

DATUM  
22-09-2023

KENMERK  
M2309 0619/AB/jc

## Update consultations new pension scheme in the Metalektro industry

On September 6 and 12, we sat down with FME employers to discuss a new pension scheme in the Metalektro industry. In broad terms it can be concluded that the topics of top-up pension (this is the pension that you can accrue between € 86,202 and € 128,810) and pension accrual is also a point of discussion regarding shift allowance.

Employers want a voluntary top-up pension, while unions doubt its usefulness, what the extra costs are and who will pay for it. Trade unions are of the opinion that it is important that the shift allowance also becomes pensionable so that shift workers do not experience a huge decline in income upon retirement.

### Basic pension scheme

The parties do agree that the basic pension scheme (= the pension that you can accrue between € 16,322 and € 86,202) should become a solidarity contribution scheme where, in principle, the amount of the current premium should suffice. This agreement should be able to be made for a period of five years. However, as far as we are concerned, there must be an agreement about what to do if you do not make it within these five years with the intended pension accrual and premium level. Trade unions also want the survivor's pension to be improved if there is room for this in principle.

### Transition

The parties also agree that a transition must be made (= the total assets of the fund are used to create a new scheme), although there is still discussion about the minimum required level of pension reserves at the time of transition. Trade unions are of the opinion that the current level of reserves should be examined and that a number of fallback scenarios should be drawn up if the pension reserve becomes lower than is currently the case (= coverage ratio of more than 115% at the end of August last).

### Use of pension reserve

Finally, decisions will have to be made regarding the use or use of the pension reserve (= everything above 100%) as a solidarity reserve. The parties agree that part of this should be used to make the pensions shock resistant. It has been agreed that a Technical committee will consider how a draft transition scheme can be started.

### Next meeting

The consultations will continue on October 9. We will of course inform everyone again as soon as possible.

On behalf of the CNV delegation:  
Klaas Brantjes and Tristan Westra,

Arthur Bot, negotiator CNV Vakmensen  
M.: 06 2044 5190  
E.: [a.bot@cnavakmensen.nl](mailto:a.bot@cnavakmensen.nl)



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