

## Proposals regarding a new collective agreement at MLNL

The proposals below are partly based on the outcome of InnerVoice's Employment Conditions Survey 2023.

MLNL's management had previously taken note of the stakes for the new collective agreement but indicated that it attached little value to these proposals as they were only determined by a small part of the employees.

Through De Unie, the MLNL management commissioned a comprehensive survey through the InnerVoice concept.

The results of the survey are:

- Employees want fixed pay rather than variable pay with all kinds of bonuses
- Employees do not like the pay system. There is great ambiguity, lack of transparency and serious doubts about managers awarding raises

Employees have done a ranking of the most important issues and they are as follows;

Fixed pay 61%

Flexitime 54%

APC 53%

Pension 46%

Moreover, the survey shows that higher positions and thus incomes in particular benefit the most from bonuses and flexible pay. Higher earners and higher positions know better the way for higher salaries and bonuses.

Based on these results, we make the following proposals:

- All salaries are increased by gross €455, - per month x 14 payments related to holiday allowance. Is a total of € 6383, - gross per year. Effective
- So for Job Level 1 this is 11.73%
- So for Job Level 2 this is 9.05%
- For Job Level 3 this is 7.48%.

With this, we preserve purchasing power for all employees at MLNL

- From now on, we just want to maintain the purchasing power level annually based on the national average as determined by CBS using CPI Derived. The figure for 2022 is 121.31
- There should be a transparent system through which any salary steps are awarded
- Bonus system is not an issue until purchasing power is guaranteed for everyone based on CPI Derived

Rotterdam, 5 September 2023