

# CLA Negotiations

DSM NEXT x Labour Union

20-12-2021



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COLUMN  
PETER DE WAAARD  
Corona wordt door werkgevers  
misbruikt om de lasten bij  
werknemers te leggen



15 december 2021  
...et de aandeelhouders, maar de werknemers moeten



26 november 2021 12:15  
Laatste update: 26 november 2021 16:50  
133 NUjj-reacties  
Wereldwijd zijn er vrijdag acties tegen het personeelsbeleid van de e-commercegigant Amazon. In meerdere landen leggen de werknemers van Amazon het werk neer, maar in het Nederlandse distributiecentrum van Amazon in Heerlen wordt gewoon doorgewerkt. FNV heeft naar eigen zeggen geen zicht op de problemen doordat Amazon vakbonden bewust buiten de deur houdt.

Coronamaatregelen  
Verplicht naar kantoor? Vakbonden klagen bij Inspectie SZW over chemiereus Nouryon

08 december 2021 10:59  
Aangepast: 08 december 2021 11:02



Union Busting: Last Week  
Tonight with John Oliver...

4,3 mln. weergaven •  
1 maand geleden

<https://www.youtube.com/watch?v=Gk8dUXRpoy8>



ECONOMIE

Alles in de flitsbezorging gaat snel, behalve het uitbetalen van het loon aan de koeriers



How Amazon Crushes Unions

In a secret settlement in Virginia, Amazon swore off threatening and intimidating workers. As the company confronts increased labor unrest, its tactics are under scrutiny.

# Importance of Unionizing?



Unions on the rise? AP Photo/Joahua Bessac

Union drives have suddenly become hot news.

?



# Introduction of panel



Beckers, Kristy

- Project Procurement Manager
- Ex-Global DSM NEXT Champion
- CEOD member



Koster, Addy

- Principal Bioprocess & Manufacturing Specialist
- Key member for Synergo in Delft



Casper Vaandrager

- Director Synergo-VHP Union
- Main negotiator for Synergo

# What is a CLA & what is the 'CEOD'?

Kristy Beckers – member of the CEOD on behalf of Synergo.

# CLA and CEOD

- CLA → Collective Labor Agreement
  - Collective agreement between employer (or employers' organization) and trade unions about wages and other conditions of employment.
  - Applicable to all employees
  - CLA prevails over individual employment contract in case of deviation
- 
- CEOD → Commissie Extern Overleg DSM / Commission External Counsel DSM
  - Periodic alignment between DSM, pension fund and labor unions (FNV, Synergo, de Unie and CNV)
  - Formal agreements made in CEOD: CLA, DSM pension scheme, social plan
  - General updates on DSM and labor market trends
  - Union negotiators are supported by delegates (Synergo: John de Graaf / Kristy Beckers with Addy Koster supporting)
  - CEOD Delegates support the information flow between employees and labor unions

# What happens during a CLA negotiation?

Casper Vaandrager – Director of Synergo-VHP Labour Union

# CLA-Negotiations at DSM



**"Heck of a way to start the negotiation."**

## Current CLA will end april first 2022

- Negotiation new CLA starts Q1 2022  
(Exploration of proposals took place at december 6th 2021)
- DSM (Stan Veltman, Roel Mesters and staff)
- 4 unions: FNV, Synergo, de Unie and CNV
- Synergo Negotiation team: Kristy Beckers, John de Graaf and Casper Vaandrager

Examples of proposals:



**Income** (*increase base or/and variable income? Increase in % or euro's?*)



**Sustainable employability.** (*e.g. personal development*)



Remote working



Travel expenses

Etc. Etc.



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For Synergo: Input Members!



## Several **long** sessions of negotiations





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## Negotiation result

*Union members:*



# Why consider joining a Union?

Addy Koster – Negotiator and key Union member in Delft

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## Advantages membership labor unions

- In general:
  - Representation of your interests by skilled organizations (like Synergo, FNV, CNV, Unie)
  - Create an equal playing ground for the interests of both DSM and the employees
  - Support for members of the Work Councils (OR)



- Personally (labor union depended)
  - Individual advice
  - Legal support
  - Collective interests
  - Age depended focus areas
  - Expat services



- Limited membership costs
  - Starting from 160 euro / year, depends on the specific labor union
  - Tax-deductible



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## Some key areas of success of the labor unions

- **Social plan in case of redundancy:** still one of the best despite of the reduced legal regulations
- **Option plan:** unions successfully opposed plan; still in place.
- **CLA harmonization Netherlands:** safeguarding the principle that nobody should decrease in total package
- Provisions in the current collective agreement for **part-time work, parental leave, adoption and foster care leave, informal care**
- Successfully challenging DSM that good operating results must not only reward shareholders but also benefit the work force (in **wages and pensions**): DSM still at the higher side compared to peers
  - Yearly a **significant collective** increase in wages
- Strive for **collective labor agreements** to prevent individual contracts opening the way for arbitrariness
- Focus on **sustainable working conditions**
  - by addressing hybrid working, performance assessment system (PDR), personal development, etc.

As an individual you can win a game,  
but as a team you win the competition





For more information on Synergo-vhp and membership:

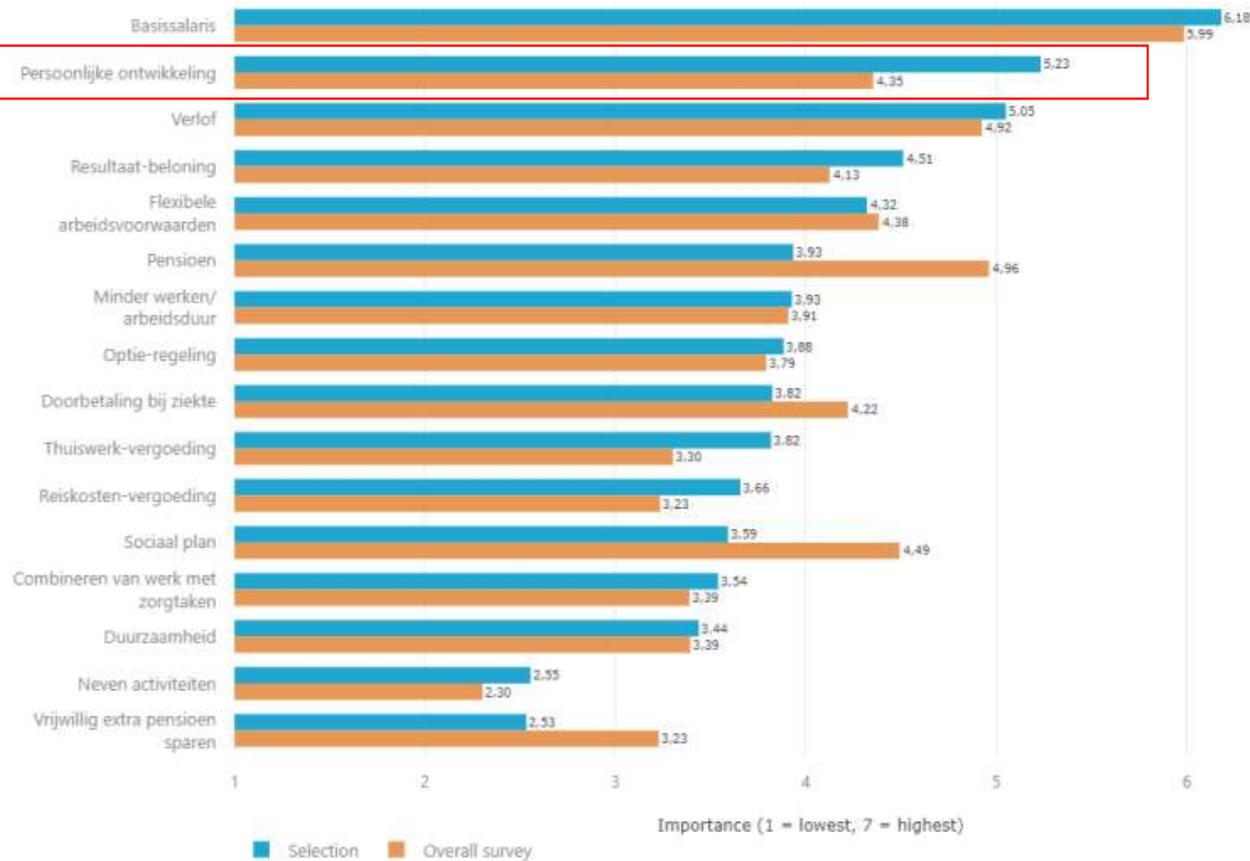
<https://www.synergo-vhp.nl/>

# Discussion...

# Synergo-vhp

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## Top 16 – arbeidsvoorwaarden elementen – deelselectie 1



# AWIN

Deelselectie 1:  
response #180 = 17,2%  
C-level 38 t/m 41  
jonger dan 36 jaar





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## Current negotiation proposal Synergo summarized:

- Duration: 1 or 2 years
- Income: percent, proposal 4%
- Sustainable employability
  - Company pension (Bedrijfs-AOW): study whether goals are achieved
  - PDR: handling forced distribution: abolish, re-evaluate PIP trajectory
  - Training: personal training budget, independent of Business Group results
  - Increased working pressure due to reorganizations
- Hybrid working
  - Attention for home working conditions
  - Compensation
  - Possibility to stay overnight in hotel to limit travel
- Trade union membership
  - Paid for by DSM

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