/or have voluntarily provided an advance in anticipation of the conclusion of this collective agreement can set those payments off against the first salary increase awarded under the collective agreement for the Metalektro. This agreement applies for the duration of the collective agreement.

Flexibility and certainty

Despite the structural and growing shortage of skilled craftsmen, the parties to the collective agreement note that some work in the sector is being performed by flex workers. The parties take

the view that flex work is necessary to respond to the requirements of peaks and dips in demand, seasonal work, illness and unforeseen economic developments. Certainty about work and income enhances the appeal of companies and creates a support bases for the collective amenities in the sector. It also promotes the quality of work and the innovative capacity of companies.

The parties to the collective agreement therefore declare that employers will offer at least 3,000 temporary employees a permanent employment contract during the term of this collective agreement. This agreement will be evaluated by the parties in the autumn of 2020. In addition, the parties will carry out a study into the factors that prompt companies to offer a contract of employment to employees who do not have one. A campaign will be organised to disseminate the findings of that study throughout the sector.

The parties to the collective agreement take the view that an essential feature of the collective agreement for the Metalektro is to prevent unfair competition on terms of employment. The parties regard it as undesirable for the level playing field in terms of working conditions to be undermined. The parties to the collective agreement therefore agree that the wage increases provided for in Article 10.8 of this collective agreement will be applied in full to temporary employees at the times stipulated in the collective agreement. To clarify: the actual salaries of the temporary employees working full-time for an employer will be increased by the amounts or percentages specified in Article 10.8 of this collective agreement.

Permanent employability

Permanent employability of employees in the sector is an important subject. We therefore wish to make agreements on the following points:

Permanent Employability Day

Employees will be entitled to one paid day off per calendar year for activities to promote their permanent employability. Employees will be able to take this day off, in consultation, to actively and autonomously enhance their permanent employability. The day off must be used for the stated purpose of promoting their permanent employability by investing in training or their personal development and health.

Generation Pact

The parties to the collective agreement have concluded a Generation Pact. With this Generation Pact, older workers will be given the opportunity to work less and so remain in good health until retirement, while at the same time young people will have a chance to enter employment. The basic principle is that the hours that become available through the shorter working week of older workers will be filled by new employees with a (permanent) contract of employment.

Two alternatives have been agreed for the duration of the collective agreement:

- 80%-90%-100% scheme. Employees who regularly work in shifts will be entitled to participate in the Generation Pact from the age of 60. Employees who do not regularly work in shifts will be able to participate from the age of 62. In this case, the employer is obliged to honour a request to participate in the scheme.

- 70%-85%-100% scheme. This scheme applies for employees from the age of 62 and is subject to the employer's consent to their participation (mutual agreement).
- The following applies for both schemes:
 - o For employees using the Generation Pact, the holiday entitlements on the basis of article 5.5(2) (days off for older workers) will be reduced by half.
- Employees with a gross annual salary in excess of € 70,000 can take part in the scheme from the age of 63 – or at such earlier time as is agreed at company level – and if the employer consents to their participation.
- Once a request to participate in the Generation Pact has been granted, the consent shall remain applicable until the employee's retirement.
- Before the collective agreement expires, the pilot project will be evaluated by a joint steering group, if necessary chaired by an external expert, which will make a recommendation on whether the project should be continued.
- The parties to the collective agreement will also draw up further rules governing the technical implementation of the scheme.
- If alternative arrangements with respect to this Generation Pact are made at company level that are more favourable for the employee, the pension fund will be mandated to implement them.

Measures for employees performing shift work, night shifts and standby work

The parties to the collective agreement consider it very important that employees can continue to work in good health until they reach retirement age. Irregular and onerous working hours in the form of shifts, night shifts and on-call shifts should therefore be limited. The parties agree that the less onerous alternatives specified in the recommendations in the instruments developed by the ROM Working Group on Working Hours should be brought to the attention of employers, employees and works councils and the parties will actively encourage the use of the alternatives and instruments that have been developed. These instruments will be launched in the companies during the term of this collective agreement. A fund of € 500,000 will be earmarked to promote this campaign. The parties to the collective agreement intend to conduct an evaluation of the use of these instruments no later than October 2020.

Career interview

The parties agree that every employee is entitled to an annual career interview.

Training and development

The parties consider it important to prepare every employee for change in their work and for new tasks. In that context, the parties have made agreements on measures to enable employees to keep their knowledge and skills up to date. These measures are (see addendum for further descriptions of the projects and details of their implementation):

- Continuation of the career development vouchers
- Continuation of the project with career coaches/DI consultants
- Continuation of the project with the Personal Training Budget (PTB)
- Continuation of the Five Times Better (*5x beter*) / coaches project

- Continuation of Wajong and Mentor projects
- Financially Fit programme: CNV Vakmensen's *Geldzorg* programme, De Unie's EBC project, FNV's budget coaches and a financial scan
- Promotion of vocational schools [*bedrijfstakscholen*]
- Promotion of informal care
- Joint campaign to promote a learning culture
- Status holders
- Additional stimulus for e-learning
- Master classes to promote leadership and a learning culture

Leave for birth

In addition to the short period of leave when a life partner is giving birth, employees are entitled to statutory leave for birth.

VEP Premium

- The VEP premium will be covered in the negotiations on the industry-wide pension scheme which is due to take effect as of 1 January 2020.
- The parties will insert a clause in the collective agreements providing that the no-strike clause will not apply for the negotiations on the new pension scheme, which is scheduled to be introduced as of 1 January 2020.

Levies

The contributions to be paid by the employer in 2019 and 2020 are:

- 0.03% for secretarial costs at sector level;
- 0.07% for the Social Fund

In 2019 and 2020, there will be a levy of 0.20% for the collective agreement of the Labour Market and Training Organisation for the Metalektro (Stichting A+O). During the term of the collective agreement, the board of Stichting A+O will evaluate whether that percentage is sufficient and present its conclusion to the Metalektro Consultative Council (ROM).

The ROM will determine the times at which the levies will be charged. The above levies will be calculated over the employer's wage bill for the Social Insurance (Funding) Act in his company for the relevant year.

Work Expenses Regulation

During 2019 and 2020 trade union members will be entitled to bring the union contribution under the company's tax exemption provided for by the Dutch Work Expenses Regulation.

Union contribution

The union contributions for 2019 of employees who were members of any of the parties to the collective agreement and were working for an employer that was a member of FME on 1 January 2019 will be reimbursed by the employer.

COLLECTIVE AGREEMENT FOR SENIOR PERSONNEL

The agreements on income do not apply for employees with a gross annual salary, including holiday allowance, of € 96,486 or higher in 2018, 2019 and 2020 on a full-time basis. The amount will be increased by the increases specified in article 9(1) on the stipulated dates.

Working hours

Overtime

The parties acknowledge that overtime may only be used incidentally. The parties reject the permanent use of overtime. During the term of this collective agreement the parties will investigate the causes of structural overtime and the possibilities of introducing less onerous alternatives. The findings will be used as the basis for future collective agreement negotiations.

Self-rostering

In the previous collective agreement, the parties agreed to encourage and support self-rostering by employees in companies. The parties to the collective agreement agree to continue this arrangement under the same conditions.

Addendum on training and development

The parties to the collective agreement have agreed to flesh out the agreements listed in the section on training and development at A+O and/or ROM level. The parties in any case agree to endeavour to make clear agreements within A+O and/or ROM on objectives, activities, envisaged results, evaluations and accountability in relation to the agreed projects and, in so far as it has not already been done in relation to ongoing projects, no later than April 2019.

Further description of the Training and Development programme

- **Individual development vouchers**

The parties to the collective agreement will continue the agreement on development vouchers. Stichting A+O will earmark € 1.5 million for the scheme, with a maximum of € 1,500 per voucher. Employers and employees will share the budget (50/50). The career coaches will advise employees on the use of the vouchers.

- **Career coaches/DI consultants**

The parties will continue the activities of the career coaches and, in addition to promoting training and PTBs and supporting labour market projects, consultants from the parties will provide counselling on permanent employability. The career coaches/DI consultants project will therefore also be continued under the same conditions.

- **PTB / Lifelong learning**

After an evaluation, the pilot project with the personal training budget will be continued. A sum of € 2 million will be earmarked for this project from A+O funds. The pilot project will be fleshed out by Stichting A+O.

- **Five Times Better (5x beter)**

The parties will continue the Five Times Better project during the period up to 31 December 2021 and will earmark € 1 million from Stichting A+O's budget each year for the project. Special attention will be devoted to the issue of work-related stress in the project. The coaches from the Five Times Better project can be invited to visit the company by either the employer or the works council/the unions. In either case, in consultation with the employer and with advance notice, the coach shall be given unimpeded access to the company and given every opportunity to perform their task of providing advice and identifying possible improvements.

- **Mentor**

The parties to the collective agreement wish to continue the mentoring project and will ask Stichting A+O to take up and continue with this project, in which companies receive support in deploying older, experienced employees as mentors to advise and pass on their expertise to new, young employees.

- **Wajong project**

The parties to the collective agreement have agreed to continue the Wajong project under the same conditions for the duration of this collective agreement.

- **Financially Fit programme**

The parties to the collective agreement will earmark a sum of € 1.5 million to provide financial support and raise awareness of financial matters among employees through relevant projects organised by the trade unions such as FNV's budget coaches, CNV's Geldzorg programme and De Unie's EBC project. The ROM will be asked to develop a (digital) financial scan (for which a maximum of € 250,000 will be reserved in Stichting A+O's budget of € 1.5 million) to enable employees of all ages to learn more about their financial situation and are therefore also able to make the right choices with respect to permanent employability from that perspective. The remainder of the budget will be allocated according to the formula applied in the Social Fund.

- **Promotion of vocational schools**

Every year around 500 to 600 students enter employment in our sector. Around 1,000 to 1,200 students are currently following a two- or three-year professional course. There are 30 business schools and vocational schools active in our sector. Companies train the lion's share of the students in the vocational supervision learning track (BBL) with the help of this private educational infrastructure, in association with Regional Education Centres (ROCs) / institutions of secondary vocational education (MBO).

The parties to the collective agreement will promote the vocational schools and, if there is a demand endeavour to increase the number of schools, during the next five years. The parties also wish to see a further improvement in the quality of the schools and their match with lifelong development. The parties to the collective agreement will draw up quality criteria in this regard. Stichting A+O will provide up to € 500,000 a year for the next three years for this purpose. Intersectoral cooperation

with the other technical sectors and with the Cooperation Organisation for Vocational Education, Training and the Labour Market (SBB) is also an option.

- **Informal care**

The parties agree that the following text will be published on the ROM's website: Employees can make timely arrangements with the employer regarding informal care tasks. These arrangements will be recorded in writing and at least contain: 1) an indication of the duration of the informal care tasks, 2) the extent of the informal care tasks in hours per day/week, 3) a flexible division of working hours and activities, with the possibility of performing at least some work at home, and 4) the combination of care with the working hours.

- **Status holders**

Stichting A+O will help 200 status holders to find a job through an internship or work experience programme during the term of the collective agreement. This programme will involve a combination of training, on the job coaching and language courses.

- **Stimulation of craftsmanship and talent development**

Stichting A+O will stimulate craftsmanship and talent development in the sector with a view to creating a culture of talent development within companies.

- **Joint campaign to promote a learning culture**

Technological development and digitisation are advancing rapidly. This trend calls for a learning organisation with a learning culture that ensures its employees remain qualified and committed. Only together can we find the answers required to make the transition and generate more prosperity for everyone. The social partners will organise a joint campaign to highlight the importance of career-oriented and job-oriented development for employees. Stichting A+O will earmark a budget of € 1.5 million for this purpose during the term of the collective agreement.

- **Further stimulus for training modules for e-learning**

There is growing demand for e-learning. This form of education is not yet used on a large scale or on a permanent basis in companies. It is still only used to a limited extent. Stichting A+O has developed, tested and commissioned the platform [oZONE](#). Up to now, the platform has been targeted at companies in the Metalektro sector; the parties to the collective agreement also wish to make the platform accessible to employees and to other sectors. They wish to further promote the use of the platform on the basis of two principles: wider access and open source.

- **Attention to leadership and culture**

Many of the A + O instruments are targeted at HR professionals, while the interviews with employees are conducted by the managers. It is therefore important to promote the learning culture within this group. Coaching leadership and a learning culture are essential ingredients for the success of a social and innovative enterprise. Middle managers can inspire one another. The parties to the collective agreement will therefore establish regional networks and organise master classes for middle managers in the technology industry. The programme will be organised by FME. The trade unions will help to determine the programme and the organisation of the master classes. The intention is to organise 12 regional master classes, each consisting of four sessions, for groups of between 15 and 20 participants, during the term of this collective agreement. There will be a budget of € 150,000 to develop the master classes and of € 300,000 to organise them. These sums will be paid by Stichting A+O.

- **Improving the content of the curriculum**

With a view to improving and accelerating innovation in education, the social partners wish to launch their own Techno Hubs (skills labs). A Techno Hub is a public-private partnership formed by professional educational institutions and companies. The principal aim of these initiatives is to provide flexible adult education, i.e., the training market.

Innovation in education targeted at the training market and at the demand from businesses forms a sound and sustainable business model for the Techno Hubs. Additional funding could also be raised from government grants for investment in innovation, such as the Regional Investment Fund MBO. The parties to the collective agreement wish to earmark € 5 million for initiatives to co-finance innovation in education targeted at the training of working people during the term of the collective agreement.

- **More modular vocational education for adults**

There is a need to increase the number of adults following an MBO or HBO programme. Universities of applied sciences currently offer modular, part-time education. With the help of A+O, FME and the trade unions, companies are investing in the joint development and delivery of modular education with the universities of applied sciences. Pilot project will also start this year with units of learning outcomes at MBO level, with the aim of enabling more adults to follow modular training up to the level of an MBO diploma. Our sector and the *Vereniging technische bedrijfstakscholen* have started designing MBO modules. These courses will be offered to adults in our companies by five vocational schools.

The mature talent in our companies must also remain 'fit for the future'. There must therefore be intake and progression in the sector. Flexible in the business and resilient in the labour market. An appealing range of flexible (modular) courses is needed to encourage employees to obtain a higher diploma.

The parties to the collective agreement wish to see a doubling of the number of adults following vocational education at MBO or HBO level. The number should rise from 750 to 1,500 mature students annually in the next five years. To accomplish this, the parties to the collective agreement will increase the annual budget for modular vocational education for adults to € 5.4 million. Stichting A+O will determine the basic conditions for the system of intake and progression.

- **Wider range of modular education**

Vocational educational institutions that develop modular education must be persuaded to place their content on the oZONE platform. A financial incentive could help to achieve that.

Companies/vocational schools that form public-private partnerships with schools can receive A+O funds. In addition to professional support, Stichting A+O will make available a sum of € 15,000 per module. In this way, (open source) teaching materials will be available to every company, employee and school. In addition to employees, students and their teachers will also have access to the platform.

The parties to the collective agreement wish to develop four modules for each of eight vocational programmes during the term of the collective agreement. These 32 modules will require an additional investment of € 0.5 million from the A+O fund for innovation in education and e-learning.

- The parties to the collective agreement have agreed that every employee working in the Metalektro sector will have direct personal access to oZONE.

So agreed in Leidschendam on 1 February 2019:

Vereniging FME-CWM:

FNV Metaal:

Ab van der Touw

Petra Bolster-Damen

CNV Vakmensen.nl:

De Unie:

Loes Bezemer-Videler

Albert Meeuwissen

VHP2:

Jörg Sauer