

Principle agreement CLA NXP

Cla 1 November 2022 until 31 October 2023

Sociaal Plan until 1 September 2024

Signed November 19, 01.53

We submit the CLA principle agreement to you for approval with a positive recommendation.

Wages

01-2023 7% with a minimum raise of 2.800 gross of the base salary.

The salary scales will be raised with:

- Vakgroup 10 till 25: 10%
- Vakgroup 27: 9,5%
- Vakgroup 30: 9%
- Vakgroup 35: 8%
- Vakgroup 37: 7,5%
- Vakgroup 40 till G6: 7%

One time payment

If the members of the unions agree before 9 December, a one time gross payment will be paid of 1,5% of the base salary with a minimum of 1000 euro gross on a full time base.

AIP

On January 1, 2023 the on target bonus percentages for the vakgroups till G2 will be raised to 5%. For the vakgroup G3 till G5 the percentage will be raised to 7%.

Generation Pact

From November 1, 2023: for workers in shifts, the generation pact will be 80-90-100 instead of 80-85-100.

Birth leave

Partners can have a 5 weeks maximum birth leave. 70% Of this is leave is paid by the government up to a maximum of the day wage. NXP supplements the 30%. So you have 100% of the maximum day wage over this period.

Workgroup

During this CLA-period a study group will discuss how to make this CLA more inclusive and more diverse.

Arjan Baselmans,
negotiator CNV Vakmensen