

PostNL and trade unions reach agreement in principle on collective labour agreements

The Hague, The Netherlands, 17 January 2019

PostNL and the trade unions Bond van Post Personeel (BVPP), CNV Publieke Diensten and VHP2 have reached agreements in principle regarding a new PostNL collective labour agreement (CLA) and a new CLA for Saturday deliverers. These three unions will positively present the agreements to their members. A fourth union participating in the negotiations, FNV, will also submit the proposals to their members. Parties agreed a salary increase of 3 percent over 15 months. Agreements were also made on pension accrual, sustainable employability and hiring more parcel delivery staff.

Duration and salary increases

The new PostNL CLA will retroactively apply from 1 January 2019 up to and including 31 March 2020. The salary increase of in total 3 percent will be implemented in 3 steps. In addition, all employees covered by this CLA working full-time, will be paid a one-time compensation of 100 euro net in January 2020.

Employment

PostNL aims to create new jobs for more people. It has therefore been agreed that 500 extra parcel delivery staff will be hired in 2019, in order to facilitate the growth in Parcels and to reduce the workload for employees. In addition, PostNL will offer permanent contracts to 200 parcel deliverers with temporary positions, and to 30 parcel sorters in the international sorting centre in The Hague. The topic of contracting (hiring external agencies to organize parcel sorting in the evening and night shifts) was extensively discussed with the unions. Despite the fact PostNL was willing and ready to agree a different approach, it turned out that FNV was, regrettably, unwilling to come to an agreement.

Consultations

The outcome of the consultations is expected on 28 February 2019. The CLA for PostNL applies to approximately 18,000 PostNL employees. The CLA for Saturday deliverers applies to approximately 500 employees in total. Postal deliverers have a separate CLA.