



# CLA/ Social plan at PostNL

SDC Vilnius 18 January 2018

Hans Blikman – Public Affairs/ member works council



# Postal market Netherlands



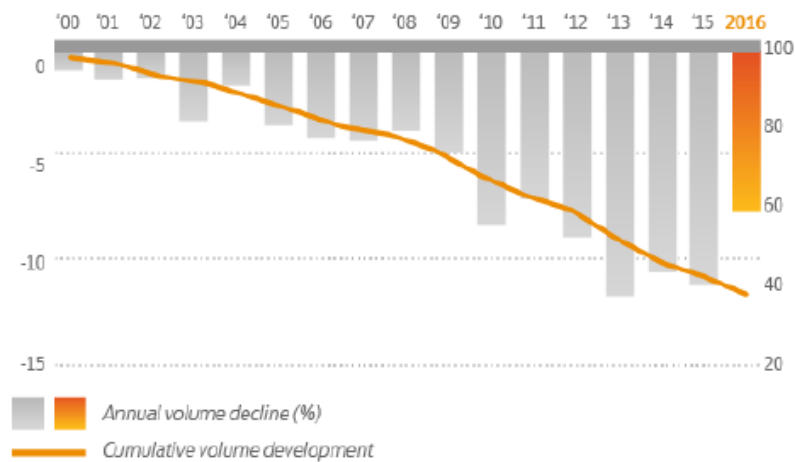
- Mail and parcels: highly competitive/ labour conditions issue
- PostNL market share [source ACM 2016]:
  - Mail: 70-75% (non overnight 60%)
  - Parcels: 60%
- Regulation/
  - Administrative Order finally in effect: mail 80% contracts
  - Minimum-hour-wage requirement for self-employed
  - Coalition agreement: no self-employed to +15% minimum wage

# A company on the move

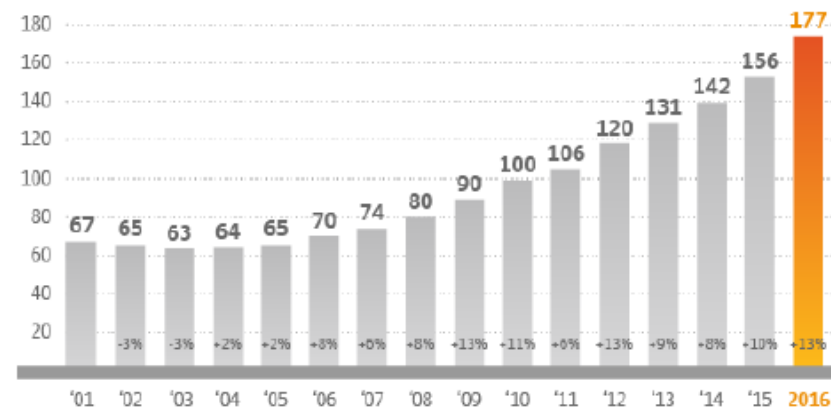
Source: Annual report PostNL 2016



**Volume development Mail in the Netherlands**  
(in %)



**Volume development parcels**  
(in millions of items)



**2016: -7,9%**

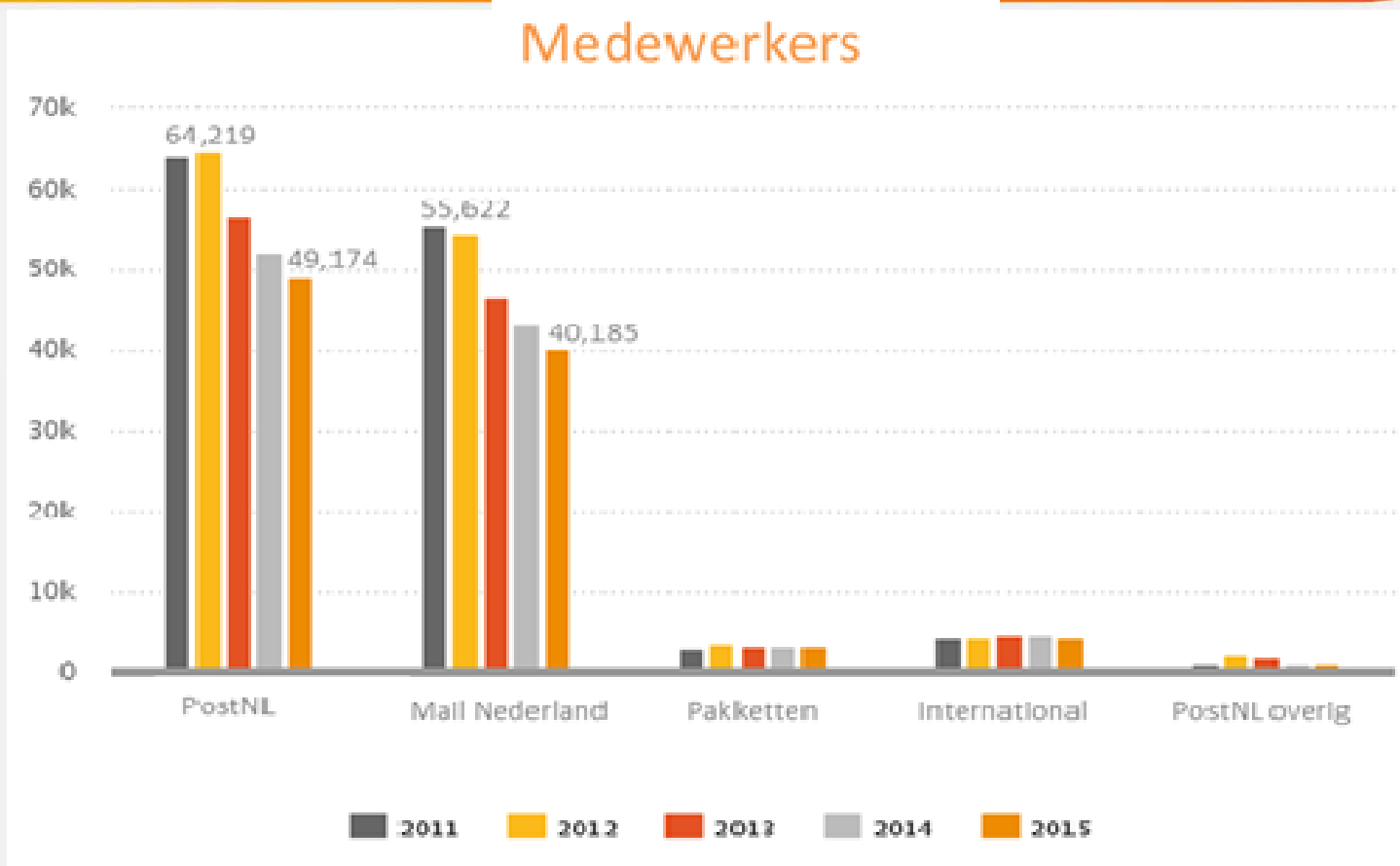


**2016: +13,3%**

# Social responsible reorganisation



## Medewerkers





# The CLA proces at PostNL



Van werk naar werk

# PostNL has several CLA's



- General CLA PostNL (18.000)
- CLA mail deliverers (20.000) (since 2003)
- CLA saterday 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



**Van werk naar werk**





# 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



mobility

# Three labels for Mobility



For activities **for workers in production/** active since 2006:

**mobility | werkt**

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

**mobility | pro**

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

**mobility**

# Mobility



mobility

## Talks / Information-gatherings

- Information on the job
- Workshops
- Move! / 45+
- Training job skills
- Mobilitymarkets / Job training markets
- Visit other parts of the company



# Questions



mobility

