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## **ADDENDUM to the Collective Labour Agreement for Employers and Employees in the Wholesale Trade in Textiles and Related Items**

**1 October 2014 to 31 March 2016 inclusive**

The parties to the Collective Labour Agreement for Employers and Employees in the Wholesale Trade in Textiles and Related Items (CAO) have reached agreement on the extension of the CAO in force between them for the period 1 October 2014 to 31 March 2016 inclusive.

As the CAO has only been amended to a limited extent compared to the text of the CAO in force in the period from 1 August 2013 to 30 September 2014 inclusive, no new CAO booklets will be published. The amendments to the CAO, which are in force as from 1 October 2014, are listed for you below:

Introduction, Part B, in respect of Chapter 9:  
"October 2014" is amended to read "April 2016".

Introduction, General Part:

The provision pertaining to provisions that have not been included in the request for issue of the AVV are amended as follows:

In this CAO the following articles have not been included in the request for issue of the AVV: 1.1, 1.8, 2.3, 2.8 (partially), 2.10 (partially), 3.4 (partially), 3.5, 3.8 (partially), 3.10 (partially), 3.12 (partially), 3.17, 3.18, 3.19 (partially), 3.20 (partially), 5.1 (partially), 5.2 (partially), 5.7, 5.10 (partially), 5.11, 6.1, 6.2, 6.3, 7.1 (partially), 7.2, 8.2, 8.3, 8.4, 9.1, 9.2, 9.3, 9.4, 9.5, 9.8, 9.9, 9.10 and 9.11 (partially). The extent to which other provisions are also excluded from the scope of the AVV will become apparent in the handling of the request for issue of the AVV by the Ministry of Social Affairs and Employment.

Article 2.10, Leave, Care leave section:

Care leave may also be taken for an ill grandparent, grandchild, brother, sister or member of the household.

Article 3.4, Salary Scales

The salary scales at 1 January 2013 are no longer applicable. Salary scales at 1 July 2015 and 1 December 2015 are added; hourly salary rates have also been included. Please refer to the Appendix for the added scales.

Article 3.6, Salary Increases, "Extra salary as a result of the CAO agreements" section, is amended to read as follows:

The actual salaries paid and the salary scales in this CAO will increase by 1.5 % as from 1 July 2015 and by 0.5% as from 1 December 2015.

The employer, who has granted a collective increase before 1 July 2015, may set this increase off against the aforementioned CAO increases as from 1 July 2015 and/or 1 December 2015, on the understanding that the setoff is effected in such a way as to ensure that the employee is not disadvantaged.

Article 3.10 Holiday Allowance:

The minimum holiday allowance of a full-time employee aged 23 years or older amounts to 1,609 euros. As from 1 July 2015 this allowance is 1,633 euros and from 1 December 2015 1,641 euros.

Article 3.14 Extra Salary for Overtime, "Overtime pay for part-time employees" section is amended to read as follows:

*Part-time and full-time employees are treated equally. Therefore, the part-time employee's overtime is calculated in the same manner as that of the full-time employee. He is paid the normal salary rate (including accumulation of holiday entitlement and holiday allowance) for every additional hour worked each day up to and including the 8th hour.*

*The part-time employee is also paid the same overtime pay as the full-time employee as from the 9th hour worked on that same day.*

Article 3.18 Pension Contribution for Employees Younger than 55 Years:

The pension scheme provides for pension benefit as from the age of 67 years.

Article 3.19, Life Cycle Scheme Contribution:

The employer's contribution for the year 2013 is deleted.

For the year 2015 the maximum salary assessable for social security contributions amounts to 51,974 euros.

Article 5.1, Entering Employment: the employment contract:

The fifth bullet point of the second list is amended to read as follows: "the duration of the probationary period (which may not amount to more than 2 months; a probationary period will not apply in the case of an employment contract for a definite period of maximum 6 months);

5.2 Leaving Employment: the letter of resignation or the notice of dismissal

"The Employment Service of the Employee Insurance Agency (UWV Werkbedrijf)" is amended to read "the Employee Insurance Agency (UWV)".

6.1 Parties to the CAO:

The "FNV Trade Union Federation" is amended to read "FNV";

Article 6.2, The Term of Validity of this CAO:

The first sentence is amended to read as follows: "This CAO is in force from 1 October 2014 to 31 March 2016 inclusive."

New Article 9.3, Occupationally Disabled, replaces Article 9.3 Disablement Provision Act for Disabled from an Early Age (Wajong):

Each person deserves to be given the chance to participate in the labour market according to his abilities. A pilot is being conducted, together with four companies, in order to examine which work duties could be performed by people with a disadvantage in the labour market. The Sustainable Employability Working Group will consider whether a job coach can then play a part in advising and guiding these people (young disabled persons who receive benefit under the Wajong Act among others) and the participating companies. The costs of this job coach in this pilot will be borne by the Fund for Collective Interests (FKB).

If the pilot is successful, i.e. when people are actually placed in jobs, this scheme will be more widely put in place.

Article 9.4, Working Groups:

FUWA (Job Assessment) Working Group section: item dealing with the adjustment of job grade examples is deleted.

Training/Education and Sustainable Employability Working Group section is amended to read Sustainable Employability Working Group. The paragraph on training/education is deleted.

Modernisation Working Group section is added:

A joint working group "rewriting the CAO" will be set up in order to modernise and review the CAO texts and to adapt them to the new legislation and regulations.

New Article 9.5, Trainees and School Leavers:

The CAO parties are positive about enabling as many trainees and school leavers as possible to gain industry experience through traineeships and talent spotting. This theme will be further discussed and

the manner of its implementation will be considered in the Sustainable Employability Working Group.

Article 9.5, Collective Framework Agreement WGA Gap Insurance is renumbered as 9.6

Article 9.6, Job Performance Interview is renumbered as 9.7

Article 9.7, Pensions, is deleted

New Article 9.8, Co-Determination:

The CAO parties are going to make an inventory of co-determination in this sector of industry. The Fund for Collective Interests will put a questionnaire to all companies in this sector of industry.

New Article 9.9, Third year of Unemployment Benefit under the Unemployment Insurance

Act:

The CAO parties agree that the duration and accumulation of the unemployment benefit will be repaired in accordance with the agreements made on this issue in the Social Plan of April 2013. After the response of the Minister of Social Affairs and Employment to the Social and Economic Council's advisory report "Role of Social Partners in Future Labour Market Infrastructure in the case of Unemployment Benefit and organisation of the Unemployment Benefits System" and after any advice on this issue given by the Labour Foundation, the CAO parties, taking into account these advices and the recommendations of the Labour Foundation dated 24 December 2013 and 11 July 2014, will consult in order to make substantive agreements about a private supplementary unemployment insurance that will enable the current amount and duration of the statutory unemployment benefit to be maintained. These agreements must be seen, in accordance with the letter from the Labour Foundation dated 17 April 2015, in the context of the realisation of a national implementation. If necessary, the CAO will be put on the table.

New Article 9.10, International Trade Union Work:

The Fund for Collective Interests will provide a one-off contribution of 1 euro per employee in the branch for appropriate projects, such as in particular against child labour, in the sector of CNV International. CNV International will concretely report on the use of the funds at the end of this CAO period.

Article 9.8, Recommendations and Advice of the CAO Parties, is renumbered as 9.11

The following is added to the Reintegration of occupationally disabled employees section:  
In order to keep employees employed at their own company as much and as long as possible, the CAO parties recommend that the term "suitable job" should be formulated as widely as possible.

Part C, Addresses, the address of FNV is amended to read as follows:

FNV Handel:  
Pegasuslaan 200  
3067 KX Rotterdam  
Telephone: 088-36 80 368  
www.fnv.nl

APPENDIX: SALARY SCALES (Article 3.4)

**Salary scales at 1 July 2015**

(Gross monthly salaries including an increase of 1.5%)

Age	I	II	III	IV	V	VI
16						
17						
18	Statutory					
19	minimum					
20	(youth) wage	1,037	1,044	1,053	1,119	
21		1,217	1,233	1,259	1,314	
22		1,430	1,444	1,471	1,545	
23+0		1,683	1,699	1,731	1,816	1,915
1		1,696	1,721	1,761	1,858	1,972
2		1,708	1,747	1,796	1,899	2,024
3	Statutory	1,721	1,775	1,833	1,937	2,076
4	minimum wage		1,800	1,869	1,980	2,127
5				1,906	2,021	2,179
6					2,057	2,232

**Salary scales at 1 July 2015**

(Gross hourly salary including an increase of 1.5%)

Age	I	II	III	IV	V	VI
16						
17						
18	Statutory					
19	minimum					
20	(youth) wage	6.30	6.34	6.39	6.80	
21		7.39	7.49	7.65	7.98	
22		8.68	8.77	8.93	9.38	
23+0		10.22	10.32	10.51	11.03	11.63
1		10.30	10.45	10.69	11.28	11.98
2		10.37	10.61	10.91	11.53	12.29
3	Statutory	10.45	10.78	11.13	11.76	12.61
4	minimum wage		10.93	11.35	12.02	12.92
5				11.58	12.27	13.23
6					12.49	13.56

**Salary scales at 1 December 2015**

(Gross monthly salaries including an increase of 0.5%)

Age	I	II	III	IV	V	VI
16						
17						
18	Statutory					
19	minimum					
20	(youth) wage	1,042	1,049	1,058	1,125	
21		1,223	1,239	1,265	1,321	
22		1,437	1,451	1,478	1,553	
23+0		1,691	1,707	1,740	1,825	1,925
1		1,704	1,730	1,770	1,867	1,982
2		1,717	1,756	1,805	1,908	2,034
3	Statutory	1,730	1,784	1,842	1,947	2,086
4	minimum wage		1,809	1,878	1,990	2,138
5				1,916	2,031	2,190
6					2,067	2,243

**Salary scales at 1 December 2015**

(Gross hourly salary including an increase of 0.5%)

Age	I	II	III	IV	V	VI
16						
17						
18	Statutory					
19	minimum					
20	(youth) wage	6.33	6.37	6.43	6.83	
21		7.43	7.52	7.68	8.02	
22		8.73	8.81	8.98	9.43	
23+0		10.27	10.37	10.57	11.08	11.69
1		10.35	10.51	10.75	11.34	12.04
2		10.43	10.66	10.96	11.59	12.35
3	Statutory	10.51	10.83	11.19	11.82	12.67
4	minimum wage		10.99	11.41	12.09	12.98
5				11.64	12.33	13.30
6					12.55	13.62