

-English translation of the CLA proposal letter, originally in Dutch.-

Remuneration

The 2023 DigiC survey found that of all the terms of employment, fixed pay is considered the most important (p12). In addition, 30% of respondents rated salary growth in the scale as poor. (p20, p31).

More than 75% of respondents felt that price increases (inflation/ purchasing power maintenance) should be compensated for 50% or more by collective bargaining wage increases. Over a third think these should be compensated at least 100%. (p35)

Maersk provided a budget of 7% in the last CLA. Set against inflation of 10% in 2022, this was not sufficient to meet the survey respondents' desire to at least see the price increases compensated.

For the coming collective bargaining period, De Unie is aiming to reach agreements that do justice to recent inflation and preserve the purchasing power of Maersk employees, while taking into account the wage increase and purchasing power development in recent years.

The relationship between regular fixed income and variable bonuses is a factor for us to consider.

Employment conditions concerning Work and Time

After total fixed remuneration, topics concerning Work and Time are a close second in the top 4 employment conditions topics for Maersk employees. Flex and home working are seen as very important and the options Maersk offers in this are particularly appreciated by employees. (p21)

The Flex Work Policy regulations and regulations related to Parenting Leave/Global Return to Work Policy are currently only incorporated into the collective labor agreement by reference, with ownership residing with the Works Council and Maersk respectively. We propose that these policies be included in full in the collective labor agreement.

Career and personal development

Maersk provides arrangements and benefits regarding study and personal development (Article 24 of the CLA). However, a large majority of respondents in the survey indicated that it is difficult to free up sufficient time for development. (p47)

The CLA provides for the possibility of study leave, up to 10 days, at Maersk's discretion on a case by case basis. We would like to discuss with Maersk the introduction of development leave (ontwikkelperlof), to which employees are entitled and which would enable them to orientate and develop with more autonomy. The idea here is that the employee can claim this unilaterally as a right, but in proper consultation with the employer.

Health and vitality

The most eye-catching aspects from the survey that employees benefit from are a sports allowance, an annual health check and a generation pact arrangement. (p43) The annual health check has now been included in the collective bargaining agreement (since 2023).

De Unie would still like to discuss with Maersk an arrangement where employees work 80%, receive 90% pay and where pension accrual continues at 100%.

In addition, we would like to agree on a financial contribution to the employee for fitness and sports subscriptions.

Diversity and inclusive employment policy

Maersk is an international company with a wide variety of employees including different cultural and ethnic backgrounds.

De Unie strives for equal working conditions for all employees regardless of background. De Unie proposes exchangeable holidays: instead of Christmas, for example, a holiday from a different religious tradition. All holidays can be freely used by everyone at the desired time. In the previous collective bargaining period, it was not possible to reach an agreement on this. However, Maersk indicated that it saw room for this in the future. We would like to discuss this with Maersk for this CLA.

We would also like to agree with Maersk that from now on May 5 (Liberation Day) will be a paid day off every year. Especially during current times it remains important to reflect on peace and freedom.

Familiarity with CLA and benefits.

The 2023 survey revealed (p25, p30) that awareness of regulations regarding salary (increase), income (e.g., variable pay and health insurance allowance) and time was relatively low. As a result, some employees felt less connection with the terms of employment and what these have to offer for them. During last year's CLA talks, we discussed increasing awareness of these arrangements. We would like to discuss with Maersk the progress that has been made in this area since last year and determine if there is further need for improvement.