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Proposal letter CLA negotiations

An appropriate and endorsed collective labour agreement by and for the employees of Maersk Line Netherlands B.V.

Date: Augustus 24th 2023

To: Maersk Line Netherlands B.V.

By: Jan Admiraal en Peter Werger



Culemborg, August 24, 2023

Dear Mrs. Storm-Elshout, dear Christy,

Before you is the proposal letter from De Unie for the upcoming negotiations regarding a new collective labour agreement (CLA) for Maersk Line Netherlands B.V. In order to facilitate productive dialogue for a new CLA, De Unie, in collaboration with Maersk Line Netherlands B.V., commissioned the research agency MWM2-Innervoice to conduct a study. The study consisted of 7 panel discussions with the aim of gathering the themes and topics that employees consider important for the new CLA. The panel discussions were held with a diverse group of Maersk Line Netherlands B.V. employees. The insights from these panel discussions were then used to tailor and conduct a survey. In May and June 2023, nearly 600 Maersk Line Netherlands B.V. employees covered by the CLA were invited to participate in the survey to share their opinions about what they consider important for the new CLA. 32% of the employees participated in the survey.

De Unie aims to represent and negotiate for all employees as a collective bargaining party, and the outcomes of this research guide our discussions with Maersk Line Netherlands B.V. regarding the CLA. Thus, De Unie's proposals are entirely based on the research findings. We look forward to discussing the insights from the research/survey and our proposals with Maersk Line Netherlands B.V. De Unie acknowledges that it is participating as a new party in the CLA discussions with Maersk Line Netherlands B.V. for the first time. With this DigiC trajectory, we believe that we have established a solid foundation for a constructive initial dialogue about the CLA with Maersk Line Netherlands B.V. In the upcoming years, we will continue to familiarize ourselves with Maersk Line Netherlands B.V. and its employees, ensuring that we remain a valuable partner in the conversation.

Principles in general

1. For the new Maersk Line Netherlands B.V. collective labour agreement, our aim is to negotiate a set of improvements with Maersk Line Netherlands B.V., based, among other things, on the objectives outlined below; improvements that align with the company's needs and are desired by and acceptable to the employees.
2. Familiarity with the existing employment conditions is crucial for making appropriate choices that have support among employees. It is therefore important that all employees can easily access and understand their employment conditions.
3. Employees will continue to have a say in their employment conditions, including through the DigiC methodology, even in the future.

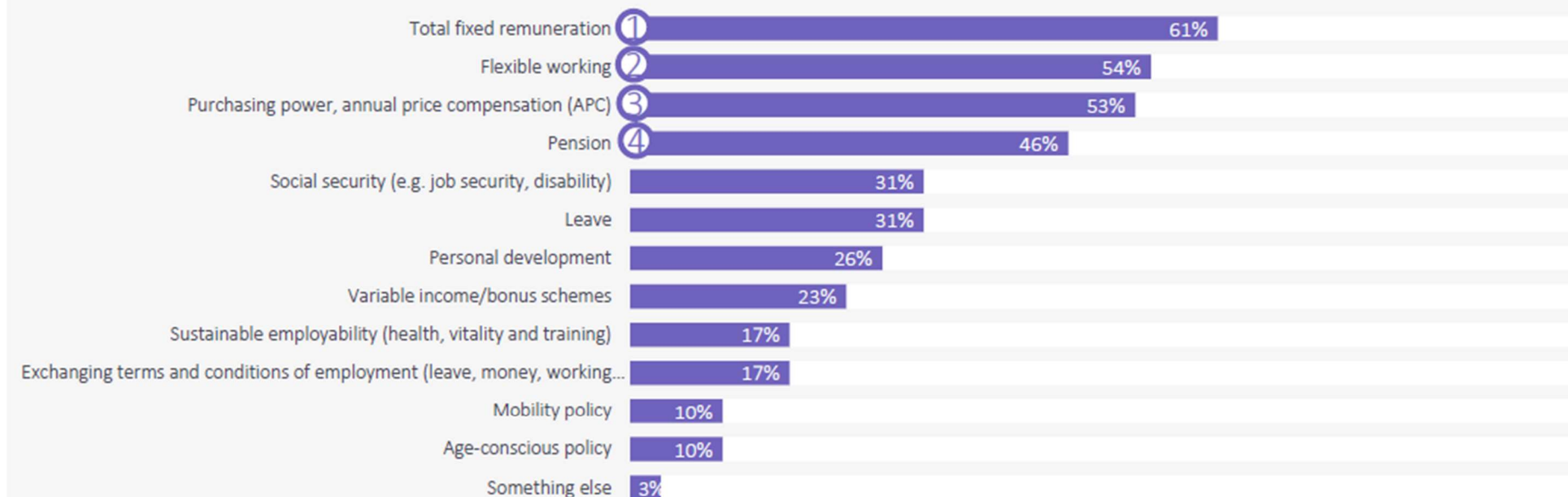
Key preliminary conclusion

In general, 76% of the employees of Maersk Line Netherlands B.V. are satisfied with the current employment conditions. De Unie believes that this forms a strong foundation for the further evolution of the collective labour agreement.

Proposals per theme

Below, proposals have been formulated for each theme based on insights from the DigiC research. The selection of themes for which proposals are based is determined by the prioritization indicated by employees in the DigiC research.

Which (4) themes do you consider most important with respect to your employment conditions?



Question: Which themes do you consider most important with respect to your terms and conditions of employment?

Base: all (n=186)

Prioritization of employment conditions

From the DigiC research, it is evident that employees are of the opinion that three topics require additional attention. These themes are also qualified as the most significant in a general sense:

- Total fixed compensation
- Flexible working (subjects related to Work and Time): the workplace, mobility, work-life balance, working hours, overtime, (forms of) leave, exchange/choice model for employment conditions.
- Purchasing power and annual inflation adjustment.

Additionally, themes like leave and personal development also call for attention based on the research findings. While the Pension topic ranks high on the list of important employment conditions, few remarks have been made regarding the enhancement of the pension scheme. However, there seems to be a desire for additional pension savings. This latter aspect could potentially be achieved through an employment conditions choice model.

In this collective labour agreement, we do not want to confine ourselves to, but we do want to emphasize the above-mentioned themes.

Foremost, De Unie believes in reaching favourable agreements through dialogue. The findings from the independent research are guiding principles for us in this regard. The research indicates the areas we need to discuss together. A rigidly fixed proposal letter does not align with this philosophy. However, it is appropriate to provide suggestions for improvement. Ultimately, employees need to express their opinions on the desired outcome before De Unie can proceed with final decision-making.

The prioritized themes are broad topics that encompass various areas of focus. Based on the insights from the research and the suggestions made by employees, we have concluded that several employment conditions can be improved. Therefore, we propose the following for discussion:

Theme	Insight	Proposal
Compensation (total fixed compensation, purchasing power, and inflation correction)	<p>Fixed compensation is considered the most important among all employment conditions (naturally). (p12)</p> <p>The appreciation of salary growth within the scale is rated as poor by 30% of the respondents. (p20, p31) This is even more strongly the case for the lack of transparency (arbitrariness) and familiarity with the evaluation system. (p21, p30, p32, p52)</p> <p>Annual variable bonus schemes are deemed motivating by less than 30% of the respondents. (p34)</p> <p>Mainly driven by high inflation, there is a preference for (partially) exchanging the bonus schemes for a higher fixed income (see excerpts) or for a higher collective structural increase.</p>	

	<p>More than 75% of the respondents believe that price increases (inflation/purchasing power preservation) should be compensated for 50% or more through collective bargaining agreement (cla) wage increases. Over a third believe that these should be compensated for at least 100%. (p35)</p> <p>In the 'allocation of available wage space', there is a preference for a more generous purchasing power contribution instead of investments in other employment conditions. (p36)</p>	<p>We intend to negotiate agreements for an improvement in wages that align with the company's context and are acceptable to the employees, while ensuring an enhancement in purchasing power.</p> <p>As part of the agreements to be made, we would like to see a structural increase that adequately addresses recent inflation and facilitates purchasing power enhancement, without compromising on other terms for Maersk employees.</p> <p>The relationship between the regular fixed income and variable bonuses is a factor we consider in the negotiations.</p> <p>We observe that there is a perceived lack of familiarity and transparency among employees regarding the evaluation system and compensation. De Unie is also interested in discussing solutions with Maersk that contribute to greater clarity and trust. One potential way to improve this is by incorporating a merit matrix in the collective labour agreement.</p>
<p>Employment conditions concerning Work and Time (the workplace, mobility, work-life balance, working hours, overtime, (types of) leave)</p>	<p>Next to total fixed compensation, the topics concerning Work and Time are a close second among the employment conditions themes for Maersk employees in the top 4. Flexibility and remote work are viewed as highly important, and the space Maersk provides in this regard is particularly appreciated by employees. (p21)</p> <p>However, the DigiC research indicates (p23) that the implementation of the Flexible Work Policy is not always consistent, leading to instances where employees perceive it as being unfairly applied.</p>	<p>De Unie proposes to include the Flexible Working Policy and the regulations related to Parenting Leave in the collective labour agreement.</p>
<p>Exchanging employment conditions, Cafeteria-style CAO, and/or Individual Choice Budget (ICB)</p>	<p>42% of the respondents express a desire for more flexibility in exchanging employment conditions. (p39)</p>	<p>De Unie would like to engage in discussions with Maersk about implementing an exchange system or Individual Choice Budget (ICB), where employees can tailor their employment conditions</p>

		to their needs. This includes, but is not limited to, exchanging vacation days for additional pension contributions, trading income for leave, swapping the commuting allowance for a company bicycle, and so forth. This would allow employees to have a certain level of control over their employment package.
Career and personal development	<p>Half of the respondents express a desire for a Personal Development Budget (PDB). (p46)</p> <p>There is a significant demand for career orientation support within Maersk. (p46)</p> <p>A substantial majority of the respondents indicate that it's challenging to allocate enough time for development. (p47)</p>	<p>De Unie would like to negotiate agreements with Maersk regarding the implementation of an annual development budget and enhancing the support for employees' career orientation.</p> <p>To enable employees to make optimal use of the opportunities provided for personal development, we propose that Maersk allows its employees to utilize development leave: a form of leave that permits employees to take time for orientation and development.</p>
Health and vitality	<p>The most noticeable aspects that employees benefit from are a sports allowance, an annual health check, and a generation pact scheme. (p43)</p>	<p>We wish to engage in discussions with Maersk regarding a scheme where employees work at 80%, receive 90% of their salary, and continue their pension contributions at 100%.</p> <p>Additionally, we would like to negotiate agreements on providing a financial contribution to employees for fitness and sports subscriptions.</p> <p>We would also like to discuss with Maersk the possibility of offering an annual health check to employees.</p>
Familiarity with Collective Labor Agreement (CLA) and regulations	<p>The research has shown (p25, p30) that awareness of regulations concerning salary growth, income (such as variable compensation and health cost reimbursements), and time is relatively low. As a result, some employees feel less connected to the employment conditions and what they have to offer for them.</p>	<p>We would like to engage in discussions with Maersk regarding possibilities and ideas to enhance the familiarity with the employment conditions package. This could include options like having a local HR contact point, an annual update, etc.</p>

<p>Diversity and inclusive employment conditions policy</p>	<p>The research has highlighted (p25, p30) that awareness about regulations concerning salary growth, income (such as variable compensation and health cost reimbursements), and time is relatively low. As a result, some employees feel less connected to the employment conditions and what they have to offer for them.</p> <p>Maersk is an international company with a diverse workforce, including various cultural and ethnic backgrounds.</p>	<p>De Unie aims for equal employment conditions for all employees regardless of gender, age, cultural background, work capacity, and sexual preference. The Unie proposes interchangeable holidays: for example, celebrating Eid instead of Christmas. All holidays are freely usable by everyone at their preferred time. The organization itself can choose to be closed on these national or Christian holidays. Employees who do not use these days as holidays can work from home or use the time for educational purposes, for example.</p>
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In conclusion,
We propose extending the Social Plan until August 1, 2025.

We look forward to engaging in a constructive dialogue with Maersk Line Netherlands B.V. to jointly agree upon an appropriate and supported employment conditions package. We reserve the right to introduce alternative or additional proposals during the discussions.

Best regards,

Jan Admiraal
Senior Advocate

Peter Werger
Advocate

De Unie