CLA/ Social plan at PostNL
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Mobility

Van werk naar werk

SOCIAAL PLAN
Postal market Netherlands

- Mail and parcels: highly competitive/ labour conditions issue

- PostNL market share [source ACM 2016]:
  - Mail: 70-75% (non overnight 60%)
  - Parcels: 60%

- Regulation/
  - Administrative Order finally in effect: mail 80% contracts
  - Minimum-hour-wage requirement for self-employed
  - Coalition agreement: no self-employed to +15% minimum wage
A company on the move
Source: Annual report PostNL 2016

Volume development Mail in the Netherlands

Volume development parcels
(in millions of items)

2016: -7,9%

2016: +13,3%

Source: annual report PostNL 2016
Social responsible reorganisation

Medewerkers

- PostNL: 64,219
- Mall Nederland: 55,622
- Pakketten: 40,185
- International: (data not shown)
- PostNL overig: (data not shown)
The CLA proces at PostNL

Mobility

Van werk naar werk

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PostNL has several CLA’s

- General CLA PostNL (18,000)
- CLA mail deliverers (20,000) (since 2003)
- CLA saturday mail deliverers (2,000)
- Work conditions regulation
- Sectoral CLA

CLA’s are mostly negotiated between unions and employer for all employees (no obligation) but can also be negotiated between employer and works council (upcoming in NL!), the cla-term is mostly 1 – 3 years.

CLA’s can be compulsory for a sector; exceptions possible in the NL postal sector

Membership unions: 26%, mail deliverers (5%), employees cla PostNL (50%).
Aspects of the CLA

- Salary, benefits
- Working time
- Holidays, leave
- Choice in working conditions (CLA a la carte – f.e. swop leave for salary)
- Safety, health
- Pensions

The CLA PostNL is extensive, the others are much shorter
Mobility and social plan
Shaping sustainable employability outside and within the company
Social Plan (=CLA) PostNL 2016 – 2020

Negotiated between unions and company.

Goal: give a framework for handling social consequences restructuring

Main aspects:
- fasemodel
- counselling: internal and external mobility
- compensation schemes
- pension-arrangements
Fase model social plan

Tegen welke fase zeg jij ja?

De planning
basis = datum overcompleet (Y)
Three labels for Mobility

For activities for workers in production/ active since 2006:

**mobility l werkt**

Since 2012 a specific label for management and staff workers central and decentral:

**mobility l pro**

re-integration and other activities (f.e. the 60+ councilling):

**mobility**
Mobility

**Talks / Information-gatherings**
- Information on the job
- Workshops
- Move! / 45+
- Training job skills
- Mobility markets / Job training markets
- Visit other parts of the company
Questions