

## CLA FOR THE TECHNICAL WHOLESALE TRADE 2022 - 2023

TEXT OF THE NEGOTIATION RESULT OF 6 FEBRUARY 2023

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### CONVENIANT VERSION

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#### THE UNDERSIGNED:

1. the association **Werkgevers Technische Groothandel**, with its registered office in The Hague;
2. the association **FNV Handel**, with its registered office in Utrecht;
3. the association **CNV Vakmensen**, with its registered office in Utrecht;
4. the association **De Unie**, with its registered office in Culemborg;
5. the association **RMU**, with its registered office in Veenendaal;

AGREED ON 6 FEBRUARY 2023 ON A NEGOTIATION RESULT FOR A NEW COLLECTIVE LABOUR  
AGREEMENT IN THE TECHNICAL WHOLESALE TRADE,  
THE CONTENTS OF WHICH READ AS FOLLOWS:

#### **Subjects:**

1. Wage section and Duration
2. Travel expenses scheme
3. Pension scheme
4. Topics to be discussed
5. Collective Interests Fund (FKB) for the Technical Wholesale Trade
6. Amendments to the CLA texts
7. Final considerations

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1. Wage section (Article 32) / Duration (Article 59)

#### **Duration of the new CLA**

1 October 2022 to 30 September 2023.

#### **Wage Section**

- With effect from 1 April 2023: 4% structural wage increase for all salaries (CLA scales and actual salaries paid), with a minimum amount of €90 gross (for full-time employment, otherwise pro rata).

- With effect from 1 September 2023: 2% structural wage increase for all salaries (CLA scales and actual salaries paid).
- A one-off payment of €1,000, subject to the following:
  - The one-off payment shall be made as soon as possible but no later than one month after the CLA has been declared generally binding.
  - Companies can make the one-off payment as they see fit (gross, net, via the working expenses scheme, etc.).
  - The one-off payment applies 100% (€1,000) to full-time employees and to part-timers in proportion to their part-time employment.
  - The employee must be employed at the time the one-off payment is made.
  - The reference period for the one-off payment is the 12-month period immediately preceding the month in which the company pays the one-off payment; in the case of employment of less than 12 months, the payment will be made pro rata.

### **Settlement**

- Companies that have paid one or more structural increases to their staff during the term of the CLA in anticipation of this CLA may set them off against the CLA increases mentioned in the previous paragraph with the proviso that the total structural increase given during the term must be at least 6%.  
Example: An employee received a structural 4% salary increase in January 2023. This employee will not receive an increase in April 2023 and in September 2023, this employee will receive 2% structural salary increase.  
If the employee had already received a 4% structural salary increase earlier than 1 April, but for an amount lower than €90 gross (for full-time employment), the employer does not have to correct this in April 2023.
- The 4% structural salary increase in April must be based on the salary including the increase of the statutory minimum wage effective 1-1-2023.
- Companies that have paid one or more one-off payments to their staff during the term of the CLA as an advance on this CLA may offset these against the payment specified in the previous paragraph.
- The structural increase on the initiative of the company may only be offset against a structural increase in the CLA. This also applies to a one-off payment on the initiative of the company that may only be offset against the one-off payment of the CLA.
- This settlement may only take place during the term of the CLA.
- The settlement must be agreed in writing in advance with all employees.

## **2. Travel expenses scheme**

The CLA will include a mandatory travel expenses scheme. To this end, the text of Article 22 will be supplemented by a new paragraph 2 to read as follows:

### *Article 22 – Expenses and travel allowance*

*2. Every employee will receive a travel allowance if the employee lives more than 10 kilometres (one way) from the workplace. If the commuting distance exceeds 10 kilometres, the full commuting distance, up to a maximum of 30 kilometres (one-way distance) will be reimbursed. The travel allowance for commuting is at least €0.19 per kilometre.*

*The calculation of the commuting distance is based on the shortest route calculated by the ANWB route planner. The scheme may include existing schemes, such as a company bicycle. The scheme*

*applies to any mode of transport, including walking. This travel expenses scheme is a scheme based on minimum requirements, companies can have their own, wider scheme (such as longer distances or a higher allowance per kilometre).*

### 3. Pension scheme

The CLA parties agree that every company in the Technical Wholesale Trade should be required to offer a pension scheme to employees.

Therefore, section H of Chapter will read as follows:

1. *All CLA parties are in favour of a collective arrangement requiring all companies in the Technical Wholesale Trade to offer a pension scheme to their employees.*
2. *In 2023, the CLA parties will investigate the extent to which employers currently already offer a pension scheme to their employees or not, and if so, the content of this scheme.*

### 4. Topics to be discussed

The CLA parties agree to elaborate on the important topics during the term of the CLA. This applies at least to the topics of Pension, Leave arrangements and Vitality scheme / Generation Pact scheme.

### 5. Collective Interests Fund (FKB) for the Technical Wholesale Trade

The FKB CLA has been terminated. The CLA parties will examine the future of the social fund in the coming period.

### 6. Amendments to the CLA texts

#### **Readability**

Both employers and employees express a desire to improve the text of the CLA and make it more readable. The CLA parties agree to start this process during the term with the aim of including the improved texts in a subsequent CLA.

#### **Chapter V (Agreements between CLA parties)**

The text of the following sections will be amended:

- Section E:  
*The CLA parties agree that during the term of the CLA they will develop activities to ensure that as many 'Wajongers' (young disabled persons) as possible are hired in the Technical Wholesale Trade.*
- Section F:  
*The CLA parties agree to meet at least four times each calendar year to discuss relevant issues.*
- Section G:  
*The current collective wage scales have become unbalanced due to the increase in the minimum wage.*  
*The CLA parties agree to correct this imbalance during the term of the CLA. The job structure will also be addressed at this time.*

## **7. Final considerations**

The negotiation result was concluded by the delegations of the CLA parties and will be submitted by them to their members for voting. Only when they have approved the negotiation result will there be a new CLA for the Technical Wholesale Trade 2022-2023. They will then articulate the new CLA agreements in a new CLA text as soon as possible and submit a request for universal applicability.

*Thus agreed in Houten on 6 February 2023 by the CLA parties in the Technical Wholesale Trade,*

- *Werkgevers Technische Groothandel*      *Mr W.G.J. van Meurs*
- *FNV Handel*      *Mr O. Erdem*
- *CNV Vakmensen*      *Mr A. Kasper*
- *De Unie*      *Mr J. Admiraal*
- *RMU*      *Mr B. van Dam*

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