



Naarden, June 28, 2024

Unions agree to employer's final offer: new collective labor agreement in effect

Last week, the unions consulted their members regarding the employer's final offer. Yesterday, the BVP and other unions informed management that a majority of the members have agreed to the final offer. Therefore, a new collective labor agreement will be in effect until April 1, 2025.

BVP members approve, but there is significant dissatisfaction among above-collective labor agreement personnel

During the well-attended members' consultation, attended by both members and non-members, the members approved the final offer. The increase in the monthly sickness allowance is seen as a welcome addition to the salary. Especially the signaling function of it: that there is finally also attention for above-collective labor agreement personnel, is perceived as hopeful.

Many members indicated that the appreciation for both collective labor agreement personnel and above-collective labor agreement personnel in terms of both primary and secondary employment conditions has become too disproportionate. During the negotiations, it became clear that it is not transparent which collective labor agreement employment conditions are applicable to above-collective labor agreement personnel. In response, the BVP took the initiative to request clarification. The attending above-CLA staff, both members and non-members, recognized this lack of clarity and not only endorsed this initiative but even expressed anticipation for the result. Fortunately, we have already received a positive response from the employer: after the summer period, we will sit down with the employer to clarify the collective labor agreement in this area.

Engaging with above-collective labor agreement personnel

As a result of the dissatisfaction, it has been agreed that the BVP will hold a meeting in September for all above-collective labor agreement personnel in the Netherlands. The goal will be to identify what you are dissatisfied with and how we can collectively transform this dissatisfaction into positive energy by actively thinking about solutions. Additionally, we want to explore how we can convince more people to become members so that we can send a much stronger signal to the employer.

We will inform you soon about the date when we will schedule this session so that you can mark it in your calendar!

Stronger together:

Your negotiation team Marc de Natris and Janneke Henzen