

## PostNL and trade unions reach agreements in principle on collective labour agreements

18-11-2020

PostNL and trade unions BVPP and CNV reached an agreement in principle for a new PostNL collective labour agreement (CLA) and a CLA for Saturday deliverers. These trade unions will positively present both agreements in principle to their members. A third union, FNV, will also submit the result of the CLA negotiations to its members. It has been agreed that wages will increase by 5.5% in two years. Furthermore, a non-recurring payment of 0.5% will be paid. The PostNL CLA also includes agreements on sustainable employment, hiring of more parcel deliverers and an allowance for home workers.

### Salary and additional benefits

The agreements in principle include a structural salary increase of a total of 5.5% over two years, a performance-related bonus of 2% over 2020 and a non-recurring payment of 0.5% in December 2020. This is on top of the previously announced extra net payment of €250 in appreciation for working during the Covid-19 crisis. People in office-based roles will get a home working allowance of €45 net per month. In addition, the following was agreed upon:

### Sustainable employment

Extension and improvement of (what was previously known as) the Generation Pact. An agreement concerning older employees who can work less hours with partial retention of salary and pension accrual. An early retirement scheme (three years before pensionable age) for 300 employees

with physically demanding jobs.

Ability to save up leave for early retirement to be increased from 50 weeks to 100 weeks.

Good work with certainty

Better facilitate the flow from the postal company to other, growing business units of PostNL, such as the Parcels and IT/digital departments.

Expanding the number of parcel delivery workers on contracts to 2,000.

Accelerating the conversion of 200 temporary contracts into permanent contracts at Parcels & Logistics.

Being a good employer

PostNL aims to encourage employment contracts for parcel deliverers in the sector. Currently, 80% of parcel deliverers have an employment contract and are employed either directly by PostNL (PostNL CLA) or by a third party (BGV CLA). The CLA parties aim for this to become the standard throughout the parcel sector in order to prevent

competition on terms of employment.  
Hiring 200 temporary workers for  
future-proof roles with permanent contracts  
within PostNL.

Good working environment

Letter of intent for agreements in the parcel  
sector to reduce the number of heavy  
parcels (> 23 kg) in order to lighten the load  
of parcel deliverers and to prevent  
competition on working conditions by

creating a level playing field.

Consultations

The outcome of the consultations is  
expected on 8 December. The CLA for  
PostNL applies to approximately 18,000  
PostNL employees. The CLA for Saturday  
deliverers applies to over 200 employees in  
total. Postal deliverers have a separate CLA.

Source: [PostNL](#)