

PROTOCOL of the basic collective labour agreements (CAOs) in the metalworking and electrical engineering industry (Metalektro) of 26 January 2010

The parties to the collective labour agreements in the Metalektro reached a basic agreement on the 26 January 2010 on the renewal of the collective labour agreements in the Metalektro.

The points agreed in this basic agreement which lead to changes in the collective labour agreement for the metalworking and electrical engineering industry (Metalektro) automatically apply to the CAO Senior Staff in the Metalektro if the text in question is the same in both collective agreements or has the same purpose.

Duration

The duration of the new collective agreements will be as follows:

- from 1 February 2010 to 1 May 2011 for the collective agreement, the collective agreement for Senior Staff and the Supplementary collective agreement SAO (working conditions)
- from 1 September 2010 to 1 January 2012 for the A+O collective agreement.

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Introduction

The present economic situation is fundamentally different from the boom period in which the parties concluded the innovative collective agreement 2007-2010. In 2008 the Metalektro was taken unawares by the financial crisis and confronted with a seriously deteriorating economic situation. This has meant that immediate attention has of necessity been focused on limiting as much as possible the damaging effects of the economic crisis. Even now the economic situation is still uncertain.

Nevertheless at some point the economy will structurally recover. Then it will be important to have sufficiently qualified skilled personnel working in the sector. The use of the part-time unemployment benefit scheme in the Metalektro is a clear example of the importance that is attached in the sector to keeping jobs and skilled personnel.

In coming to the arrangements for the new collective agreement period the parties want to make an active contribution to ensuring that companies and their employees survive these economically difficult times, that skilled personnel can be retained, and that, given the powerful international competition, companies are placed in a sound starting position for when the economy recovers from the recession.

Labour market and training

A sectoral approach by the Stichting Labour Market and Training (A+O) is important for activities that go beyond individual companies and for investing anti-cyclically in the Metalektro, all the more so in this crisis situation

During the coming collective agreement period the policy launched in the arrangements made in the 2007-2010 collective agreement will be continued. These aim for one at innovation in vocational training, modular training, the accreditation of prior learning (APL) and the image of the sector.

In view of the present economic situation parties wish to focus on these more than ever and determine the emphases more specifically on the basis of their joint responsibility for labour market and training matters.

With fresh zeal, Stichting A+O will make an additional and massive effort in the domain of labour market and training measures against the background of the present economic crisis. The additional financial resources of around 30 million euros that Stichting A+O has available will be deployed for this purpose.

The parties attach great importance to this approach because it will contribute to the deployability and job security of employees and the capacity of enterprises to adapt. Hence a steering party is being set up formed from the employers' and employees' chairmen of the Metalektro Consultative Council (ROM). This steering party will directly and closely guide the efforts of Stichting A+O, the priorities being set and the recalibration operation.

During the coming collective agreement period the activities of A+O will primarily be geared to retaining skilled workers, keeping up the numbers of apprentices and if possible increasing their intake, and ensuring the development of employees.

Retention of skilled personnel

In the past months the focus of attention of A+O has been particularly the repercussions of the economic crisis. During the economically difficult year of 2009 A+O introduced a temporary investment scheme to successfully encourage the creation of apprenticeship and training places. This temporary scheme will also apply in 2010. On the basis of the experiences gained the parties will adapt the scheme if necessary to achieve an even better match with the requirements of the sector.

The parties observed that the commitment agreed during the period of the preceding collective agreement, to offer an apprenticeship employment agreement for an indefinite period to apprentice-employees who had successfully completed the BBL apprenticeship training, was counter productive in the present economic situation. Hence the commitment to new apprenticeship employment agreements will not apply to the year 2010. By means of a project, the apprentice-employees for whom the commitment does not apply and to whom no contract of employment for an indefinite period will be offered will be supported by A+O in finding work elsewhere.

In view of the crisis, A+O will also release additional resources for training employees in 2010 as well. The way this can best be done will be determined on the basis of experiences gained in the industry. The parties will decide at the end of 2010 on any possible continuation of the crisis measures taken to retain and train employees in 2011.

Furthermore parties will set aside money in the A+O budget for existing promising initiatives that allow employees who have lost their jobs as a result of the economic crisis, or are in danger of doing so, to be retained by the Metalektro or to be actively supported in finding other work within or outside the Metalektro.

The practical trainer has a crucial role to play in the Metalektro in training young prospective, skilled personnel. The parties will embark on a project to train skilled personnel to become practical trainers or part-time teachers in technical education. Cooperation with the Stichting PACCT will be sought for this.

Promoting intake

TechniekTalent.nu (TT.nu) is an initiative for cooperation between the sectors with the aim of increasing the intake and the retention of young people in the technical sector. The parties endorse the importance of promoting intake from the entire educational spectrum. The parties view the inter-sector cooperation and the joining of forces as a positive development and wish to play an active role in this partnership.

As part of the partnership an endeavour will be made to link up better with initiatives of the Taskforce Techniek Onderwijs Arbeidsmarkt (TTOA) (Task Force Technical Education Labour Market) and Beta-techniek.

At TT.nu attention is being devoted to promoting technical careers and providing information to schools. Parties consider that there needs to be closer cooperation between Bureau TOP and TT.nu from the point of view of effectiveness and efficiency. The parties will ascertain which activities of Bureau TOP for promoting the industry can be placed with TT.nu.

The parties will latch on to the initiative for additional training places for youngsters that has been taken by Metaal en Techniek and the Association of Netherlands Municipalities.

Parties consider it important that the relationship between companies and schools (School en Bedrijf), in particular the Regional Training Centres (ROCs), should be improved in the short term to promote the intake of qualified personnel and the availability of modular training packages at the ROCs. For this purpose existing projects will be supported and further initiatives developed where necessary.

Development of employees

Growing international competition and technological developments mean that it is imperative to make additional efforts to ensure that employees continue to develop during their careers and that they remain deployable.

The parties will consequently support this endeavour in the collective agreement period.

In particular the parties wish to see optimal use of the training days that have been stipulated in the collective agreement (2 days in 2010 and 2 days in 2011). Hence A+O will take steps to ensure that the training courses will be available in a more modular form than they are at present, and will be offered as such in the future, and that use can also be made of new learning options, such as E-learning.

Furthermore A+O will more emphatically draw the attention of employers and employees to the arrangements made in the Basic collective agreement and the A+O collective agreement with regard to the Accreditation of Prior Learning and the opportunities that APL offers.

A+O will continue to support companies in drawing up training plans, for one thing as part of the part-time unemployment benefit scheme.

Employees themselves are responsible for their own development. To support and encourage them in this a project was started in 2009 involving career coaches who provide information about training courses to employees receiving part-time unemployment benefit.

The parties will extend and expand this project. The details will be filled in by the steering party to be set up which will comprise the ROM employers' and employees' chairmen.

The parties expect that the ambition they have in the field of the labour market and training in 2010 can be achieved by utilising existing reserves on the basis of the usual annual levy of 0.4%. In 2010 therefore as a supplement to the agreed levy of 0.3% another 0.1% will be levied. In 2011 the levy will be a minimum of 0.4%. Given the importance the parties attach to the labour market and training the levy for A+O in 2011 could be raised to a maximum of 0.6%. Should the financial buffer of A+O fall below € 10 million by 31 December 2010, then the levy will amount to 0.6% if the results of the recalibration operation are satisfactory.

Working conditions and disability for work

The parties are using the A+O budget to support the project "5x better, working is healthy", which is geared to a further improvement of working conditions in the sector. One of the concrete results of the project is guidelines that have been collected in a book of practical solutions, the Improvement Book. Given the good experiences with this project the parties have agreed that A+O will earmark an amount of € 1 million per annum for the project during the coming collective agreement period as well.

Furthermore, by means of a pilot, and using funds to be determined and earmarked in the A+O budget, the parties will give attention to the training, retraining and relocation options for the group of employees in the Metalektro who run an additional risk of becoming disabled for work.

Under the terms of the collective agreement the employer has a facilitating role to play in offering a WGA-gap insurance (Return to work of partially incapacitated

workers act (WGA)) which covers the risk as described in article 6.5, paragraph 1 of the Metalektro collective agreement. The WIA-gap insurance Standard is one of the WIA insurance products (Work and income according to labour capacity act (WIA)) placed in the market at the initiatives of the parties. To emphasize the joint responsibility for the prevention of disability for work, the partners have agreed that as of 1 January 2011 50% of the insurance premium as referred to in article 6.5, paragraph 1 will be paid by the employer, if the employee has taken out such insurance.

Furthermore the parties will review the disability insurances initiated by the industry and facilitated by the ROM and explore with each other the options for retaining these and the construction in which the WIA insurance products can be offered branch-wide.

These discussions will also involve the developments with regard to the WIA 'exit' insurance.

Conditional extra pension (under 55 scheme)

Employees born in the period 1950 to 1972 inclusive are conditionally entitled to extra pension in accordance with chapter C of the Metalektro PME pension fund regulations.

Prior to and during the collective agreement negotiations the parties discussed in detail the financing of the conditional extra pension. As a result of the financial crisis the PME has insufficient funds to finance this scheme and the implementation of this scheme by the PME has been deferred as part of the plan of recovery.

The parties have decided that the conditional entitlement of employees born between 1950 and 1955 inclusive will be financed by means of an additional premium. The parties have arranged that the PME pension fund will buy the conditional extra pension rights for employees born between 1950 to 1955 inclusive who comply with the conditions of Chapter C of the pension regulations at the commencement of their old age pension. The PME will take a definitive decision on the allocation for each cohort year.

Employees born in 1950 who comply with the conditions may (for administrative reasons) avail themselves of the transitional scheme as of 1 May 2010.

The PME will introduce a premium to reinforce the PME's existing reserves to finance the conditional extra pension entitlement of the group of employees born in 1950 to 1955 inclusive.

The premium is due on the pensionable base of the basic scheme.

The allocation of the premium between the employer and employee is 50%-50%.

The premium will commence on 1 January 2011.

At the end of each year the PME will determine the premium for the PME for the subsequent year. For 2011 the premium for PME is 2% of the pension base of the basic scheme.

Furthermore, the parties will request the PME to make arrangements so that for employees who have been or will be dismissed for economic reasons in the course of the duration of this collective agreement an interruption in their participation of less than three years will not be regarded as such when verifying compliance with the conditions of the so-called under 55 scheme.

This option is regarded by the parties as being an important incentive to allow experienced employees to return to work again within the Metalektro industry.

Salary scales

The parties have agreed that important aspects of the salary scales will be discussed in a working party by way of arriving at new, transparent salary scales.

Items to be discussed will include:

- the outcomes of the working party on salary scales which carried out a study into the salary scales in the collective labour agreement in conformity with the arrangements in the 2007-2010 collective agreement;
- the experiences gained by the employees' unions and the employers' association FME-CWM from companies introducing a new salary system.

The working party will also consider the scope in the collective agreement for companies to make arrangements on salaries that correspond with the specific situation in the company. The working party will report to the ROM before 1 January 2011.

Pilot on age-aware personnel policy

A working party on Age Provisions was set up in the arrangements in the 2007-2010 collective agreement. This working party has had a pilot study implemented into age-aware personnel policy in which six companies in the Metalektro industry took part. The knowledge and insights of the pilot study are of value to other companies and offer a guide in implementing age-aware personnel policy.

The parties have agreed that in the coming collective agreement period the activities of the working party will be continued for one thing to draw attention to the results of the pilot study in the sector and thus encourage companies to apply age-aware personnel policy and to implement new pilots.

Pension

A study will be carried out into the pension scheme in relation to costs and the financial base for the long term. This will involve all the matters that may be important.

Working party on accessibility

On the basis of arrangements made during the previous collective agreement negotiations, a working party formulated part of the basic collective agreement in a more accessible way. Companies and employees who were presented with the new lay-out and text of a number of chapters responded positively. The remaining chapters will be revised in the same way in the period ahead.

Temporary employees

The accessibility working party will be requested to give priority to simplifying the article on "external employees". A stipulation will be included in the collective agreement to the effect that the employer must make sure that the provision of the Metalektro collective agreement regarding the remuneration of temporary employees is applied. The intention of the parties is for attention to be drawn in the sector to the collective agreement provisions with regard to temporary employees by means of a campaign, prior to the introduction of a new text.

Levies

The amounts to be paid by the employer in 2010 are:

- 0.03% for secretariat costs at branch level;
- 0.055% for the Social Fund.

Another 0.1% will be levied in 2010 for labour market and training in addition to the levy of 0.3% on the basis of the current A+O 2008-2010 collective agreement. In

2011 a levy of a minimum of 0.4% and a maximum of 0.6% will be levied for A+O. The ROM will determine the points at which the levy will actually be imposed for A+O, and the amount of the levy in 2011, at the end of 2010.

The aforementioned levies will be calculated on the Wfsv Wage Bill applying to the employer for his company for the year in question.

Income

Parties have agreed on the following wage increases in the collective agreements:

- the actual salaries will be increased by 0.5% on 1 July 2010. For employees aged 23 and above the increase will amount to at least € 8.76 gross per month for full-time employment;
- the actual salaries will be increased as of 1 January 2011 by 1.15%. For employees aged 23 and above this increase for full-time work will be at least € 20.38 per month.

The minimum holiday allowance for employees aged 23 and above for full-time work will be increased as of 1 July 2010 to € 154.67 gross per month and as of 1 January 2011 to € 156.45 gross per month.