



## Cla consultations started at Ampleon

The collective labor agreement negotiations at Ampleon started again on Wednesday 7 April. The current collective labor agreement ended more than a month ago on 1 March. CNV has done everything it can to arrive at a widely supported package of proposals, thanks in part to all the members who completed our collective labor agreement survey. Together with the other unions, we have tabled the following proposals:

- Duration: March 1, 2021 to December 31, 2022.
- Wage: 4 percent wage increase based on 12 months. The 'merit increase' individual increase must be provided with a fixed factor increase, namely 1, and must be recorded in the CLA by means of a table / growth matrix.
- LTIs: we propose to agree on a clear and objectifiable method for the distribution of shares among all employees.
- Sustainably employable: we propose that an employee from the age of 60 should be entitled to work according to a schedule of 80 percent work with 90 percent wages and 100 percent pension accrual. In addition, a maximum of five times the weekly working hours can be used per period of five years for leave or to save up to a maximum of 100 weeks, including existing leave options.
- Assessment: we propose to agree on a different assessment method than the current PRD system. The current system is considered to be hardly meaningful or less meaningful. If the performance is satisfactory, employees will receive an increase in individual wages in accordance with the table.
- Social plan: we propose to extend the existing social plan until 1 July 2023, with the exception of article 9.3.2 (cap old KRF), this provision should be deleted. Article 9.2.4. we want to bring it more in line by setting the correction factor at 5 yrs to 1.5 and at 5-10 yrs to 1.7.
- Home and commuting allowance: we propose to grant a net allowance of € 2.50 net per day in case of home work, unless work is done at the office, in which case the normal home-work allowance counts.
- AIP: the AIP content is consent obligation. Article 5.3.2. we therefore want to adjust it so that it ends with ".. and is submitted to the Works Council for approval at the beginning of the calendar year."
- Vitality: the latest research into the ups and downs of Ampleon employees showed that there is still room for improvement with regard to exercise. We propose that a vitality coach does a one-off round of Ampleon with tips and tricks. Employees can participate on a voluntary basis.
- May 5 public holiday: we propose to adopt the recommendation of the Labor Foundation (employers and employees) and to define May 5 as a public holiday.
- Contribution: through the WKR scheme, the net union contribution can be reimbursed to union members. We propose to use the existing WKR space for this.

Although Ampleon has stated at the start of the process that it does not want any collective agreement consultations at all, to keep both the collective agreement and individual salary increases at 0% (!), A large majority of our members think very differently. On April 19, the consultation will therefore continue and it will be Ampleon's turn to respond to our proposals.

Do you also think that there should be consultation about a good collective labor agreement? Strengthen support, become a member of the CNV and help you decide on your interests. We will keep you informed! <https://www.cnvvakmensen.nl/caos/metalektro/cao-ampleon>

Sincerely,  
Negotiating delegation CNV Vakmensen,

Gerard Kemna, Albert van Zuijlen and Arthur Bot