



Naarden, 20 June 2024

No agreement at the collective labor agreement table: employer makes final offer

In the past few weeks, the unions and the employer have been in negotiations to reach a new collective labor agreement (cla/cao). Unfortunately, they were unable to reach an agreement on the wage increase. The employer has stated that they cannot go beyond a structural wage increase of 3.5% starting from April 1st. In addition to the wage increase, the monthly contribution towards healthcare costs will be increased from €65 to €120 per month starting from October 1st, 2024. This has both advantages and disadvantages. The advantage is that it applies to all employees, including those above the collective labor agreement. The disadvantage is that it does not apply to pension, vacation pay, etc. for employees covered by the collective labor agreement.

The request from all three unions to increase vacation pay from 8% to 8.33% was not granted by the employer, much to the disappointment of the BVP.

The BVP looks back on the negotiations with mixed feelings.

It has been noticed by the BVP that there is confusion among both the employee and employer delegations regarding which cla/cao articles/appendices apply to those above the collective labor agreement. This is seen as a highly undesirable situation, and therefore, the BVP has sent a letter to the chairman, Leon Eijkenboom, of the employer delegation, as this lack of clarity could significantly harm the employment conditions and legal position of those above the collective labor agreement. It is important to provide clarity on this matter quickly.

In addition to the above, the BVP notes that the conservative attitude from Switzerland has a negative impact on the work-life balance of Givaudan employees. In response to the limitation of working from home to only one day per week, the BVP proposed the possibility of completing a full-time workweek of 36 hours in four days, 4x9 hours, in accordance with cao article 2a. This proposal was rejected by the employer with unsubstantiated arguments such as a negative impact on health and productivity.

There was also no progress in terms of our innovative cao ideas under the theme of 'Attract and Retain,' such as expanding (additional) parental leave arrangements or addressing student debt.

During the discussions, we warned Givaudan that with this conservative policy and mindset, they are distancing themselves from the reality in the Netherlands and could become an unattractive employer.

The BVP finds it incomprehensible that the extension of the Regeling Vervroegd Uittreden (RVU) does not apply to those above the collective labor agreement. The extension only applies if there are "health-related reasons for wanting to retire early." In such cases, does the employee above the collective labor agreement have to continue working until they literally collapse and become disabled?

The BVP is satisfied with the following:

- The work-from-home allowance is also provided for occasional remote work, and the amount of the allowance is linked to the maximum fiscal allowance.
- The procedure for external training requests will be clarified and monitored by HR.

- In response to our reference that the 80-90-100 arrangement defined in the cao is "not fair," an additional 16 hours of leave will be granted.
- At the end of the month, a maximum of 8 hours can be carried over if there is overtime that cannot be taken.

On Tuesday, June 25th, from 13:00-14:00, the BVP will provide further explanation of the final offer at De Boeg in Naarden. If you cannot be physically present, you can also join online through the Webex link (27927953765@givaudan.webex.com).

Together we are strong,

Your negotiation team Marc and Janneke

BVP letter regarding lack of clarity for employees above the collective labor agreement