

On Tuesday, May 4, CNV Vakmensen had a meeting with Signify about the outcome of the membership consultation on the negotiation result for our new collective labor agreement. The members of the trade unions CNV Vakmensen, De Unie and VHP2 have agreed to this and unfortunately the members of the FNV have rejected it.

**A new Cla**

This means that we are entering into a new CLA with Signify, De Unie, and VHP2, which applies to all CLA employees in corporate grades 20 to 90. The extension of the Central Social Plan will be signed by all 4 trade unions.

**Duration**

The CLA is concluded for the period from September 1, 2020 to July 1, 2022.

**Collective increases**

May 1, 2021: 1% with a minimum of € 310,- (on a full-time basis)\*visible in Workday as of May 10th  
May 1, 2022: 2% with a minimum of € 620,- (on a full-time basis), One-off payment May 1, 2021.

**A one-off payment** of € 500 gross for employees up to and including job grade 50 (on a full-time basis), to be paid with the salary of May.

**Change of job grades** to Hay Grades per January 1, 2022, the current pay scales based on job grades will be replaced by a new system, based on "Hay Grades". We have agreed that the implementation of these Hay Grades will not have a negative effect on your remuneration. The scope of the CLA will be limited to employees who work in a position classified in a Hay Grade up to and including H19.

This means that employees who are classified in Hay Grade 20 and higher will no longer fall under the scope of the CLA. A transitional arrangement has been made for employees who will fall outside the scope of the CLA as a result of this change.

This means that these employees will be offered the choice of either opting for an employment contract "above CLA" (in which case the terms of employment will be agreed at an individual level), or to continue to be entitled to voluntary application of the CLA.

This is then agreed in the individual employment contract (by means of an incorporation clause).

**Extension of the Central Social Plan**

The current Central Social Plan will be extended in full until December 2022.

**Variable remuneration**

We have agreed that if you leave the organization on your own initiative, you can only claim the variable remuneration if you have been employed by Signify during the entire calendar year to which the remuneration relates.

**Sustainable employability** and vitality

CLA parties find it important that you work on your sustainable employability and that your talents are expressed to the maximum in the work you do. That is why we have made the following agreements:

**Career turns:** we have made agreements about the consequences of a payroll change and the employment conditions. Specific agreements have been made with regards to voluntary step down.

**Company Retirement (AOW):** employees in specific positions in the factory organization and within distribution, classified in job grades up to and including 45 (Hay Grade up to and including 14), can stop working a maximum of three years before reaching the state pension age. They will then receive a net benefit equal to the net AOW benefit, effective date of January 1, 2022.

**Free birthday:** per January 1, 2021, an adjustment has been made to the existing scheme, which means that if the birthday falls on a weekend or on a public holiday, an alternative day will be applied.

**Part-time scheme:** employees in job grade <45 are offered the opportunity to participate in an 80 - 85 - 100 part-time scheme at the age of 60. This is in addition to the existing scheme to opt for an 80 - 90 - 100 scheme from the age of 62.

**Working from home policy:** Signify is in discussion with the Central Works Council about the adoption of a working from home policy and we will submit a draft policy to the Central Works Council for approval before July 1, 2021.

**Pension accrual** is continued during enjoyed and registered informal care hours.

**Resilience@Work:** the current budget will remain unchanged until 2021 and will be extended until June 30, 2022.

### **Negotiations**

In the coming period, we will be talking to Signify about various topics, with the following topic already specifically mentioned: making concrete agreements about the phasing out of excessive vacation credits that employees carry with them.

### **CNV Vakmensen**

We thank Signify for the constructive consultation to come to a new collective labor agreement. This result no longer needs to be put to the vote because members of CNV Vakmensen already agreed to the previous result and this result is an improvement on this.

Bart Hietkamp (CNV Vakmensen executive)

Arjan Huizinga (Trade Union official CNV Vakmensen)

**M** 06 5160 2032 / [a.huizinga@cnvvakmensen.nl](mailto:a.huizinga@cnvvakmensen.nl)