



### **Final offer for the CLA Banks 2023-2024**

Since early October 2022, the Employers' Association of Banks (WVB) and the trade unions CNV Vakmensen and De Unie have been in talks on the Collective Labour Agreement (CLA) Banks for 2023 and subsequent years, achieving results on several issues. These talks have resulted in the WVB making a final offer for the CLA Banks 2023-2024 on Monday, 28 November 2022. Both trade unions will present this final offer neutrally to their members. The WVB's final offer includes the following proposals for CLA arrangements.

#### **Term**

The CLA Banks has a term of two years, i.e. from 1 January 2023 to 31 December 2024.

#### **Collective pay rise**

The job salaries and salary scales as mentioned in Chapter 6 of the CLA Banks 2022 will be structurally increased by 3.5% as from 1 January 2023, 1% as from 1 July 2023, and 4% as from 1 January 2024, respectively.

A one-off gross payment of € 1,000 on a full-time basis will also be made on 1 January 2023 to all employees employed by the employer on 1 January 2023. This payment also applies to temporary workers, working for the employer on that date. Other external workers including self-employed workers, payroll-company workers, and workers hired through secondment fall outside the scope of this arrangement. If the length of the working week is less than the basic 36-hour working week on average, the one-off payment will be adjusted proportionally.

#### **Increase in minimum wage**

The 10.15% increase in the minimum hourly wage to a gross hourly wage of € 12.40 at 36 hours as from 1 January 2023 corresponds to a twelve-month salary of € 23,212.80. Any scales and job years that fall below the minimum wage after the collective pay rise as from 1 January 2023 will no longer be part of the CLA as from the same date.

#### **Time and place independent working (TPIW) allowance**

It was agreed in Article 7.8 of the CLA that the employer would draw up a TPIW scheme, in consultation with the employee representatives, whose elements would include an allowance to cover the additional costs of working from home. The Nibud standard was the guiding principle in this regard. As from 2023, the targeted exemption for the tax-free homeworking allowance will be increased to € 2.15. To this end, the CLA will be amended to read: 'The CLA parties recommend that employers take advantage of tax opportunities.' This replaces the text: 'Current tax facilities can be used, e.g. for internet use.'



### **Sustainable employability**

During the next CLA period, the WVB, in consultation with the employers, will evaluate the effectiveness of existing instruments in the area of sustainable employability and personal development and identify whether and, if so, what need exists for adapting and/or expanding the CLA in this regard. At the same time, an addition to Article 4.5 of the CLA will state that employers must encourage employees to take the initiative for periodically drawing up their own personal development plans.

### **Vitality in relation to time and place independent working**

The WVB will continue to put the subject of vitality on the agenda at member meetings in the coming period and encourage exchanges between employers, including in relation to time and place independent working and a partial return to the office.

In the WVB's opinion, it is important that an employee has the right not to be contactable outside individually agreed working hours unless special (urgent) circumstances exist that necessitate contactability. This addition to the employment conditions framework for time and place independent working will be included in the CLA under the fourth bullet point in Article 7.8.

### **Informal care**

Last year, the CLA parties conducted a study on informal care. They recognised that many employees have to act as caregivers and that good facilities for informal care support can be important in this regard. To this end, Article 4.11 of the CLA will specifically include that managers must encourage employees to inform them if they are caregivers to discuss whether informal care support is desirable and how it can be organised.

### **Leave**

#### **Recognised public holidays**

As from 2023, 5 May will be a recognised public holiday under the CLA definition. This entitles employees to a day off on 5 May each year with no loss of salary for that month. The other provisions for public holidays, as set out in Article 8.11 of the CLA, will then also become applicable.

#### **Other leave arrangements**

The WVB considers it important for the purpose of inclusion that the actual educator(s)/carer(s) of a child are entitled to the various statutory leave arrangements and the other leave arrangements in the CLA. For this reason, the definitions of 'parent' and 'child' will be included in Chapter 2 of the CLA and be in line with the Work and Care Act (*Wet Arbeid en Zorg*):



- Child: the employee's or their partner's own child, stepchild, foster child, or adopted child or the child for whom the employee and their partner actually care.
- Parent: the employee's own parent, step-parent, foster parent, or adoptive parent or the employee's or their partner's actual carer.

### **Pension**

The implementation of the Future Pensions Act (*Wet Toekomst Pensioenen*) has been postponed to 1 July 2023. The CLA parties remain in talks to try and make interim pension arrangements before 1 July 2023. The WVB will assess these arrangements within the overall arrangements for the CLA Banks 2023-2024.

### **Employment**

During the past CLA period, the trade unions brought the Working Code (*Werkcode*) to the attention of the WVB, whose aim is to achieve a single labour market for all workers. During the term of the CLA Banks 2023-2024, the CLA parties will bring the five principles of the Working Code to the attention of employers to jointly explore any aspects for which future CLA arrangements are desirable. The five principles will be named in the CLA text, namely:

1. We organise work in sustainable working relationships.
2. We pay, value and treat workers who do the same work equally.
3. Working with us means increasing your job market value.
4. Good employment practices include responsible contracting practices.
5. Workers have access to invalidity and pension benefits.

### **Other topics**

#### **Demotion**

Article 6.17 will specifically add that if an employee has been employed for exactly three years, the same conditions will apply as though the employee has been employed for more than three years.

#### **Former age-related leave scheme**

As the former age-related leave scheme has not been applied since 1 April 2013, Article 8.18 will no longer be included in the CLA.



### **Diversity**

The partnership with Everyday Heroes will be continued during the term of the CLA Banks 2023-2024. This will contribute to the Participation Act (*Participatiewet*). It has been agreed that each employer will purchase at least one Impact Package (formerly Power Certificate) from Everyday Heroes worth € 4,000 during the term of the CLA. Everyday Heroes will be requested to pay specific attention to those with a migrant background, including non-Westerners, when employing people distanced from the labour market.

### **Early retirement scheme (RVU scheme)**

The CLA arrangement on the RVU scheme, as included in Article 11.18 of the CLA, will be continued for the term of the CLA.