

DATUM
02-05-2023

KENMERK
M2211 1727/AH/adl

Members vote for ultimatum Philips

During a number of recent ¼ meetings, members of CNV Vakmensen voted to issue an ultimatum tot Philips. Members note that Philips did not respond to the final offer in a timely manner submitted by the joint trade unions. The fact that Philips is presenting a new collective bargaining offer is no longer an issue.

Members note that Philip's "new offer" shows little to no difference from the final offer made by Philips and is more like a cigar from its own box. Members note that the proposal made by Philips is too late in time and too less. In addition, they are not in favor of cutting a wage increase between two cohorts of departments en then parts of the salary increase percentages do not process in the current wage building.

Members note that collective labor agreement proposals are hardly or not part of the offer made by Philips.

- For example, there are hardly any spare measures such as an 80-90-100 or 7 x 60 included in the offer made by Philips.
- Also a desire for full application of the RVU measure is also limited to a group of approximately 30 employees who have reached 45 or more years of service.
- The offer made with regard to the mileage allowance will also stay till 1/1/24 € 0,06 behind the tax possible and after 1/1/24 even € 0,08.
- The homework allowance will increase by € 0,30 per day in the Philips proposal but remains € 0,75 behind the requirement of CNV Vakmensen (€ 3,50).
- Finally Philips proposes a substantial change to the current pension scheme. For example Philips proposes to increase the employee premium on 1/1/23 for the benefit of pension from 2% to 8%. The gross salary is increased by the difference between these new and old employee premiums. Member of CNV Vakmensen have indicated that they do not want any changes to the current pension scheme.

All this has led to members of CNV Vakmensen, after five month of negotiation, sticking to their commitment namely the collective bargaining agreement proposal letter.

Ultimatum

On Wednesday 3 May 12.00 hour, CNV Vakmensen will offer its ultimatum to Philips which they will have until Friday 5 May till 12.00 hour be given the opportunity to agree to this ultimatum. If Philips decides not to agree to this, CNV Vakmensen has the right to take any form of action.

On Friday 5 May or no later than Monday 8 May you will be informed about Philip's

position and the further route.

Your collective labor agreement online

On the collective agreement page of Philips you can follow the entire collective labor agreement route. Respond or ask questions and always stay informed of the latest news about your agreement process. [Go directly to your collective labor agreement page](#)

Make your colleague a member

Are you happy with us? You can help us to make even more people happy!

Like a colleague who hasn't been organized yet. The more members we have, the better we can negotiate your term of employment. Registering a new member is very easy, and you get something nice in return. Go for information and conditions to: [Join/Become a member/CNV Vakmensen](#).

Also on behalf of Ian Cummins and Ad van de Sande (negotiation delegation members),

Arjan Huizinga

Official CNV Vakmensen

M 06-51 60 20 32

E a.huizinga@cnavkmensen.nl



Zonder leden geen cao!

Werf een lid en profiteer allebei:

De aanbrenger krijgt een cadeaubon t.w.v. € 20.
Het nieuwe lid betaalt € 20,23 voor zes maanden.

Ga naar www.cnvvakmensen.nl/werven

Zelf lid worden? ga naar www.cnvvakmensen.nl/lidworden
of vul onderstaande bon in, knip hem uit en stuur op!



| AANMELDINGSBON |

Naam

Voorletters M/V

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Vestigingsplaats

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Was je al eens lid van een bond?

Zo ja, welke?

In de periode van tot

Lidmaatschapsnummer

Je contributie is afhankelijk van je inkomen

kruis jouw bruto maandinkomen aan:	contributie 2023
<input type="checkbox"/> tot € 1.051,-	€ 5,68
<input type="checkbox"/> vanaf € 1.051,- tot € 1.578,-	€ 13,54
<input type="checkbox"/> vanaf € 1.578,- tot € 2.630,-	€ 18,16
<input type="checkbox"/> vanaf € 2.630,-	€ 20,42

IBAN NL

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Handtekening

- De opzegtermijn van het lidmaatschap is drie maanden.
- Wij gebruiken jouw contactgegevens (o.a. e-mail) om je te benaderen met info over werk en inkomen. Lees hoe wij omgaan met jouw gegevens op www.cnvvakmensen.nl/privacy.
- Wij werken met automatische incasso.

Dit lid is opgegeven door:

Adres

Postcode/Woonplaats

Lidmaatschapsnummer

Retouradres: CNV Vakmensen, t.a.v. Bedrijfsadm., antw.nr. 4308, 3500 VE Utrecht (postzegel niet nodig)