

Collective Agreement for Production-Oriented Animal Husbandry

2026 – 2027

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1. Entering and leaving the employment

- 1.1 Employment contract
- 1.2 Job classification
- 1.3 Rights and obligations of the employer and employee
- 1.4 End of the employment contract

1.1 Employment contract

1.1.1 Main rules

- a. The rules of the Dutch Civil Code (BW) apply to the conclusion and termination of employment contracts, unless these are deviated from in this collective agreement (Cao).
- b. Does an employment contract deviate from this collective agreement? And this deviation is to the detriment of the employee? Then those deviating stipulations are not valid.
- c. The employment contract is laid down *in writing*. The employer and employee each sign two copies. They each keep one copy. Any changes in the employment contract must be laid down in writing as well.

1.1.2 Contents

- a. In any case, the employment contract contains agreements about:
 - The start date of the employment contract;
 - Whether it is a contract for:
 - An indefinite period,
 - A fixed term (with end date) or
 - The duration of a specific job (with a description explaining how the end of the employment contract is determined).
 - Any probation period;
 - The position and the job category;
 - The annual hours standard (the number of hours on an annual basis);
 - The company's core hours;
 - The employee's annual work roster;
 - The wages and the payment period;
 - Any allowances;
 - The fact that this collective agreement applies to the contract.

1.1.3 Probation period

- a. A probation period only applies if it is laid down in the employment contract.
- b. Table 1.1.3 shows how long a probation period may last.

Table 1.1.3: Maximum probation period

Type of employment contract	Maximum probation period
Indefinite period	2 months
Fixed term	
- 6 months or less	No probation period
- More than 6 months, less than 2 years	1 month
- 2 years or longer	2 months
- For the duration of a specific job ¹	1 month

¹ No specific end date.

1.1.4 Chain provision

- a. A chain of employment contracts consists of:
 - Multiple, successive fixed-term employment contracts,
 - With possible interim periods of no more than six months at a time.
- b. Has a chain lasted more than 24 months? In that case, starting from the next day after those 24 months, the last employment contract in the chain will be deemed an employment contract for an indefinite period.
- c. Does a chain consist of more than three fixed-term employment contracts? In that case, the fourth contract will be an employment contract for an indefinite period.
- d. Exceptions: b and c do not apply to:
 - Employees under 18 who not work *more* than an average of 12 hours per week.
 - Employee participating in a work-study training programme (BBL) under a practical training contract (Bpvo).
 - Employees who have reached state pension age. To these employees the following applies:
 - Has a chain lasted more than 48 months? In that case, starting from the next day after those 48 months, the last employment contract in the chain will be deemed an employment contract for an indefinite period.
 - Does a chain consist of more than six fixed-term employment contracts? In that case, the sixth contract will be an employment contract for an indefinite period.

1.2 Job classification

1.2.1 Position and job category

- a. An employee is assigned to a position by the employer. The nature of the work determines which position this should be. Every position is classed in a job category. See Figure 1.2.1. Job categories B to G determine the salary that applies to the employee. See Article 4.2. An employee in job category H or higher has a salary that is higher than the salary of the previous job category that corresponds to his years of service.
- b. The classification into a position and a job category is based on the Animal Husbandry Job Classification Manual (Government Gazette 2017, 32708). This manual is part of this collective agreement. It is available digitally from the parties to the collective agreement.
- c. Exception: The job classification does not apply to employees with an occupational impairment as referred to in 9.2.

1.2.2 Obligations of the employer

- a. The employer informs the employee in which job category he has been classified.
- b. He gives any employee who so requests access to the job classification manual.

1.2.3 The employee can object

- a. Does the employee object to his job description or job classification? In that case, he can lodge an objection or appeal against this with the Central Appeals Committee for Job Classification in Animal Husbandry. The tasks, procedures and composition of this committee are explained in Appendix 1.

Figure 1.2.1: Job classification reference framework from the Animal Husbandry Job Classification Manual

Job category	ORBA points	Animal husbandry positions	Other positions
A	0-20	Not applicable	Not applicable
B	21-35	Animal caretaker assistant I	Housekeeping employee
C	36-50	Animal caretaker assistant II Hatchery employee Fur factory employee	Harvest worker Order picker Canteen employee
D	51-65	Animal caretaker I	Forklift driver Logistics employee
E	66-85	Animal caretaker II Horse farm employee	Laboratory assistant / laboratory technician Switchboard operator / receptionist Administrative assistant
F	85-105	All-round animal caretaker I	Accounting assistant Domestic driver General technical employee
G	106-125	All-round animal caretaker II	Inside sales employee Maintenance engineer
H	126-145	Animal care team leader I	Bookkeeper / administrator Logistics team leader
I	146-165	Animal care team leader II	Export employee System administrator
II	166-185	Manager I	Head of Maintenance Sales representative
III	186-205	Manager II	HR advisor Head of financial administration

1.3 Rights and obligations of the employer and employee

1.3.1 Employer

- a. The employer will not hire or retain an employee based on conditions that conflict with this collective agreement.
- b. He does not discriminate against (prospective) employees on the grounds of, for example, age, gender, sexual orientation, marital status, personal or religious beliefs, skin colour, race, ethnic origin, nationality or political preference.

- c. He protects the employee against sexual harassment, aggression, violence, bullying and the adverse consequences thereof, to the best of his ability.

1.3.2 Employee

- a. The employee represents the interests of the company as befitting a good employee. He does this even without the employer having to instruct him to do so.
- b. He carries out the work assigned to him to the best of his ability. He does this in accordance with the employer's instructions and regulations. All this insofar as this can reasonably be expected of the employee.
- c. He adheres to the working and rest periods of his work roster.
- d. He adheres to the rules and regulations that apply in the company. For example, wearing protective clothing and using other personal protective equipment.
- e. The employee can only be obliged to work for a company other than that of his employer if this is laid down in his employment contract.

1.3.3 Work for third parties

- a. Does the employee work more than an average of 30.4 hours per week for his employer according to his employment contract? In that case, the employee may work for others or on his own account, if the employee obtains permission from the employer. It does not matter whether this concerns paid or unpaid work.
- b. The employer grants permission unless the employer has an objective justification to refuse said permission. An objective justification is, for example, when the other work:
 - Has (or could have) a negative effect on the health and safety of the employee;
 - Is (or could be) competitive for his employer;
 - Otherwise harms (or could harm) the health or the interests of his employer.

1.3.4 Staff accommodation

- a. Does the employee live in staff accommodation? In that case, the employer deducts an amount from the employee's salary for its use. The employer and employee agree on the amount of this deduction in consultation with each other. They record this agreement in writing.
- b. After termination of the employment contract, the employee vacates the staff accommodation. He does so with immediate effect, even if the law permits him to stay longer.

1.4 End of the employment contract

1.4.1 Termination date

- a. Does the employer or employee want to terminate the employment contract? In that case, the end of the employment contract must coincide with the end of a month.
- b. This also applies upon termination of the employment contract:
 - By mutual agreement;
 - Subject to a dismissal permit from the Employee Insurance Agency (UWV), as referred to in Article 7:671a of the Dutch Civil Code.

1.4.2 Notice period

- a. Does it concern an employment contract for an indefinite period? In that case, the notice period is in accordance with Table 1.4.2.
- b. Exception: Does the employer have a dismissal permit from the Employee Insurance Agency (UWV)? The notice period will be reduced by the time it took to complete the

UWV procedure. This is in accordance with the rules of Article 7:672 of the Dutch Civil Code, paragraph 6. The UWV states the procedure time in the dismissal permit. In this case, the notice period will never be less than one month.

Table 1.4.2: Notice periods for employer and employee

Duration of the employment contract (employees aged under 50)	Notice period for employer	Notice period for employee
Less than 5 years	1 month	1 month
5 to 10 years	2 months	1 month
10 to 15 years	3 months	1 month
15 years or longer	4 months	1 month
Employees aged 50 or older ¹	Notice period for employer	Notice period for employee
Age 50 to state pension age and in employment on or before 24 March 2022	4 months	1 month
Age 50 to state pension age and in employment after 24 March 2022	3 months	1 month
From state pension age	1 month	1 month

¹ Irrespective of contractual years of service.

1.4.3 Termination of fixed-term employment contract

- a. A fixed-term employment contract ends without cancellation and without notice period:
 - On the end date stated in the employment contract or
 - In the case of an employment contract for the duration of a specific job: on the day on which this work has been completed or has been completed to the extent that it can be completed without the employee.
- b. Does the employee have an employment contract for six months or longer? And is the end of that contract a calendar date? In that case, the employer is obliged to inform the employee in writing as to whether or not he wishes to continue the contract and, if so, under what conditions. He must do so no later than one month before the end date. Does the employer fail to do so? In that case, he is obliged to pay the employee the statutory compensation in lieu of notification.
- c. In the event of premature termination of a fixed-term employment contract, the notice period is in accordance with Table 1.4.2. The employer or employee may only terminate prematurely if this option is stated in the employment contract.

1.4.4 Termination without cancellation or notice period

- a. Table 1.4.4 shows in which cases an employment contract may be terminated without cancellation or notice period.

Table 1.4.4: Termination of employment contract without cancellation or notice period

Termination	Cancellation required?	Notice period?
State pension age: on the day the employee reaches this age ¹	No	No
Fixed term: on the day the employment contract expires	No ²	No
Urgent cause (Articles 7:678 and 7:679 of the Dutch Civil Code)	Yes	No
Apprenticeship contract: on the day that the work-study training programme has been completed or terminated, either by the employee or on the basis of the Adult and Vocational Education Act ³	No	No
Dissolution by the subdistrict court: on the date determined by the court	No	No
UWV dismissal permit (Article 7:671a of the Dutch Civil Code)	Yes	Yes
Probation period: during or at the end of this period	Yes	No
By mutual agreement	No	Yes

¹ If the employee so wishes, the employer will inform him six months before reaching state pension age about the possibilities of an employment contract after that age.

² The employer does have a duty of notification. See section 1.4.3(b).

³ If the employment contract already existed before the practical training contract was entered into, only the practical training contract ends.

1.4.5 Illness and end of the employment contract

- a. Is the employee sick? In that case, the employer may not terminate the employment contract.
- b. Exception: This *is* permitted if the employee fell ill after the employer applied for a dismissal permit from the UWV;
- c. After two years of illness, the employer can apply for a dismissal permit through the UWV. This is subject to the conditions of Article 8.3.

1.4.6 Bereavement benefit

- a. Has the employee died? In that case, the employer pays the surviving relatives a one-off bereavement benefit in accordance with Article 7:674 of the Dutch Civil Code.
- b. This benefit is equal to the actual wage for the period from the day of death to the end of the following month.

2. Working hours and times

- 2.1 Introduction
- 2.2 Annual work roster
- 2.3 Working hours
- 2.4 Sundays and public holidays
- 2.5 Core hours
- 2.6 Working and rest periods
- 2.7 General annual hours model
- 2.8 Annual hours model for full-time employment
- 2.9 Annual hours model for part-time employment
- 2.10 Working shorter hours
- 2.11 Deviating arrangements

2.1 Introduction

2.1.1 Who does this chapter apply to?

- a. This chapter applies to employees with an annual wage that does not exceed the maximum wage assessable for social insurance. From 1 January 2026, this is € 79,409.
- b. With the exception of Article 2.9, this chapter does not apply to:
 - The manager;
 - The representative or relationship manager of a poultry farm with a salary that is higher than the maximum of job category G.
- c. Article 2.9 does not apply in the following case *either*.

Does the manager, representative or relationship manager of a poultry farm work part-time with a salary that is higher than the maximum of job category G? In that case, it can be agreed, in consultation with the employer, that 2.9 does not apply either. And, therefore, that the employee works part-time, outside the annual hours model.

2.1.2 Agreements in consultation

- a. Agreements about working hours and times are made in consultation between the employer and the employee, unless otherwise stated in this chapter. Article 27, Article 35c and Article 35d of the Works Councils Act apply.
- b. The employer and the employee record the agreements in the employee's annual work roster.

2.2 Annual work roster

2.2.1 What is important?

- a. The employer and employee draw up an annual work roster together. This roster contains:
 - The employee's annual hours standard;
 - Which days of the week he works;
 - The start and end times of his working day;
 - From which date this roster applies.

- b. The annual work roster is recorded in writing and forms part of the employment contract. It may not conflict with the Working Hours Act and/or the collective agreement.
- c. Do the employer and employee agree on a structural change to the annual work roster? In that case, they record their agreements in a new annual work roster.

2.2.2 Temporary deviation

- a. The annual work roster may be deviated from on an occasional basis.
- b. This applies to the following, under the conditions stated there:
 - Annual hours model (see paragraphs 2.7.1 and 2.8.1);
 - Occasionally work more than five days a week (see paragraph 2.3.2);
 - Occasionally work on a Sunday or public holiday (see paragraph 2.4).

2.3 Working hours

2.3.1 Per year and per week

- a. Normal working hours is 1983.6 per year and an average of 38 hours per week.
- b. The employee's annual hours standard (individual working hours) is stated in his employment contract.
- c. Does the employee work full-time? In that case, his annual hours standard is at least 1983.6 hours and no more than 2237 hours. Is his annual hours standard less than 1983.6 hours? In that case, he works part-time.
- d. Table 2.3.1 translates the annual hours standard for full-time employment into an average number of hours per week.

Table 2.3.1: Annual hours standard and average number of hours per week for full-time employment

Annual hours standard according to the employment contract	Average number of hours per week
1983.6 hours (minimum per year)	38 hours (normal working hours)
2035.8 hours	39 hours
2088.0 hours	40 hours
2140.2 hours	41 hours
2192.4 hours	42 hours
2237 hours (maximum per year)	42.85 hours

2.3.2 Number of days per week

- a. General arrangement:
 - The employee works a maximum of five days per week. In principle, these fall within the period from Monday to Saturday. The premise is that the employee is off for at least two consecutive days per week.
 - The number of working hours per day is scheduled as a whole. The working day is only interrupted by legally required breaks.
- b. Exceptions:
 - The employee may occasionally work more than five days a week. This is the case if the operating conditions so dictate, according to the employer. The employer and employee can jointly decide to deviate from the basic principle that the employee is off for at least two consecutive days per week. They must remain within the limits of the Working Hours Act.

- Does the position of the employee entail that he cares for, feeds, milks or transports animals? In that case, he may occasionally work more than five days a week. Two conditions apply:
 - The employer and the employee decided on this in mutual agreement;
 - This decision remains within the limits of the Working Hours Act.
- Furthermore, for employees who care for, feed, milk or transport animals, the number of hours to be worked per day does not have to be scheduled as a whole.

2.4 Sundays and public holidays

2.4.1 No work is performed on Sundays or public holidays unless

- a. In principle, the employee does not work on Sundays and public holidays. Does a public holiday coincide with day that is normally a working day for the employee? In that case, the employer continues to pay the actual wage for that day.
- b. Exceptions: Working on Sundays and public holidays is permitted if:
 - According to the employer, the operating conditions so dictate or
 - The employer and the employee decided on this in mutual agreement.

2.4.2 Working on Sundays and public holidays

An employee who works on a Sunday or a public holiday is entitled to:

- a. Replacement time off in the five working days before or after (that time off is uninterrupted as much as possible), and also
- b. An allowance towards his actual hourly wage according to Table 2.4.2.

The employer pays the allowance in the next payment period.

Table 2.4.2: Allowance for working on Sundays or public holidays

Type of hours	Allowance towards the actual hourly wage
On a Sunday which, according to the annual work roster, is not a normal working day: all hours	100%
On a Sunday which according to the annual work roster <i>is</i> a normal working day:	
- The first two hours:	0%
- The third and fourth hour:	75%
- From the fifth hour:	100%
On a public holiday: all hours	100% ¹

¹ Does the public holiday coincide with a Sunday? In that case, only the allowance for a public holiday applies.

2.4.3 Celebration of other days

- a. Does the employee want to celebrate a day other than a Sunday or a public holiday? In that case, he can then take a holiday or unpaid leave for this.
- b. The employer cooperates with this if:
 - The employee has notified the employer in a timely manner and
 - Operating conditions permit this.

2.5 Core hours

2.5.1 Standard or extended core hours

- a. The employer schedules the hours to be worked within the limits of the standard core hours.
- a. The employer and the employee can agree on a structural extension of the core hours. These core hours may not conflict with the Working Hours Act and/or the collective agreement.
- b. Standard or extended core hours can apply to one or more days per week. It is recorded in the annual work roster.
- c. Does the employee work extended core hours on a structural basis? In that case, he is entitled to compensation in time off, in money or a combination of both. The employer and employee make this choice together. Compensation in time off does not count as leave.
- d. The core hours that may be applied and the associated compensation are shown in Table 2.5.1.

Table 2.5.1: Core hours and compensation in time off and/or in money

Core hours	Structural working hours between	Extra days off per year (in time and/or in money)
Standard	6 am and 7 pm	0
Extended	5 am and 6 am	1
	7 pm and 8 pm	1
	8 pm and 9 pm	2
	9 pm and 10 pm	3
	10 pm and 11 pm	4
	11 pm and midnight	5

2.6 Working and rest periods

2.6.1 Working period

- a. The amount of break time the employee is entitled to per working day is stipulated in the Working Hours Act.
- b. A break begins when the employee arrives at the place where he will spend his break time. The break ends when he leaves that place to go back to work.
- c. Does a break last less than fifteen minutes? In that case, the employer continues to pay the actual wage.

2.6.2 Rest period

- a. The employee is entitled to sufficient rest between his working days. This is regulated in the Working Hours Act and the Further Regulations on Child Labour.
- b. For employees aged 16 or 17, the collective agreement deviates from this as follows. This employee is entitled to at least twelve hours of uninterrupted rest per 24 hours. This rest period must include the hours between 10 pm and 6 am or between 11 pm and 7 am. In this context, '24 hours' is taken to mean a consecutive period of 24 hours, from the start of the employee's working day.

2.7 General annual hours model

2.7.1 What is important?

- a. This collective agreement is based on the annual average working hours per week. This makes it possible to set up the annual work roster in such a way that the employee works longer working weeks during busy periods and shorter working weeks during quiet periods. This allows the employer to compensate for expected fluctuations in the volume of work.
- b. Do unexpected fluctuations in the volume of work occur? In that case, it may be necessary to occasionally deviate from the annual work roster. If so, the employee will work additional hours or fewer hours. This is the core of the annual hours model.

2.7.2 Additional hours and fewer hours

- a. Additional hours are hours that the employee works per week in excess of the hours agreed in his annual work roster. Does an additional hour coincide with a Sunday or a public holiday? In that case, this additional hour does not affect the annual hours model.
- b. Fewer hours are hours that the employee works per week in deficit of the hours agreed in his annual work roster. Hours that the employee does not actually work due to holiday leave, public holidays, special leave, illness or maternity leave in accordance with paragraph 2.9.2 do not count as fewer hours.
- c. Additional hours and fewer hours may to an extent be offset against each other. However, for a full-time employee (see paragraph 2.8.1) this option is broader than for a part-time employee (see paragraph 2.9.1).
- d. Additional or fewer hours do not affect the employee's right to regular wage payments based on his annual hours standard.

2.8 Annual hours model for full-time employment

2.8.1 Additional hours: partly paid out, partly set off

- a. Does the employee work full-time? In that case, the employer pays out one fifth of the additional hours that the employee works in a payment period.
- b. The employer will keep four-fifths of the additional hours in reserve. He may offset this against fewer hours worked by this employee. The employer and employee periodically settle the balance of these additional and fewer hours with each other. Settlement is prepared at least once a year, at the end of the annual work roster.
 - Exception: Does the employment contract end before the planned settlement date? In that case, settlement will be prepared at the end of the employment contract.
- c. Additional hours remaining after settlement will be paid by the employer.
- d. Do the number of fewer hours exceed the number of additional hours? In that case, the employer may not deduct the remaining fewer hours from the salary. Nor may these hours be carried over to a subsequent annual model period.

2.8.2 How it works: an example

Table 2.8.2: Example: full-time employee with annual hours standard of 1983.6 hours; an average of 38 hours per week

Working hours	Period		Additional hours or fewer hours	Additional hours to be paid	Remainder of additional hours	Balance in hours
	Week	Working hours				
Annual work roster	1 to 26	40 hours				
Actual	1 to 4	42.5	10 additional hours	2	8	8
	5 to 15	40				8
	16 to 17	37	6 fewer hours			2
	18 to 26	40				2
Annual work roster	27 to 52	36 hours				
Actual	27	36				
	28 to 30	41	15 additional hours	3	12	14
	31 to 39	36				14
	40 to 43	34	8 fewer hours			6
	44 to 52	36				6
To be paid upon final settlement	1 to 52					6

2.8.3 Rules for payment of additional hours

- The employer pays out the additional hours in the next payment period, after it has been established that the employee is entitled to this payout. This applies to both subclauses 2.8.1(a) and 2.8.1(c).
- For each additional hour to be paid, the employee receives one actual hourly wage plus an allowance of 35%.
- The employee does not receive or accrue any holiday allowance on this salary and allowance.

2.9 Annual hours model for part-time employment

2.9.1 Additional hours: partly paid out, partly set off

- Does the employee work part-time? In that case, the employer pays out all additional hours that the employee works within a payment period, plus 20% in compensation for holiday days and holiday allowance. This arrangement applies if the part-time employee works up to 38 hours per week.

- b. This is different if the part-time employee works more than 38 hours in one or more weeks of a payment period. For hours that the part-time employee works in excess of 38 hours per week, the employer pays out a fifth of that payment period plus an allowance of 35%.
- c. The employer will keep four-fifths of these additional hours in reserve. He may offset this against fewer hours worked by this employee. The employer and employee periodically settle the balance of these additional and fewer hours with each other. Settlement is prepared at least once a year, at the end of the annual work roster.
 - Exception: Does the employment contract end before the planned settlement date? In that case, settlement will be prepared at the end of the employment contract.
- d. Additional hours remaining after settlement will be paid by the employer.
- e. Do the number of fewer hours exceed the number of additional hours? In that case, the employer may not deduct the remaining fewer hours from the salary. Nor may these hours be carried over to a subsequent annual model period.

2.9.2 How it works: an example

- a. The part-time employee from the example in Table 2.9.2 works the same number of additional and fewer hours as the full-time employee from Table 2.8.2. However, the effects for part-time employees is different compared to full-time staff.
- b. This is because for a part-time employee, hours up to 38 hours per week must be paid at all times. Settlement of additional hours by setting off fewer hours is therefore only possible insofar as it concerns additional hours in excess of 38 hours per week.

Table 2.9.2: Example: part-time employee with annual hours standard of 1566 hours; an average of 30 hours per week

Working hours	Period		Additional hours or fewer hours	Additional hours to be paid		Remainder of additional hours	Balance in hours
	Week	Working hours		Up to 38 hours per week: 20% allowance	In excess of 38 hours per week: 1/5 th part with allowance of 35%		
Annual work roster	1 to 26	24 hours					
Actual	1 to 4	26.5	10 additional hours	10		0	0
	5 to 15	24					0
	16 to 17	21	6 fewer hours				-6
	18 to 26	24					-6
Annual work roster	27 to 52	36 hours					
Actual	27	36					-6
	28 to 30	41	15 additional hours	6 ¹	1.8 ²	7.2 ³	1.2

	31 to 39	36					
	40 to 43	34	8 fewer hours				
	44 to 52	36					-6.8
To be paid with final settlement	1 to 52						0

- ¹ 6 of the 15 additional hours concern hours up to 38 hours per week (3 hours x 2 weeks). These must be paid out with an allowance of 20% (Article 2.9.1(a)).
- ² The 9 remaining additional hours are additional hours in excess of 38 hours per week. Of these, 1/5th part must be paid out with an allowance of 35% (Article 2.9.1(b)). This means that 1.8 hours must be paid with an allowance of 35%.
- ³ The remaining 4/5th part is added to the balance (Article 2.9.1(c)). This means that 7.2 hours is added to the balance.

2.9.3 Rules for paying additional hours

- The employer pays out the additional hours in the next payment period, after it has been established that the employee is entitled to this payout. This applies to both 2.9.1b and 2.9.1d.
- For each additional hour to be paid, the employee receives one actual hourly wage plus compensation or allowance according to Table 2.9.3.
- The employee does not receive or accrue any holiday allowance on this salary and allowance or compensation.

Table 2.9.3: Allowance or compensation for additional hours to be paid for part-time employment

Type of additional hours for part-time employment	% of the actual hourly wage
Additional hours up to a total number of hours worked of 38 per week	20% compensation ¹
Additional hours as a result of which the part-time employee works more than 38 hours per week	35% allowance

¹ This is compensation for the fact that the part-time employee is entitled to accrue holiday entitlement and holiday allowance for these hours.

2.10 Working shorter hours

2.10.1 Different forms

- There are different forms of shorter working hours, namely:
 - The employee works part-time: according to his employment contract he works less than 1983.6 hours per year;
 - The employee uses the arrangement for employees aged 62 or older as referred to in Article 9.1: per week, he works 80% of the average number of hours in his employment contract;

2.11 Deviating arrangements

2.11.1 In consultation

- a. The employer may deviate from the following provisions of this chapter:
 - 2.2.1 Annual work roster;
 - 2.3 Working hours;
 - 2.5 Core hours;
 - 2.6 Working and rest periods.
- b. This subject to the condition that the works council or employee representative body has agreed to the deviation(s). Is there no works council or employee representative body? In that case, the consent of all individual employees is required. The latter does not apply to break times deviating from 2.6.1.

2.12 Additional working hours provision

2.12.1 Changing clothes and showering

- a. When an employee is required to change clothes and/or shower before work, the time this takes is included in the working hours and is compensated at 100% of the actual wage. The employer and employee make practical and suitable arrangements in mutual agreement.

3. Days off and leave

- 3.1 Holiday
- 3.2 Special leave
- 3.3 Informal care
- 3.4 Leave surrounding a death

3.1 Holiday

3.1.1 Standard number of holiday hours

- a. Table 3.1.1 shows the employee's standard holiday entitlements.
- b. The employee accrues holiday entitlements per calendar year.
- c. The table shows the holiday entitlements:
 - In hours, based on an annual hours standard of 1983.6 (normal working hours) and
 - As a percentage of the annual hours standard (this percentage is used to calculate the number of holiday hours for employees with working hours other than the normal working hours).
- d. Did the employee's employment contract with the employer not cover the entire year? In that case, the holiday entitlements from the table apply in proportion to the number of months that the employment contract lasted in that year.
- e. During illness, the employee does not accrue holiday entitlements over and above the statutory minimum.
- f. The employer continues to pay the actual wage during holiday hours.

Table 3.1.1: Standard number of holiday hours per year

Age	Statutory		Over and above the statutory minimum		Total	
	Number of hours	% of the annual hours standard	Number of hours	% of the annual hours standard	Number of hours	% of the annual hours standard
Up to age 17	152.0	7.66%	60.8	3.07%	212.8	10.73%
Age 18 or older	152.0	7.66%	38.0	1.92%	190.0	9.58%

20 statutory holiday days * 7.6 hours = 152 hours, $152/1983.6 = 7.66\%$

5 holiday days over and above the statutory minimum * 7.6 hours = 38 hours, $38/1983.6 = 1.92\%$

3.1.2 Extra holidays in the event of long years of service

- a. Counting from the age of 22, has the employee been employed by the employer for 10 years or more? If so, he accrues extra holiday hours. See Table 3.1.2. The employee is granted this right retroactively to 1 January of the year that coincides with his service anniversary. From that moment on, the employee is granted these extra hours each year.
- b. The employee can at the same qualify for these extra holiday hours and for those applicable to senior employees (see: 3.1.3). However, the total number of extra holiday hours can never exceed 45.6 per year. This maximum applies to normal working hours. Do the employee's normal hours differ? In that case, the proportionate maximum applies.
- c. These extra holiday entitlements are subject to the rules of subclauses b to f of section 3.1.1.

Table 3.1.2: Extra holiday hours in the event of long years of service

Current age	Number of years of service	Extra holiday hours (over and above the statutory minimum)	
		Number of hours (totals per year)	% of the annual hours standard
Age 32 or older	10 to 19 years	7.6 hours	0.38
Age 42 or older	20 to 29 years	15.2 hours	0.77
Age 52 or older	30 years or longer	22.8 hours	1.15

3.1.3 Extra holiday for senior employees

- a. Was the employee aged 57 or older on 31 December 2017? And did he have an employment contract with an employer in production-oriented animal husbandry at that time? In that case, he accrues a number of extra holiday hours on account of his age. The employee is granted these extra holiday hours each year (see Table 3.1.3). Over the years, this number of hours remains equal to the number he was entitled to on 31 December 2017.
 - Exception: Will the employee be taking advantage of the Senior staff scheme as referred to in Article 9.1? In that case, his right to extra holiday hours lapses due to his age.
- b. The employee can at the same qualify for these extra holiday hours and for those applicable to long years of service. However, the total number of extra holiday hours can never exceed 45.6 per year. This maximum applies to normal working hours. Do the employee's normal hours differ? In that case, the proportionate maximum applies.
- c. These extra holiday entitlements are subject to the rules of subclauses b to f of section 3.1.1.

Table 3.1.3: Extra holiday hours for senior employees

Age on 31 December 2017	Extra holiday hours (over and above the statutory minimum)	
	Number of hours (totals per year)	% of the annual hours standard
57 to 59 years of age	7.6 hours	0.38
60 years of age	15.2 hours	0.77
61 years of age	22.8 hours	1.15
62 years of age	30.4 hours	1.53
63 years of age	38.0 hours	1.92
64 to state pension age	45.6 hours	2.30

3.1.4 Taking time off

- a. The employee can request a holiday (period, day or hour) by submitting the request in writing to the employer. The employer decides on the holiday request. He will do this in a timely manner and after consultation with the employee. He follows the employee's wishes, insofar as they do not harm the company's interests. He will inform the employee in writing about his decision.
- b. Provided the employee has sufficient holiday entitlements to do so, he may take a consecutive holiday period of no more than:
 - Three weeks: each year;
 - Seven weeks: once every two years, provided he has requested this in writing from the employer at least twelve months in advance.
- c. Will the employment contract be terminated? And does the employee still have holiday entitlements left? In that case, the employer and employee decide together what to do with it: use them, request payout or a combination of both. Has the employee taken more time off than he was entitled to? In that case, the employer will settle the difference with the final wage payment.

3.1.5 Holiday entitlements not used will be lost

- a. Holiday entitlements that are not taken expire:
 - Statutory holiday entitlements expire six months after the year in which they were accrued;
 - Holiday entitlements over and above the statutory minimum expire five years after the end of the calendar year in which they were accrued (see Article 7:642 of the Dutch Civil Code).
- b. The employer and the employee(s) can agree with each other that unused holiday entitlements will lapse later or not at all. They record that agreement in writing. They decide against this or does an expiry period continue to apply? In that case, subclause c of this Article applies.
- c. When using holiday entitlements, the days that expire first are used first.
- d. The employer administers this accordingly. He does this by distinguishing between statutory holiday entitlements, holiday entitlements over and above the statutory minimum and remaining holiday entitlements from the period before 2012, in holiday entitlements accrued and taken.

3.2 Special leave

3.2.1 What is important?

- a. Is the employee unable to work for a short period due to special circumstances? In that case, the employer grants the employee special leave. During this leave, the employer continues to pay the employee's actual wage.
- b. Table 3.2.1 shows what these special circumstances are and how long the leave lasts in those instances. The conditions for granting this leave are listed in 3.2.2.

Table 3.2.1: Special leave with the right to continued payment of wages

Special circumstances	Continued payment of wages	Further conditions
Marriage and wedding anniversaries		
- Employee's official notice of his intended marriage	The day on which official notice of this intended marriage is given	
- Marriage of the employee	2 days: the wedding day and the day before or after the wedding day	
- 25th or 40th wedding anniversary of the employee, his parents, grandparents or parents-in-law	1 day	
- Marriage of a child, sister(-in-law), brother(-in-law) or parent(-in-law)	1 day	
Birth and adoption		
- The life partner giving birth	The day of delivery	
- Childbirth leave after the life partner or the person whose child the employee recognises has given birth	The working hours per week	To be taken within 4 weeks after delivery
- Adoption of a child	2 days	To be taken within 4 weeks after adoption

Medical conditions		
- Necessary appointment by the employee with a general practitioner, dentist or specialist	The time required	Only insofar as this is not possible outside working hours
Death		
- Of the life partner or a parent(-in-law) or child living at home	The day of death to the day of the funeral or cremation	
- Of a parent(-in-law) not living at home	The day of death to the day of the funeral or cremation	Only if the employee manages the affairs
- Of a child not living at home, a grandchild or child by marriage, parent(-in-law), grandparent, sister(-in-law), brother(-in-law)	The day of the funeral or cremation	
Emergencies		
- An unexpected event that forces the employee to take immediate action	The required time, to be determined fairly by the employer	If the employer so requests, the employee must be able to demonstrate that an emergency occurred
Moving home		
- By the employee	1 day	Only if the move is necessary for the employee to perform his duties
Other circumstances		
- Fulfilling a personal obligation, imposed by the government	Maximum of 1 day, to be determined fairly by the employer	- Only if this is not possible outside working hours; - Any compensation that the employee may receive from third parties for this purpose will be deducted from the salary by the employer.

3.2.2 Explanation of the table

- The following conditions apply to granting special leave listed in Table 3.2.1:
 - The employee informs the employer about the special circumstances as soon as possible, but at least one day in advance;
 - The employee is present at the event which he is requesting special leave for;
 - The employee submits supporting documents to the employer (afterwards if need be);
 - The further conditions from Table 3.2.1;
 - If this scheme is abused, the employer will not continue to pay wages.
- Where the table states 'marriage', this is deemed to include 'registered partnership'. Where it states 'parent(s)' or 'child(ren)', this is deemed to include stepparent(s) and foster parent(s) or stepchild(ren) and foster child(ren).
- Some of the special leave from the table is also regulated in Articles 4.1 and 4.2 of the Work and Care Act. In those cases, the table applies instead of the law.

3.2.3 Special leave without the right to continued payment of wages

- The Work and Care Act also regulates forms of special leave without the right to continued payment of wages. These are not included in Table 3.2.1, but in Table 3.2.3
- After the employee's partner has given birth, the employee can take additional childbirth leave for a maximum of 5 weeks (5 times the number of working hours per week). During

this leave, the employee receives no wage payments, but benefits from the UWV. The employee must take the additional childbirth leave within 6 months after the birth of the child. The employee must first have taken paid childbirth leave equal to his working hours per week as indicated in Table 3.2.1.

- c. The employee may take parental leave for a period of 26 weeks. During this leave, the employee receives no wage payments. The employee has the right to receive benefits from the UWV for 9 out of the 26 weeks. These benefits are 70% of the employee's maximum daily wage. In order to be entitled to these benefits, the employee must take the 9 weeks of parental leave during the first year of the child's life.

Table 3.2.3: Special leave without the right to continued payment of wages

Special circumstances	Duration and amount	Further conditions
Type of leave with entitlement to UWV benefits:		
Additional childbirth leave	- 5 times the working hours per week; - 70% of the daily wage	- Only after taking childbirth leave equal to the working hours per week as indicated in Table 3.2.1; - To be taken within six months after delivery
Parental leave	Partially paid leave: - 9 times the working hours per week; - 70% of the maximum daily wage	To be taken within 12 months after the birth of the child (if the partially paid leave has not been fully taken within 12 months after the birth of the child, the remaining part can be added as unpaid leave to the unpaid parental leave)
	Unpaid leave: 17 times the working hours per week	To be taken before the 8 th year of the child's life

3.3 Informal care

3.3.1 Entering into agreements

- a. Will the employee be providing informal care? In that case, he can, for example, temporarily work fewer hours. Another possibility is that he uses accrued additional hours to free up time for care.
- b. The employee consults with the employer in a timely manner to enter into written agreements about:
 - The expected duration of informal care;
 - The number of hours of informal care needed per day or week;
 - The way in which care and work can be combined.

3.4 Leave surrounding a death

3.4.1 Terminal care and bereavement leave

- a. Does the employee have a terminally ill life partner, parent, stepparent or foster parent, child, stepchild or foster child? In that case, the employer will grant the employee leave, upon request, to provide terminal care.
- b. Has this sick person died? In that case, the employer will grant the employee bereavement leave, upon request, to process this loss.
- c. In both cases, the employer and employee determine in consultation with each other:
 - How the leave is accounted for (for example holiday hours, other terms of employment and/or unpaid leave);
 - Whether any work will still be carried out during the leave;
 - Whether and, if so, how the employer and employee will communicate during the leave.

4. Income

- 4.1 Introduction
- 4.2 Wage tables
- 4.3 What salary for whom?
- 4.4 Wage payment
- 4.5 Holiday allowance
- 4.6 Allowances
- 4.7 Pension

4.1 Introduction

4.1.1 Whom do paragraphs 4.2 and 4.3 apply to?

- a. Paragraphs 4.2 and 4.3 apply to employees with an annual wage that does not exceed the maximum wage assessable for social insurance. From 1 January 2026, this is € 79,409.
 - Exception: Paragraphs 4.2 and 4.3.1 to 4.3.6 do not apply to employees with an occupational impairment. The wages for these employees are shown in 9.2.
- b. The collective agreement does not contain wages for employees in job categories H, I, II or III. To these employees the following applies:
 - The salary is determined in consultation between the employer and the employee.
 - The salary in job category H must be higher than that in job category G for the same number of years of service. The same applies to the salary in job category I compared to that in job category H, etc.
 - Does this employee's annual wage not exceed the maximum wage assessable for social insurance? In that case, paragraphs 4.3.5 to 4.3.7 apply to him.

4.2 Wage tables

4.2.1 Structure of the wage tables

- a. Pay grades apply to job categories B to G. The wage tables of this collective agreement contain the minimum amounts that employees in these pay grades are entitled to. Their actual wages may be higher.
- b. The tables with monthly wages are in 4.2.2; those with weekly and hourly amounts are in Appendix 2.
- c. All monthly and weekly wages in this collective agreement are based on normal working hours. This is: 1983.6 per year and an average of 38 hours per week. Does the employee have a lower or higher annual hours standard? In that case, the weekly and monthly wages to which he is at least entitled are calculated in accordance with 4.3.7.

4.2.2 Monthly wages

Table 4.2.2 Monthly wages from 1 January 2026

Age	Job category/pay grade					
	B	C	D	E	F	G
15 or older: starting scale	WML	n/a	n/a	n/a	n/a	n/a
15	€ 1,041.60	€ 1,083.60	€ 1,212.30	€ 1,240.40	€ 1,268.00	€ 1,365.20
16	€ 1,157.30	€ 1,203.90	€ 1,347.20	€ 1,378.10	€ 1,409.00	€ 1,516.80
17	€ 1,388.70	€ 1,444.60	€ 1,616.50	€ 1,653.90	€ 1,690.80	€ 1,820.30
18	€ 1,620.20	€ 1,685.40	€ 1,885.90	€ 1,929.40	€ 1,972.50	€ 2,123.70
19	€ 1,851.80	€ 1,926.20	€ 2,155.40	€ 2,205.00	€ 2,254.40	€ 2,426.90
20	€ 2,083.20	€ 2,167.00	€ 2,424.70	€ 2,480.80	€ 2,536.10	€ 2,730.30
21 to state pension age						
Starting scale	WML	n/a	n/a	n/a	n/a	n/a
1st year of service	€ 2,431.56	€ 2,431.56	€ 2,694.20	€ 2,756.40	€ 2,817.90	€ 3,033.70
2nd year of service	€ 2,431.56	€ 2,496.20	€ 2,774.20	€ 2,835.50	€ 2,894.90	€ 3,120.70
3rd year of service	€ 2,448.20	€ 2,585.90	€ 2,853.60	€ 2,913.80	€ 2,973.90	€ 3,207.00
4th year of service	€ 2,553.70	€ 2,674.20	€ 2,934.10	€ 2,992.60	€ 3,050.70	€ 3,293.80
5th year of service	€ 2,658.70	€ 2,764.20	€ 3,012.40	€ 3,072.00	€ 3,129.60	€ 3,381.50
6th year of service	€ 2,764.20	€ 2,852.70	€ 3,091.50	€ 3,150.50	€ 3,207.70	€ 3,467.20

Notes to Table 4.2.2

* The statutory monthly minimum wage was abolished with the introduction of the Dutch Implementation of Minimum Wages Act (Wet invoering minimumuurloon) on 1 January 2024. The monthly wage in the starting scale is calculated by multiplying the statutory minimum hourly wage of a 15-year old (for youth wages) or a 21-year-old employee by a factor of 1983.6/12 (based on the standard number of working hours in a calendar year). It is important that, irrespective of the number of weekly working hours, every employee's hourly wage equals at least the statutory minimum hourly wage as determined by the government.

Wages for job category B, 1st and 2nd year of service, and job category C, 1st year of service, in the part of the table for 21 to state pension age have not been determined according to the computation rules indicated in subclause 4.3.6(b). These wages have been increased to match the statutory minimum hourly wage. The original wages were € 2,314.60 (B1), € 2,343.60 (B2) and € 2,407.20 (C1). The wage increase as of 1 January 2027 will be calculated based on these original wages.

Table 4.2.3 Monthly wages from 1 July 2026 following the increase in the statutory minimum wage effective 1 July 2026

Age	Job category/pay grade					
	B	C	D	E	F	G
15 or older: starting scale	WML	n/a	n/a	n/a	n/a	n/a
15	€ 1,041.60	€ 1,083.60	€ 1,212.30	€ 1,240.40	€ 1,268.00	€ 1,365.20
16	€ 1,157.30	€ 1,203.90	€ 1,347.20	€ 1,378.10	€ 1,409.00	€ 1,516.80
17	€ 1,388.70	€ 1,444.60	€ 1,616.50	€ 1,653.90	€ 1,690.80	€ 1,820.30
18	€ 1,620.20	€ 1,685.40	€ 1,885.90	€ 1,929.40	€ 1,972.50	€ 2,123.70
19	€ 1,851.80	€ 1,926.20	€ 2,155.40	€ 2,205.00	€ 2,254.40	€ 2,426.90
20	€ 2,083.20	€ 2,167.00	€ 2,424.70	€ 2,480.80	€ 2,536.10	€ 2,730.30
21 to state pension age						
Starting scale	WML	n/a	n/a	n/a	n/a	n/a
1st year of service	€ 2,477.85	€ 2,477.85	€ 2,694.20	€ 2,756.40	€ 2,817.90	€ 3,033.70
2nd year of service	€ 2,477.85	€ 2,496.20	€ 2,774.20	€ 2,835.50	€ 2,894.90	€ 3,120.70
3rd year of service	€ 2,477.85	€ 2,585.90	€ 2,853.60	€ 2,913.80	€ 2,973.90	€ 3,207.00
4th year of service	€ 2,553.70	€ 2,674.20	€ 2,934.10	€ 2,992.60	€ 3,050.70	€ 3,293.80
5th year of service	€ 2,658.70	€ 2,764.20	€ 3,012.40	€ 3,072.00	€ 3,129.60	€ 3,381.50
6th year of service	€ 2,764.20	€ 2,852.70	€ 3,091.50	€ 3,150.50	€ 3,207.70	€ 3,467.20

Notes to Table 4.2.3

* The statutory monthly minimum wage was abolished with the introduction of the Dutch Implementation of Minimum Wages Act (Wet invoering minimumuurloon) on 1 January 2024. The monthly wage in the starting scale is calculated by multiplying the statutory minimum hourly wage of a 15-year old (for youth wages) or a 21-year-old employee by a factor of 1983.6/12 (based on the standard number of working hours in a calendar year). It is important that, irrespective of the number of weekly working hours, every employee's hourly wage equals at least the statutory minimum hourly wage as determined by the government.

Wages for job category B, 1st, 2nd and 3rd year of service, and job category C, 1st year of service, in the part of the table for 21 to state pension age have not been determined according to the computation rules indicated in subclause 4.3.6(b). These wages have been increased to match the statutory minimum hourly wage. The original wages were € 2,314.60 (B1), € 2,343.60 (B2), € 2,448.20 (B3) and € 2,407.20 (C1). The wage increase as of 1 January 2027 will be calculated based on these original wages.

Table 4.2.4 Monthly wages from 1 January 2027

Age	Job category/pay grade					
	B	C	D	E	F	G
15 or older: starting scale	WML	n/a	n/a	n/a	n/a	n/a
15	€ 1,072.70	€ 1,116.00	€ 1,248.90	€ 1,277.60	€ 1,306.10	€ 1,406.10
16	€ 1,191.90	€ 1,240.00	€ 1,387.70	€ 1,419.40	€ 1,451.40	€ 1,562.30
17	€ 1,430.50	€ 1,487.90	€ 1,665.00	€ 1,703.50	€ 1,741.50	€ 1,874.90
18	€ 1,668.90	€ 1,735.90	€ 1,942.50	€ 1,987.30	€ 2,031.90	€ 2,187.20
19	€ 1,907.30	€ 1,984.00	€ 2,220.00	€ 2,271.10	€ 2,322.00	€ 2,499.70
20	€ 2,145.60	€ 2,232.00	€ 2,497.60	€ 2,555.20	€ 2,612.20	€ 2,812.10
21 to state pension age						
Starting scale	WML	n/a	n/a	n/a	n/a	n/a
1st year of service	€ 2,477.85	€ 2,479.90	€ 2,775.10	€ 2,839.00	€ 2,902.50	€ 3,124.60
2nd year of service	€ 2,477.85	€ 2,571.10	€ 2,857.50	€ 2,920.60	€ 2,981.70	€ 3,214.20
3rd year of service	€ 2,521.70	€ 2,663.50	€ 2,939.30	€ 3,001.30	€ 3,063.10	€ 3,303.20
4th year of service	€ 2,630.20	€ 2,754.40	€ 3,022.20	€ 3,082.40	€ 3,142.20	€ 3,392.60
5th year of service	€ 2,738.50	€ 2,847.10	€ 3,102.90	€ 3,164.20	€ 3,223.60	€ 3,482.80
6th year of service	€ 2,847.10	€ 2,938.20	€ 3,184.20	€ 3,245.10	€ 3,303.80	€ 3,571.10

Notes to Table 4.2.4

* The statutory monthly minimum wage was abolished with the introduction of the Dutch Implementation of Minimum Wages Act (Wet invoering minimumuurloon) on 1 January 2024. The monthly wage in the starting scale is calculated by multiplying the statutory minimum hourly wage of a 15-year old (for youth wages) or a 21-year-old employee by a factor of 1983.6/12 (based on the standard number of working hours in a calendar year). It is important that, irrespective of the number of weekly working hours, every employee's hourly wage equals at least the statutory minimum hourly wage as determined by the government.

Wages for job category B, 1st and 2nd year of service, in the part of the table for 21 to state pension age have not been determined according to the computation rules indicated in subclause 4.3.6(b). These wages have been increased to match the statutory minimum hourly wage from 1 July 2026. The original wages were € 2,384.00 (B1), and € 2,413.80 (B2). Future wage increases are calculated based on these amounts.

4.3 What salary for whom?

4.3.1 Introduction

- a. Pay grades B to G are divided into:
 - An age scale for employees aged 15 to 20;
 - An experience scale with years of service for employees aged 21 or older.
- b. A separate starting scale applies to pay grade B.

4.3.2 Starting scale

- a. Does it concern a new employee? And is his position classed in job category B? In that case, the employer may temporarily remunerate him according to the starting scale of that pay grade.
- b. This is permitted under the following conditions:
 - The employee does not yet have the specific professional knowledge or experience needed for his position.
 - The employer ensures that the employee receives the necessary coaching and training.
 - Has the employee been remunerated for 900 hours according to the starting scale? In that case, depending on his age, he is entitled to at least a salary according to the age scale (4.3.3) or the 1st year of service of the experience scale (4.3.4). The stated 900 hours consist of hours worked and paid holiday hours, leave hours, work-study hours and sick-leave hours. If after two years the limit of 900 hours has not been reached yet, he is still entitled to that higher remuneration.
 - The aforesaid limits of 900 hours and two years also apply to employees who have been remunerated according to the starting scale, without interruption, by various employers in production-oriented animal husbandry.
- c. The wage amounts in the starting scale are equal to the statutory minimum wage. See Table 4.3.2. The amounts in the table are based on normal working hours of 1983.6 per year and an average of 38 hours per week. They apply from 1 January 2026 to 1 July 2026 and from 1 July 2026 to 1 January 2027.
- d. The government adjusts the statutory minimum wage twice a year: on 1 January and 1 July.
- e. The wage increases as referred to in paragraph 4.3.6 do not apply to the starting scale.

Table 4.3.2: Starting scale pay grade B = statutory minimum (youth) wage

Age	Statutory minimum wage (1 January 2026 to 1 July 2026)	Statutory minimum wage (1 July 2026 to 1 January 2027)
	per hour	per hour
15	€ 4.41	€ 4.50
16	€ 5.07	€ 5.17
17	€ 5.81	€ 5.92
18	€ 7.36	€ 7.50
19	€ 8.83	€ 8.99
20	€ 11.77	€ 11.99
Age 21 or older	€ 14.71	€ 14.99

4.3.3 Age scale 15 to 20

- a. Is the employee under 21 and he is not included in the starting scale? In that case, the minimum salary he is entitled to depends on his job category and age.
- b. Is this employee turning a year older? In that case, he will receive the corresponding higher salary with effect from the month after the month in which he had his birthday.
- c. The wage tables in 4.2 state the minimum wage that an employee up to age 20 is entitled to. This salary has been calculated according to Table 4.3.3.

Table 4.3.3: Calculation of salary for employees aged 15 to 20

Employee age	Percentage of the salary for employees aged 21 or older in the 1 st year of service in the same job category
15	45%
16	50%
17	60%
18	70%
19	80%
20	90%

4.3.4 Experience scale: age 21 or older

- a. Is the employee aged 21 or older and he is not included in the starting scale? In that case, his salary depends on his job category and his number of years of service. His starting salary is at least the salary for 1st year of service.
- b. Does this employee have an employment contract for an indefinite period? In that case, he is granted an extra year of service on 1 January of each year. This is subject to a maximum of six years of service.
 - Exception: The right to an extra year of service does not apply if on 1 January the employee has been classified in his job category for less than six months.
- c. Does the employee as referred to under a. have a fixed-term employment contract or one for the duration of a project? In that case, he is then entitled to an extra year of service if he has been employed by the same employer for a total of more than six months in the two years prior to that employment contract. The employer awards this extra year of service when the new employment contract is concluded.
- d. Based on subclauses b and c, the employee will never receive more than one extra year of service per calendar year.
- e. Exceptions: The right to an extra year of service does not apply to employees who:
 - In the previous year, did not work for more than six consecutive months on account of illness or unpaid leave;
 - Perform poorly; this is subject to the condition that the employer:
 - Has reminded the employee thereof in writing at least twice in the previous year, without this leading to any improvement;
 - Confirms in writing to the employee that he is not granting an extra year of service, stating the reason why;
 - Applies a proper system of performance reviews.

4.3.5 Special situations

- a. Does it concern a new employee in job category F or higher? In that case, the employer may temporarily remunerate him one pay grade lower. Two following conditions apply:
 - This must be recorded in the employee's employment contract;

- The employee does not yet have the specific professional knowledge or experience needed for his position;
- The employer applies the normal pay grade after a maximum of six months.
- b. Is the employee promoted and is his new position assigned to a higher job category? Then this should lead to a wage increase.
- c. The employee can ask the employer for a reduction in his gross pay in connection with a tax arrangement. In that case, the employer is deemed to have fulfilled his obligation to pay the salary.

4.3.6 Wage increases agreed in the collective agreement

- a. During the term of the collective agreement, the following structural wage increase will be applied:
 - 1 January 2026: +4%
 - 1 January 2027: +3%

These wage increases have been included in the wage tables in paragraph 4.2.2 and Appendix 2.

- b. Wage increases are initially calculated on the weekly wage. The hourly wage and monthly wage are derived from this. Two following conditions computation rules apply:
 - Weekly wage: the percentage of the wage increase is applied to the weekly wage that applied until the effective date of that increase; the result is rounded to 5 cents;
 - Hourly wage: the calculated weekly wage is divided by 38 (the normal number of working hours per week); the result is rounded to two decimal places;
 - Monthly wage: the calculated weekly wage is multiplied by 4.35 (the average number of weeks per month); the result is rounded to 10 cents.
- c. Is the employee's actual wage higher than the minimum wage to which he is entitled according to paragraph 4.2.2 and Appendix 2? In that case, the wage increases referred to under a will be calculated on his actual wage.
 - Exception: Is his actual wage higher than the maximum of pay grade G? The wage increases referred to under a will then be calculated over at least the maximum of pay grade G.

4.3.7 Calculation of salary for different working hours

- a. Does the employee have a lower or higher annual hours standard of 1983.6? That is to say: an average of less or more than 38 hours per week? In that case, he is at least entitled to the following weekly and monthly wages:
 - Weekly wage: his hourly wage according to Appendix 2, multiplied by his average number of working hours per week;
 - Monthly wage: this weekly wage, multiplied by 4.35 (the average number of weeks per month).
- b. The calculated amounts are rounded to two decimal places.

4.4 Wage payment

4.4.1 Payment period

- a. The employment contract states which payment period the employer applies. That period is one week, four weeks or one month.

- b. The employer ensures that the actual wage is credited to the employee's bank account at the end of the payment period.

4.4.2 Regular wage payments

- a. The employee is entitled to regular wage payments based on his annual hours standard. This also applies when using the annual hours model.

4.4.3 Payslip

- a. The employer sends the employee a payslip with every wage payment. The payslip contains the following information:
 - The payment period;
 - The agreed working hours;
 - The name of the employer and the employee;
 - The employee's annual hours standard;
 - The statutory minimum hourly wage that applies to the employee;
 - The total wage amount paid in that payment period;
 - The separate amounts included in this total;
 - The specified amounts that are withheld from the wage amount;
 - Whether an employment contract for an indefinite period has been entered into in writing;
 - Whether an on-call contract as stipulated in Article 7:628a, paragraphs 9 and 10, of the Dutch Civil Code has been entered into;
 - The allowances paid.

4.5 Holiday allowance

4.5.1 What is important?

- a. The employee is entitled to a holiday allowance. This amounts to 8.25% of his actual wage.
- b. The benefits listed below that the employee is entitled to during the employment contract and which the employer receives on his behalf count towards the actual wage for the purpose of the holiday allowance. This concerns benefits on the basis of:
 - The Sickness Benefits Act;
 - The Unemployment Insurance Act;
 - The Work and Care Act (in case of pregnancy, childbirth, adoption and foster care).
- c. The employer does not have to pay holiday allowance for:
 - The wage and allowance for additional hours without prejudice to the provisions of Article 16, paragraph 2 of the Minimum Wage and Minimum Holiday Allowance Act;
 - The allowance for working on Sundays or public holidays;
 - The wage for hours worked on a Sunday or public holiday that, according to the annual work roster, is not a normal working day.

4.6 Allowances

4.6.1 Company Emergency Response (CER)

- a. Does the employee have a valid CER certificate? In that case, he is entitled to a net CER allowance of € 15.76 per month if:
 - The employee has been tasked with CER duties by the employer;

- The employer employs more than 25 employees.

As of 1 January 2027, the net CER allowance is € 16.23 a month.

4.6.2 On-call duty

- The employee is deemed to be on call if he has to be available outside working hours for unexpected work.
- This employee is entitled to compensation per shift, according to Table 4.6.2.
This does not apply to:
 - The manager;
 - Employees entering employment on 24 March 2022 or later and who receive a salary from the commencement of employment that is higher than the maximum of job category G. The employer and employee jointly agree that the compensation is included in the agreed salary.
- Is the employee called to work whilst he is on call? In that case, he is entitled to an hourly wage for each hour worked plus the allowance applicable for that hour.

Table 4.6.2: Compensation for on-call duty

Start and end on-call duty	Compensation per shift as of 1 January 2026	Compensation per shift as of 1 January 2027
Start: a day from Monday to Friday after 6 pm (if it is not a public holiday); End: no later than 6 am the next day	€ 16.39	€ 16.88
Start: a Saturday, Sunday or public holiday after 6 am; End: no later than 6 am the next day	€ 30.97	€ 31.90

4.6.3 Service anniversary

- Has the employee been employed by the same employer for 12.5 or 25 years? And was this a continuous period? In that case, he is entitled to a one-off benefit.
- For a 12.5-year service anniversary, the benefit is 25% of his actual monthly wage. For a 25th anniversary, this is 100% of his actual monthly wage.

4.6.4 Travel expenses

- The employer reimburses the employee's commuting expenses.
- The compensation is the maximum tax-free allowance per kilometre applied by the Dutch Tax Authorities.
- Does the position of the employee entail that he cares for, feeds, milks or transports animals? In that case, the reimbursement under b does not apply per day, but per shift. This means for every time he has to travel back and forth, even if this is several times a day.
- The travel distance is the shortest route from the home address to the work address, according to the route planner of www.anwb.nl.
- Was the employee employed by Envigo RMS B.V. on 31 December 2017? In that case, the then company scheme for reimbursement of travel expenses will continue to apply to him as long as:
 - It exceeds the provisions of this collective agreement in subclauses a to d of section 4.6.4 and
 - The employee is employed by this company.

4.6.5 Trade union contribution

- a. Is the employee a member of an employees' organisation that is a party to this collective agreement? In that case, he can ask the employer to designate an amount equal to the annual contribution as wages for final levy purposes.
- b. The advantage for the employee is that he pays less payroll tax. The amount the employee saves as a result is a percentage of the annual contribution. This percentage corresponds to the tax rate applicable to him (for example 42% of € 200 = € 84).

4.6.6 Travel expenses for transport outside of the Netherlands

- a. The employer and employee shall discuss compensation for drivers travelling abroad if the transport requires the employee to work abroad on multiple consecutive days or for more than nine hours.

4.7 Pension

4.7.1 Mandatory

- a. The employer is a mandatory affiliate of the industry-wide pension fund BPL Pensioen. Employees aged 18 or older are mandatory participants in this pension scheme.
- b. For further information and details, reference is made to the articles of association and regulations of BPL Pensioen.

4.7.2 Parts of the pension scheme

- a. The scheme consists of, among other things, the following parts:
 - Old-age pension: from the retirement date until death;
 - Partner's pension: benefit for the (former) partner when the employee dies;
 - Temporary partner's pension: temporary supplement to the partner's pension;
 - Orphan's pension: benefit for the children up to the age of 24 if the employee dies.
- b. The employee can tailor the pension to his personal situation. For example, by retiring before his 68th birthday, or by shifting between parts of the scheme.

4.7.3 Implementation and information

- a. The pension scheme is administered by BPL Pensioen.
- b. More information about the scheme can be found at www.bplpensioen.nl.

5. Training and courses

- [5.1 Work-study training programme \(BBL\)](#)
- [5.2 Training leave](#)
- [5.3 Continued development](#)
- [5.4 Training obligation](#)
- [5.5 Course in preparation for retirement](#)
- [5.6 More information](#)

5.1 Work-study training programme (BBL)

[5.1.1 Employee and employer rights](#)

- a. The employee can attend a work-study training programme at levels 1, 2, 3 and/or 4, if the employer agrees.
- b. Is the employee attending a work-study training programme? In that case, the employer gives the employee one day off per week to attend training. The employer continues to pay the actual wage for that day.
- c. Colland Arbeidsmarkt pays the employer an annual compensation. See www.collandarbeidsmarkt.nl.

5.2 Training leave

[5.2.1 Paid training leave](#)

- a. The employer grants the employee a maximum of 40 hours of paid training leave per year.
- b. This leave is subject to the following conditions:
 - It is intended for attending job-oriented courses;
 - The employer and employee determine in mutual agreement which course(s) the employee will attend;
 - The employer and employee choose from the courses for which Colland Arbeidsmarkt provides compensation;
 - The employer pays the course costs; he can apply for compensation from Colland Arbeidsmarkt;
 - During the course(s), the employer continues to pay the actual wage.

[5.2.2 Unpaid training leave](#)

- a. The employer grants the employee a maximum of 40 hours of unpaid training leave per year.
- b. This leave is intended for two types of courses:
 - General, non-job-oriented courses, for which Colland Arbeidsmarkt provides compensation; in this case, the employer pays the course costs; he can apply for the compensation from Colland Arbeidsmarkt;
 - Courses from an employers' or employees' organisation that is a party to this collective agreement or from an affiliated youth organisation.

5.2.3 Other courses

- a. Does it concern a course other than that referred to in 5.2.1 or 5.2.2? In that case, the employer and employee decide together whether this can be attended and whether the wage will continue to be paid.

5.3 Continued development

5.3.1 Training voucher

- a. The parties to the collective agreement are making a number of training vouchers available for 2026 and 2027. A training voucher is a training budget for an individual employee. The aim is for the employee to strengthen his labour market position.
- b. The employee can spend his budget at his discretion. For example, on following a career path. Or further training with a view to another position. It is not intended to pay for training aimed at existing tasks in the current position.
- c. Every employee can apply for a training voucher. See www.collandarbeidsmarkt.nl.

5.4 Training obligation

5.4.1 Who is obliged to do what?

- a. Does the employer believe it is necessary for the employee to attend training? And is this training in the interest of the company or is it necessary for the proper performance of duties?
- b. In that case, the employer pays the training costs and continues to pay the wages during the training. The employee is obliged to attend this training, insofar as he is able to do so.

5.5 Course in preparation for retirement

5.5.1 What is important?

- a. Does the employee want to take a course to prepare for his retirement in the year before his retirement? In that case, the employer will give him the opportunity to take a maximum of 5 days off work. He uses his extra holiday hours as referred to in 3.1.2 and 3.1.3 for this.
- b. Does the employee not have enough extra holiday hours left to take such a course? In that case, the employer grants him unpaid leave for the remaining hours.

5.6 More information

5.6.1 Colland Arbeidsmarkt

- a. More information about training and courses for employees in production-oriented animal husbandry can be found at www.collandarbeidsmarkt.nl.

6. Working conditions, health and safety

- 6.1 Working conditions policy
- 6.2 Health and safety

6.1 Working conditions policy

6.1.1 General

- a. The parties to the collective agreement consider it important that the best possible working conditions policy is pursued in production-oriented animal husbandry.
- b. The parties to the collective agreement therefore offer employers and employees expert, sector-specific support in the field of working conditions and occupational health.
- c. This is done, among other things, by developing a sector-specific hazard identification and risk assessment, working conditions catalogues and periodic occupational health examinations.

6.1.2 Sector-specific hazard identification and risk assessment

- a. A Hazard Identification and Risk Assessment (HIRA) is an instrument to identify and manage health and safety risks per company. The law obliges the employer to apply this instrument.
- b. The parties to the collective agreement have established sector-specific HIRAs for production-oriented animal husbandry: HIRA for dairy farming, HIRA for poultry farming and HIRA for pig farming. These are models that the individual company can work from. They meet the legal requirements and are recognised by the Ministry of Social Affairs and Employment, see www.rie.nl/rie-instrumenten/.
- c. The law obliges the employer to have his HIRA tested by a certified occupational health service or occupational health expert. This assessment is not necessary for companies with a maximum of 25 employees, if a recognised sector-specific HIRA is used. For information about the sector-specific HIRAs, see www.stigas.nl.

6.1.3 Working conditions catalogues

- a. A working conditions catalogue is a document with recommendations for health and safety at work, tailored to a specific sector or industry.
- b. Parties to the collective agreement have selected working conditions catalogues for the following sectors:
 - Dairy farming (dairy cattle and grazing animals);
 - Pig farming;
 - Poultry farming.
- c. These working conditions catalogues can be found at www.agroarbo.nl.

6.2 Health and safety

6.2.1 Safety shoes/boots and work clothing

- a. The employer makes safety shoes/boots and work clothing available to the employee. He does this if the work to be performed by the employee is dirty or if safety regulations so prescribe.

- b. The employer remains the owner of, and therefore responsible for, the safety shoes/boots and work clothing.

6.2.2 Pesticides, disinfectants and cleaning agents

- a. Are pesticides, disinfectants and/or cleaning agents used in the company? If so, the employer is responsible for:
 - The employees being familiar with the rules from the working conditions catalogue for the use of these agents and
 - Ensuring that these rules are observed.

6.2.3 Unworkable weather

- a. Are the weather conditions so poor that, according to the employer, the employee cannot perform his duties? In that case:
 - The employer continues to pay the employee's actual wage;
 - The employee performs alternative work, if available within the company.
- b. The hours of unworkable weather do not count towards achieving the annual hours standard.
- c. Exceptions: the following hours do count towards achieving the annual hours standard:
 - The hours during which the employee performs alternative work;
 - A minimum of 3 hours of a day on which the employee has started work before the employer has determined that the weather is unworkable.

6.2.4 Periodic examination

- a. Is the employee aged 35 or older? In that case, he can opt to undergo regular periodic occupational health examinations. The frequency of these examinations depends on his age. See Table 6.2.4.
- b. Is the employee regularly exposed to toxic substances in his work? In that case, he can undergo special examinations twice a year, in addition to the periodic occupational health examinations. This is intended to determine whether he can continue to do this work without objection.
- c. In both cases, the employer:
 - Has the examination carried out by a recognised occupational health service and
 - Pays the costs of the examination.

Table 6.2.4: How often can the employee undergo periodic occupational health examinations?

Employee age	Frequency
35 to 44	Once every three years
45 to 49	Once every two years
Age 50 or older	Every year

7. Employee participation

- 7.1 Consultation with the participation body
- 7.2 Trade union activities
- 7.3 Acquisition, merger, reorganisation or closure of the company

7.1 Consultation with the participation body

7.1.1 Regular consultation

- a. The employer regularly informs and consults the participation body about:
 - The general course of events in the company and
 - The personnel policy pursued.
- b. In doing so, the employer complies with the Works Councils Act.

7.2 Trade union activities

7.2.1 General

- a. Do employees work in the company who are members of an employees' organisation that is a party to this collective agreement? In that case, the employer gives them the opportunity to undertake trade union activities within the company.
- b. Do employees who are members of an employees' organisation that is a party to this collective agreement hold meetings within the company? These must be planned outside working hours.

7.2.2 Trade union officials

- a. The employer allows trade union officials to enter his company if they are paid directors of an employees' organisation that is a party to this collective agreement.
- b. He provides these trade union officials with facilities, such as making available a meeting space, so that they can do their work.

7.2.3 Trade union contacts

- a. The employees' organisations that are party to this collective agreement can each appoint a trade union contact in the company. This is subject to the following conditions:
 - The trade union contact is an employee of the company;
 - It concerns a company with at least 5 employees and at least 5 full-time jobs;
 - The company does not have a participation body;
 - A trade union contact is appointed in consultation with the employees involved.
- b. The employer gives the trade union contact a maximum of 10 days of unpaid leave per year to participate in trade union activities. The employer also provides him with facilities, such as making available a meeting space, so that he can do his work as a contact person.
- c. Trade union contact who participates in formal negotiations will receive a maximum of 5 days of paid leave, in addition to subclause b. This only applies if the employer is fully reimbursed for these costs by Colland Arbeidsmarkt.
- d. The employer ensures that the trade union contact is not disadvantaged, for example by withholding promotion and remuneration, because he does trade union work in the

company. Does the trade union contact have a complaint in this respect? In that case, he can contact the parties to the collective agreement.

7.2.4 Trade union leave

- a. Is the employee a member of an employees' organisation that is a party to this collective agreement? And has he been invited to attend a meeting under the articles of association or conference of that organisation? In that case, the employer grants the employee unpaid leave.
- b. The same applies to employees who participate in a trade union course of that organisation.

7.3 Acquisition, merger, reorganisation or closure of the company

7.3.1 Course of action for the employer

- a. Is the employer planning a company takeover? Or is he considering a merger, reorganisation or closure of the company? In that case, he must adhere to the following rules.
- b. He ensures that the participation body and the employees' organisations that are parties to this collective agreement have been informed of those plans timely in advance. He will not proceed with implementation prior to that.
- c. He consults with the employees' organisations that are party to this collective agreement about the consequences for the legal position of its employees. He does this at a time when these organisations can still influence the process.
In the event of a forced closure, reorganisation or legal buyout of the company, he must remind its employees of the importance of seeking advice from an employees' organisation. Do the employees and the employees' organisation need to consult each other? In that case, the employer gives them the opportunity to do so within the company.

8. Illness and incapacity for work

- 8.1 Rules in the event of illness
- 8.2 Salary in case of illness
- 8.3 Illness and end of the employment contract
- 8.4 Insurance for illness and incapacity for work

8.1 Rules in the event of illness

8.1.1 Introduction

- a. During illness and rehabilitation, the employee must adhere to the regulations of the law, the occupational health service and the employer.
- b. The legal regulations can be found at www.rijksoverheid.nl. The employer informs the employee about the regulations of the occupational health service and the company.

8.1.2 Calling in sick

- a. Is the employee unable to come to work due to illness? In that case, he must inform the employer of this before the start of his shift.
- b. The employer may give other instructions for calling in sick.

8.1.3 Consulting a doctor

- a. The sick employee must consult a doctor within a reasonable period of time.
- b. During his illness, he must continue to be treated and follow the doctor's orders.

8.1.4 Staying home

- a. The sick employee must stay at home if the occupational health service deems this necessary for the purpose of carrying out inspections.

8.1.5 Staying abroad

- a. Does the sick employee want to stay abroad for several days consecutively? If so, he is only permitted to do so with the employer's permission. The employer can request advice about this from the occupational health service.
- b. Is the employee abroad when he becomes ill? In that case, the employee (or someone else on his behalf) must provide proof of illness. This is subject to the regulations of the occupational health service.

8.1.6 Absence management

- a. During the first two years of illness, the employee is entitled to guidance whilst absent. This is regulated in the Eligibility for Permanent Incapacity Benefit (Restrictions) Act.

8.1.7 Return to work

- a. The employee returns to work:
 - As soon as he is fit for work again or
 - As soon as the occupational health service finds that he is fit for work again.
- b. Does the employee disagree with the company doctor's advice? In that case, he can then ask for a second opinion from another company doctor.

- c. Is the employee not satisfied with the way the rehabilitation is progressing? Then he can contact the Employee Insurance Agency (UWV) for a second opinion (expert opinion). This also applies to the employer.

8.2 Salary in case of illness

8.2.1 First and second year of illness

- a. In the event of illness, the employee is entitled to 70% of his actual wage. This is subject to the conditions of Article 7:629 of the Dutch Civil Code.
- b. In the event of illness, the employer supplements this salary under the rules of the collective agreement. He does this in accordance with Table 8.2.1. The wage increases as referred to in paragraph 4.3.6 apply to the wage to be continued to be paid according to the table.
- c. Is the employee *partially* incapacitated for work due to illness? In that case, he is entitled to the salary for the hours he can work and to the supplements in the event of illness for the hours he cannot work. This only applies to a degree of incapacity for work of at least 35%.
- d. The right to continued payment of wages and supplements in the event of illness ends at the end of the employment contract.

Table 8.2.1: Continued payment of wages in the event of illness

Illness period	Employer supplements continued payment of wages up to a total of ¹
1 st year: months 1 to 6	100% of the actual wage
1 st year: months 7 to 12	90% of the actual wage
2 nd year	75% or 85% of the actual wage ²

¹ The total amount may not be lower than the statutory minimum wage.

² The supplement of up to 85% only applies if, according to the UWV, the employee cooperates sufficiently with his rehabilitation, in accordance with the Eligibility for Permanent Incapacity Benefit (Restrictions) Act.

8.2.2 Special situations

- a. Does the UWV declare the employee fully and permanently incapacitated for work within the first two years of illness? In that case, the supplements from Table 8.2.1 will be added to the employee's IVA benefit (Income Provision Scheme for Fully Occupationally Disabled People).
- b. Does the UWV declare the employee less than 35% incapacitated for work after two years of illness? And does the employee remain employed by the employer? In that case, he is entitled to continued payment of a total of 90% of the wage, in accordance with Article 7:629 of the Dutch Civil Code. This right applies as long as the employment contract continues to be in place, subject to a maximum of five years.
- c. Has the employee reached state pension age and does he become ill? In that case, he is entitled to continued payment of wages plus supplements in the event of illness for a maximum of thirteen weeks.

8.2.3 Setoff against other income

- a. The employer may reduce the wages that he must continue to pay on the basis of paragraphs 8.2.1 and 8.2.2 by any amount that the employee receives as benefits:
 - On the basis of the Sickness Benefits Act (WW), the Invalidity Insurance Act (WAO) or the Work and Income (Capacity for Work) Act (WIA);
 - Through legally required insurance;
 - From a sectoral fund.

8.2.4 When no continued payment of wages and supplementation?

- a. Does the company doctor or occupational consultant believe that the employee is not sufficiently complying with the requirements of 8.1.1? In that case, the employer may suspend the continued payment of wages and supplements as referred to in 8.2. He must first inform the employee in writing about the how and why of this action. He must do this no later than the next working day after the employer has determined that the employee is not sufficiently complying with the regulations.
- b. Article 7:629 of the Dutch Civil Code states in which cases the employee is not entitled to continued payment of wages in the event of illness. In those cases, the employee is not entitled to the collective agreement additions as referred to in 8.2.1 b. either. In summary, the law states the following cases:
 - If the illness was caused by the employee with intent;
 - If the illness is the result of a disorder about which the employee provided false information during a pre-employment medical examination, as a result of which the resilience requirements of the position could not be properly tested;
 - As long as recovery is impeded or delayed by the employee's actions;
 - As long as he does not perform the suitable work that the employer offers him and which he is able to do, without having good reason to refuse;
 - As long as he does not cooperate with reasonable measures taken by the employer (or an expert engaged by the employer) to perform suitable work, without having good reason to refuse this;
 - As long as he does not cooperate in drawing up, evaluating and adjusting an action plan for his rehabilitation, without having good reason to refuse this;
 - As long as he does not submit the WIA application, whereas he should already have done so by law, without having good reason to refrain.

8.2.5 Right to compensation from third parties

- a. Pursuant to Article 6:107a of the Dutch Civil Code, the employer has an independent right to claim compensation, in the event of an employee being ill, from a third party whom he holds liable for the illness.
- b. Does the employer proceed to do so? In that case, the employee is obliged to cooperate.

8.3 Illness and end of the employment contract

8.3.1 Rehabilitation is paramount

- a. The employer makes every effort to keep the sick employee at work. This obligation applies up to a degree of incapacity for work of 80%.
- b. After two years of illness, the employer may terminate the employment contract. This is subject to the condition that the UWV agrees. The UWV will agree if:
 - The employer has fulfilled his rehabilitation obligations,
 - Redeployment of the employee is not possible within a reasonable period and
 - The employee's recovery cannot be expected within six months.Has the employee become ill after reaching state pension age? In that case, the employer may terminate the employment contract after thirteen weeks of illness. The condition that the UWV agrees applies in this instance too.
- c. Does the UWV believe that the employer has not done enough in terms of rehabilitation? In that case, the UWV can extend the obligation to continue paying wages in the event of illness by one year. The employer cannot terminate the employment contract during that period.

- d. Does the employee not cooperate sufficiently with his rehabilitation? In that case, the employer may terminate the payment of wages and supplements in accordance with 8.2. Is the employee still not cooperating sufficiently? In that case, the employer can ask the UWV for an expert opinion. Based on this judgement, the employer can submit a request to the subdistrict court to terminate the employment contract. In both cases, the employer must give the employee a written warning first. He must do this no later than the next working day after the employer has determined that the employee is not sufficiently complying with his reintegration obligations.

8.4 Insurance for illness and incapacity for work

8.4.1 Sectoral schemes

- a. The parties to the collective agreement in the agricultural sector offer the following insurance policies:
- Sickness Absence Insurance for the employer;
 - Plus Insurance for the employee.
- b. These insurances are underwritten by Onderlinge Waarborgmaatschappij Sazas (hereinafter referred to as Sazas). Sazas is a partnership of parties to the collective agreement in the agricultural and green sectors.

8.4.2 Sickness Absence Insurance for the employer

- a. Sazas Sickness Absence Insurance reimburses (part of) the costs that the employer must incur for the continued payment of wages during the employee's first two years of illness. The employer can use this insurance offer on a voluntary basis.
- b. In addition, employers who sign up for Sickness Absence Insurance can purchase expert assistance from Sazas as part of the employer's absence management efforts.

8.4.3 Plus Insurance for the employee

- a. The Sazas Plus Insurance for the employee consists of two parts:
- A supplement to the income in case of illness and illness and incapacity for work and
 - Coverage for the so-called WGA shortfall.
- b. The income supplement under the Plus Insurance applies to employees who have been ill for six months or more. See Table 8.4.3.
- c. The coverage of the WGA shortfall ensures that WGA benefits are supplemented up to 70% of the insured annual wage, with the upper limit being the statutory maximum daily wage. The coverage applies as long as there is a shortfall, with the employee's state pension age as end date. See also 8.4.4.
- d. An employee is automatically included in the Plus Insurance if his employer has taken out Sickness Absence Insurance with Sazas. However, the employee can opt out of Plus Insurance.

Table 8.4.3: Income of a sick employee cooperating in his rehabilitation and included in Plus Insurance

Illness period	Continued payment of wages including employer supplement	Supplement from Plus Insurance
1 st year: months 1 to 6	100% of the actual wage	n/a
1 st year: months 7 to 12	90% of the actual wage	10% of the insured annual wage
2 nd year	85% of the actual wage	15% of the insured annual wage

8.4.4 WGA shortfall insurance

- a. If the UWV declares the employee partially incapacitated for work, he will receive WGA benefits. Is the employee unable to find work for the employee's residual capacity? In that case, his income is reduced. The WGA shortfall insurance insures the employee against this risk.
- b. The employer is obliged to offer the employee WGA shortfall insurance. However, the employee is not obliged to take out WGA shortfall insurance.
- c. The insurance premium is payable by the employee. The employer pays the premium to the insurer and can deduct it from the employee's gross salary.

8.4.5 Differentiated WGA premium: withholding from the employee

- a. The employer may withhold a maximum of 50% of the differentiated WGA premium from the employee's net salary. This is also permitted if the employer has insured the WGA risk in a private capacity or if the employer is a self-insurer for the WGA. This is regulated in the Social Insurance (Funding) Act.
- b. The WGA premium is tailored to the salary of the individual employee. The amount of the premium and the amount withheld may therefore differ from person to person.

8.4.6 Colland Arbeidsmarkt levies

- a. After two years of illness, no premium is charged on disability benefits in respect of Colland Arbeidsmarkt.
- b. This involves WAO and WIA benefits and equivalent benefits or wage payments.

9. Special groups of employees

- 9.1 Employees aged 62 or older
- 9.2 Employees with an occupational impairment
- 9.3 Agency workers
- 9.4 Foreign employees

9.1 Employees aged 62 or older

9.1.1 What is important?

- a. Under the Senior staff scheme, the employee can work fewer hours from the age of 62 until the state pension age (basic scheme).
- b. The main features of the Senior staff scheme are:
 - Work: 80% of the average number of hours per week under his employment contract;
 - Wages: 90% of the actual wage for the last payment period before the employee started participating in the scheme;
 - Pension accrual: based on the new wages.
- c. As of 1 July 2026, the Senior staff scheme is extended. Two years before the employee reaches his state pension age, he can start working one day less per week (extended scheme).
- d. The main features of the extended Senior staff scheme are:
 - Work: 60% of the average number of hours per week under his employment contract;
 - Wages: 80% of the actual wage for the last payment period before the employee started participating in the scheme;
 - Pension accrual: based on the new wages.

9.1.2 Who is eligible?

- a. Employees who meet the following conditions qualify for the Senior staff scheme:
 - The employee has been employed in production-oriented animal husbandry for a continuous period of at least five years;
 - This period immediately precedes the date on which the employee will participate in the scheme and
 - During this period, the employee worked for at least 26 weeks per year. This includes periods of illness for which the employer continued to pay the employee's wages.
- b. Employees with partial WAO or WIA benefits who meet these conditions can also participate in the scheme.

9.1.3 Rights and obligations

- a. The employee asks the employer for permission to participate in the Senior staff scheme. Does the employer refuse this permission? In that case, the employee can object against this decision with the Joint Animal Husbandry Committee (see 10.4.1).
- b. The employer and the employee record in writing:
 - The fact that the employee will be working 80% of the time (basic scheme) or 60% of the time (extended scheme) and

- When the employee doesn't work or works fewer hours, taking that which has been determined in Article 3, paragraph 4, subclause g of the Regulations regarding the Senior staff scheme in animal husbandry (Appendix 18 of the Colland Arbeidsmarkt Collective Agreement).
- c. The holiday allowance is calculated based on the new salary.
- d. The employee is entitled to holiday hours in proportion to his reduced working hours (see 3.1.1).
- e. The employee may not use the reduction in working hours to work in production-oriented animal husbandry, neither as an employee nor as a self-employed person.
- f. The employer is entitled to financial compensation because the employee works 80% of the time for 90% of the salary (basic scheme) or 60% of the time for 80% of the salary (extended scheme).
- g. Will the employee be taking advantage of the Senior staff scheme? And is he still entitled at that time to accrue extra holiday hours by virtue of his age, as referred to in subclause b of section 3.1.2? If so, this entitlement lapses. Does the employee have any extra holiday hours left that he accrued before that time? Those can still be used by the employee.

9.1.4 Implementation of the Senior staff scheme

- a. The Senior staff scheme is implemented by Stichting Colland Arbeidsmarkt.
- b. More information about the scheme can be found at www.collandarbeidsmarkt.nl.

9.2 Employees with an occupational impairment

9.2.1 What is important?

- a. An employee with an occupational impairment is an employee who is included in the UWV target group register for job arrangements.

9.2.2 Selection and employment

- a. When filling vacancies, the employer ensures candidates with and without an occupational impairment are given equal opportunities, as much as possible.
- b. He strives to deploy employees with an occupational impairment in a way that enables this person to perform properly.

9.2.3 Which collective agreement rules apply?

- a. Employees with an occupational impairment are subject to all rules of this collective agreement, with the exception of:
 - 1.2 Job classification;
 - 4.2 Wage tables;
 - 4.3 What salary for whom?

9.2.4 Salary for employees with an occupational impairment

- a. Employees with an occupational impairment are entitled to a salary according to Table 9.2.4. This salary is based on the statutory minimum wage for employees aged 21 or older.

Table 9.2.4: Salary for employees with an occupational impairment

Age	Number of years of service since 21 st birthday	Percentage of the statutory minimum wage	Hourly wage to be paid (based on the statutory minimum
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		for 21 years or older	hourly wage as of 1 January 2026)
15	Not applicable	45%	€ 6.62
16	Not applicable	50%	€ 7.36
17	Not applicable	60%	€ 8.83
18	Not applicable	70%	€ 10.30
19	Not applicable	80%	€ 11.77
20	Not applicable	90%	€ 13.24
Age 21 or older	In 1 st year of service	100%	€ 14.71
	In 2 nd year of service	104%	€ 15.30
	In 3 rd year of service	108%	€ 15.89
	In 4 th year of service	112%	€ 16.48
	In 5 th year of service	116%	€ 17.06
	In subsequent years of service	120%	€ 17.65

Notes to Table 9.2.4

It is important that, irrespective of the number of weekly working hours, every employee's hourly wage equals at least the statutory minimum hourly wage as determined by the government.

9.2.5 Explanation of wage table 9.2.4

- a. Is this employee with an occupational impairment under 21? In that case, he is entitled to a percentage of the statutory minimum wage for people aged 21 or older. This percentage increases annually starting from the employee's birthday.
- b. Is this employee turning 21 and does he remain employed with the employer? In that case, his wage increases to 100% of the statutory minimum wage. The new employee aged 21 or older starts at this level. From this age onwards, the salary per year of service increases to a maximum of 120% of the statutory minimum wage.
- c. Exceptions: Employees aged 21 or older are not entitled to the annual wage increase from subclause b if they:
 - In the previous year, did not work for more than six consecutive months on account of illness or unpaid leave;
 - Perform poorly; this is subject to the condition that the employer:
 - Has reminded the employee thereof in writing at least twice in the previous year, without this leading to any improvement;
 - Confirms in writing to the employee that he is not granting an extra year of service, stating the reason why;
 - Applies a proper system of performance reviews.
- e. The employee can ask the employer to reduce his gross pay in connection with a tax arrangement. In that case, the employer is deemed to have fulfilled his obligation to pay the salary.

9.3 Agency workers

9.3.1 What is important?

- a. An agency worker within the meaning of this collective agreement is a natural person who:
 - Is hired by the employer to carry out work in his company on a temporary basis, under his supervision and management and

- Is made available to the employer at a fee by an employment agency as referred to under subclause b and
- Carries out the temporary work on the basis of an employment contract or temporary agency contract with such an employment agency.
- b. An employment agency within the meaning of this collective agreement is a natural or legal person that makes an agency worker available to the employer (assignment). This could be a temporary employment agency, but also a contract recruitment agency or another third party.
- c. The law stipulates that the so-called user company remuneration applies to agency workers. This means that an agency worker is entitled to the same remuneration and the same allowances as an employee who is employed by the user company and who works in an equal or equivalent position. The user company remuneration consists of:
 - The salary according to the pay structure of this collective agreement;
 - The initial wage increases, amount and timing as determined by the user company;
 - Increments, amount and time as determined by the user company.
 - Allowances for overtime, shifted hours, irregular hours (including public holiday allowance) and shift allowance;
 - Expense allowances;
 - The applicable working hours;
 - The applicable reduction in working hours.

9.3.2 Obligations for the employer

- a. The user company must ensure that the employment agency applies the user company remuneration.
- b. In due course, the employer will only borrow agency workers from employment agencies with a valid NEN 4400:1 or 4400:2 certificate.
- c. The employer must be able to demonstrate in writing that he has complied with the obligations of a. and (as soon as they come into effect) those of b. For example, by having the employment agency declare in the agreement with the employer that he complies with this.
- d. When the employer would like to renew the contract of temporary employees, such as agency workers, after one year, the employer will offer these temporary employees an employment contract for a indefinite period or a fixed term when they are to carry out the same work.

9.4 Foreign employees

9.4.1 Accommodation

- a. Does the employer have an employment contract with a foreign employee who is temporarily staying in the Netherlands? And does the employer provide accommodation for this employee? In that case, he may charge the employee reasonable costs for this.
- b. All housing facilities, including sanitary and cooking facilities, heating, and fire safety at the location, should at least meet the requirements on the Checklist of the Agricultural Quality Label For Flexible Housing. Refer to Appendix 4 for the requirements.

10. About this collective agreement

- 10.1 Characteristics of the collective agreement
- 10.2 Definitions and terms
- 10.3 Whom does the collective agreement apply to?
- 10.4 Compliance with the collective agreement
- 10.5 Dispensation
- 10.6 Colland Arbeidsmarkt
- 10.7 Working agreements between the parties to the collective agreement

10.1 Characteristics of the collective agreement

10.1.1 Parties to the collective agreement

- a. This collective agreement is an agreement between:
 - The employers' organisations:
 - Dutch Federation of Agricultural and Horticultural Organisations (LTO Netherlands);
 - Central Organisation for Hatching Eggs and Chicks (COBK);
 - Producers Organisation Pig Farming (POV);
 - Envigo RMS and
 - The employees' organisations:
 - CNV
 - FNV

10.1.2 Term, extension, termination and interim changes

- a. This collective agreement applies for the period 1 January 2026 to 31 December 2027.
- b. As long as the collective agreement is not terminated, it will be tacitly renewed for another year.
- c. Any party to the collective agreement can terminate the collective agreement. Termination must be effected in writing. The notice period is one month.
- d. Do special circumstances arise during the term of the collective agreement? And should these lead to interim changes in the collective agreement according to one or more parties to the collective agreement? In that case, the parties to the collective agreement will meet at the request of those parties to discuss this.

10.1.3 Minimum collective agreement

- a. This collective agreement is a minimum collective agreement. This means that the employer may deviate from the collective agreement to the extent that this is more favourable for the employee.

10.1.4 Terminology and principles

- a. Employer/employee: These terms are referred to in the collective agreement in the masculine form. Any reference using the masculine form is deemed to include its female counterpart.
- b. Monetary amounts: All amounts in this collective agreement are gross amounts, unless it is explicitly stated that it concerns a net amount.
- c. Full-time and part-time: This collective agreement assumes employees are working on a full-time basis. For employees working on a part-time basis, the collective agreement provisions stating this apply in proportion to their working hours.
- d. Appendices: The appendices form an integrated part of this collective agreement.

10.2 Definitions and terms

A

- **Annual work roster:** The roster referred to in 2.2 of this collective agreement.
- **Annual hours standard:** The annual working hours agreed on in the employment contract. To reach the annual hours standard, in addition to hours worked, the hours that the employee does not actually work due to holiday leave, public holidays, special leave, illness and maternity leave also apply, in accordance with paragraph 2.9.2.
- **Apprenticeship contract:** An employment contract combined with a practical training contract (Bpvo).

B

- **Bpvo** (practical training contract): An agreement that is concluded at the start of a work-study training programme between the participant, the individual work placement company and the training institution involved.
- **BW:** Dutch Civil Code.

C

- **Cao:** Collective agreement. ‘The collective agreement’ or ‘this collective agreement’ is taken to mean the applicable collective agreement for Production-oriented Animal Husbandry.
- **Colland Arbeidsmarkt:** Stichting Colland Arbeidsmarkt.
- **Core hours:** The limits within which the employer may schedule the hours to be worked by the employee.

E

- **Employer:** See 10.3.2
- **Employee:** See 10.3.4

F

- **Full-time:** An annual hours standard that, according to the individual employment contract, amounts to a minimum of 1983.6 hours and a maximum of 2237 hours.

I

- **Ill (illness):** Inability to perform the agreed work due to a physical or mental defect.

L

- **Life partner:** The person with whom the employee lives together on a long-term basis and with whom he:
 - Is married or
 - Has a registered partnership or
 - A notarial cohabitation contract, unless this concerns someone to whom the employee is related by blood in the first or second degree.

M

- **Manager:** The employee with the position of Manager I or II, as referred to in the Animal Husbandry Job Classification Manual.
- **Minimum wage, statutory:** The wage referred to in the Minimum Wage and Minimum Holiday Allowance Act (Wml).

P

- **Participation body:** The works council (or) or, in the absence thereof, the employee representative body (pvt) as referred to in the Works Councils Act.
- **Parties to the collective agreement:** The employers' organisations Dutch Federation of Agricultural and Horticultural Organisations (LTO Netherlands), Central Organisation for Hatching Eggs and Chicks (COBK), Producers Organisation Pig Farming (POV) and Envigo RMS and the employees' organisations CNV and FNV.
- **Part-time (work):** An annual hours standard that, according to the individual employment contract, is less than 1983.6 hours. This is on average less than 38 hours per week.
- **Payment period:** The usual frequency in the company with which the employer pays the salary and any allowances: per month, per four weeks or per week.
- **Public holidays:** New Year's Day, Easter Monday, King's Day, Ascension Day, Whit Monday, Christmas Day and Boxing Day and 5 May (once every five years, in 2025, 2030, etc.).

S

- **Shift:** A continuous period of work, interrupted only by the prescribed breaks.
- **Stigas:** Knowledge institute and certified occupational health service, governed by parties to the collective agreement active in the agricultural sector (see www.stigas.nl).

W

- **Wage, actual:** The actual wage is the current gross salary, excluding variable allowances that:
 - The employer and the employee have agreed with each other on the basis of the agreed working hours and that
 - Meets or exceeds the requirements of the law and the collective agreement.
- **Wage before levies** (pensionable wage): The salary from an employment relationship in accordance with Chapter II of the Wages and Salaries Tax Act 1964, in which Article 10, paragraph 4 and Article 11, paragraph 1, subclause j are disregarded. Wage before levies include all gross wage components related to working hours and fixed annual allowances and benefits. This includes:
 - The actual wage from current employment;
 - The allowances for overtime, additional hours and unsociable hours and shift work;
 - A 13th month;
 - A structural end-of-year bonus;
 - The holiday allowance;
 - Paid leave and ADV days off, travel hours (not including travel expenses);
 - Performance bonus on the hourly wage;
 - Temporary allowance for deputising in a higher position;
 - Temporary allowance for professional knowledge;
 - Personal allowances;
 - Compensation for on-call duty.
- **Work-study training programme:** A training course within the framework of block or day release. This is a training programme within secondary vocational education according to the Adult and Vocational Education Act (WEB), in which the participant has both an employment and a study contract. He does the practical training at an approved work placement company. He attends school an average of one day a week for theory training. The work-study training programme distinguished four training levels (1 to 4).

- **Working day, normal:** A day that is included as a working day in the employee's annual work roster.
- **Working hours:** The annual hours standard according to the employee's employment contract and the derived number of hours per week and per day according to the annual work roster as listed in 2.2 of this collective agreement. Working hours include all hours during which the employee:
 - Performs work or must remain available to the employer for work;
 - Does not perform any work in connection with:
 - A public holiday that coincides with a working day according to the employee's annual work roster;
 - Illness, holiday, special leave as referred to in Article 3.2, work-study training leave as referred to in Article 5.1 and training leave as referred to in Article 5.2.
- **Working hours, normal:** An annual hours standard of 1983.6 hours, with an average of 38 hours per week.
- **WML:** Statutory minimum wage

Y

- **Years of service:** The number of years the employee has actually worked in a certain position since the age of 21.

10.3 Whom does the collective agreement apply to?

10.3.1 Commercial production-oriented animal husbandry

- a. This collective agreement applies to employers and employees in the commercial production-oriented animal husbandry sector.
- b. Commercial production-oriented animal husbandry is taken to mean:
 - Dairy farming: rearing calves and/or keeping cows for milking;
 - Pig farming: keeping and rearing pigs (piglets, sows and boars) for the production of meat;
 - Poultry farming including hatcheries: rearing, propagating and keeping poultry for the production of eggs and meat; hatchery is taken to mean the hatching of hatching eggs, rearing chicks and/or exporting day-old chicks and eggs.
- c. Business activities consist 'mainly' of activities as referred to under b. if the employees involved together account for more than 50% of the total number of working hours within the company.
- d. This total number of working hours within the company includes the hours that agency workers and other third parties spend on these activities within the meaning of this collective agreement.

10.3.2 Who is the employer within the meaning of this collective agreement?

- a. The natural or legal person who carries on a business, the business activities of which consist exclusively or mainly of commercial production-oriented animal husbandry as referred to in 10.3.1 b.
- b. The natural or legal person who carries on a business with a component:
 - Whose business activities consist exclusively or mainly of activities as referred to in 10.3.1 b and
 - In which the number of working hours accounts for more than 50% of the total number of working hours in the company.

- Exception: This does not apply if another collective agreement is in force for that entire company, which is registered with the Ministry of Social Affairs and Employment;
- c. Legally independent parts of a group within the meaning of Article 2:24b of the Dutch Civil Code whose business activities consist exclusively or mainly of activities such as referred to in 10.3.1 b;
 - d. The personnel company within a group within the meaning of Article 2:24b of the Dutch Civil Code, of which at least 75% of the total number of working hours of the employees is performed at one or more other group components, whose business activities consist exclusively or mainly of activities as referred to in 10.3.1 b.
 - e. Envigo RMS B.V. in Horst.

10.3.3 Choice at the discretion of the employer

- a. The employer may decide which collective agreement for the primary agricultural sector applies to his company, if:
 - Multiple business activities are performed within one and the same company, which activities within the scope of the various collective agreements for the primary agricultural sector and
 - It cannot be determined whether the business activities and/or working hours fall exclusively or mainly under one or the other collective agreement.
- b. All this applies:
 - In addition to section 10.3.2 and
 - Under the condition that the business activities on which the employer bases his choice form a substantial part of his business.
- c. An appeal against the employer's choice can be lodged with the Joint Animal Husbandry Committee (see Appendix 3).

10.3.4 Who is an employee within the meaning of this collective agreement?

- a. The natural person who is employed by the employer as referred to in 10.3.2, on the basis of an employment contract as referred to in Article 7:610 of the Dutch Civil Code.
- b. Exception: Interns are not considered employees. An intern is someone who gains practical experience in a company as part of his studies or training.

10.4 Compliance with the collective agreement

10.4.1 Joint Animal Husbandry Committee

- a. The parties to the collective agreement have established a Joint Animal Husbandry Committee (hereinafter referred to as joint committee).
- b. Table 10.4.1 shows what the tasks of the joint committee are and who can call on this committee.
- c. A full description of the tasks, composition and procedures of the joint committee can be found in the regulations (Appendix 3).

Table 10.4.1: Joint committee tasks

Tasks	Taking action at the request of
Providing advice on the interpretation and application of the collective agreement	The employer or employee
Mediating in the event of a difference of opinion about the interpretation and application of the collective agreement	The employer or employee involved
Granting dispensation from the application of one or more collective agreement provisions, as referred to in 10.5	The employer or group of employers involved
Decide in an appeal against the employer's choice for a specific collective agreement for the primary agricultural sector, as referred to in section 10.3.3	The relevant participation body or a party to the collective agreement
Decide on an objection to the employer's refusal to allow the employee to make use of the scheme for employees aged 62 or older, as referred to in Article 9.1, or in case of compelling business interests that prevent the employee from taking leave corresponding to the reduced working hours in a contiguous period of time.	The employer or employee involved

10.4.2 Intentions of the parties to the collective agreement

- a. The parties to the collective agreement encourage employers and employees to submit their disputes about the interpretation and application of collective agreement rules to the joint committee. They apply the necessary restraint when communicating these disputes in their contacts with the press or others. This applies in particular as long as the employer and employee(s) involved can still ask the joint committee for mediation.
- b. The parties to the collective agreement undertake to:
 - Comply with this collective agreement,
 - Encourage their members to comply with this collective agreement and
 - Encourage employers and employees to agree on individual employment contracts in which this collective agreement is declared applicable.

10.5 Dispensation

10.5.1 Exemption from collective agreement provisions

- a. Does the employer or a group of employers seek permission not to apply one or more collective agreement articles? He or they can then submit a request for dispensation to the Joint Animal Husbandry Committee (hereinafter referred to as joint committee; see Appendix 3).
- b. Once granted, dispensation applies until the end of the term of the collective agreement. Dispensation can be requested again after the next collective agreement comes into effect.

10.5.2 Conditions

- a. The joint committee will only consider a request for dispensation subject to positive advice from the participation body.
- b. The joint committee will grant dispensation if it is of the opinion that there are compelling arguments on the basis of which the employer(s) involved cannot reasonably be asked to apply the collective agreement provision(s). For example, because some of the specific characteristics of the company of the employer(s) show vital differences from those of the other employers.

10.6 Colland Arbeidsmarkt

10.6.1 What is important?

- a. The parties to the collective agreement have concluded a separate collective agreement together with parties to the collective agreement from other agricultural and green sectors: the Collective Agreement regarding Stichting Colland Arbeidsmarktbeleid.
- b. Based on the Colland Arbeidsmarkt Collective Agreement, employers and employees can apply for a subsidy to attend training and courses. See 5.2, 5.3 and 5.6.
- c. Stichting Colland Arbeidsmarkt charges an annual premium from the employer. The calculation of this premium is made on the basis of the wage bill before levies, as referred to in 10.2. The maximum daily wage is one and a half times the maximum wage assessable for social insurance levied within the meaning of the Social Insurance Financing Act.

10.7 Working agreements between the parties to the collective agreement

10.7.1 Training vouchers

- a. During the term of the collective agreement, 100 individual training vouchers worth € 2,000 are available. Training vouchers can be divided in value.
- b. The parties are willing to increase the number of training vouchers. If an increase in the number is needed, further agreements will be made in the sectoral committee.

10.7.2 Work-study training programme (BBL)

- a. During the term of the collective agreement, compensation will be provided for 50 BBL places per year. The compensation amounts to € 2,500 per BBL place. The compensation is paid to the employer.
- b. If during the term of the collective agreement it appears that more than 50 BBL students are placed per year, the financing will be expanded.

10.7.3 Reducing the competent wage age

- a. In 2026 and 2027, employer and employee representatives shall study the consequences of a potential reduction of the competent wage age, which would entitle the employee to the wages of a 21-year old at a younger age.

10.7.4 Sustainable employability/strenuous work

- a. Based on the results of the investigation into sustainable employability (conducted within the framework of MDIEU), employer and employee representatives will enter into consultation to discuss the possible next steps.

10.7.5 Early retirement scheme (Regeling Vervroegd Uittreden)

- a. A permanent working group will be formed to study the options for setting up an Early retirement scheme within the sector.

10.7.6 Allowances for evening work

- a. In 2026 and 2027 employer and employee representatives will study the potential inclusion of allowances for evening work in the collective agreement.

Appendices

Appendix 1: Central Appeals Committee for Job Classification in Animal Husbandry:
regulations

Appendix 2: Weekly wages and hourly wages

Appendix 3: Joint Animal Husbandry Committee: regulations

Appendix 1

Central Appeals Committee for Job Classification in Animal Husbandry: regulations

General

1. Lodging an objection and appeal

- a. An employee who is of the opinion that his position is not or (due to a change in position) is no longer described and classified correctly by the employer has the right to object and appeal against the employer's classification decision taken by the employer.
- b. The objection and appeal procedure consists of two phases:
 - Objection phase;
 - Appeal phase.

Objection phase

2. Internal objection procedure

- a. The employee must first try to find a solution in close consultation with his employer.
- b. The employee must submit a written objection to the employer within 30 days after the announcement of the classification decision.
- c. The employer will inform the employee in writing within 30 days of receiving the objection whether the original classification will be maintained or changed.
- d. If the employer does not respond to the objection within the 30-day period, the employee may interpret this as a rejection.
- e. The employee can appeal against the employer's decision to the Central Appeals Committee for Job Classification in Animal Husbandry (hereinafter referred to as the appeals committee).
- f. The employee can also submit an objection if a current classification decision is not received after having applied for one.

Appeal phase

3. Task, composition and procedure of the appeals committee

- a. The task of the appeals committee is to provide binding advice in disputes relating to the employee's job classification.
- b. The appeals committee consists of three to five members. The employees' organisations that are party to the Collective Agreement for Production-Oriented Animal Husbandry (hereinafter referred to as the or this collective agreement) each appoint one or two members. The employers' organisations that are party to this collective agreement also appoint one or two members, on the understanding that the number of employer members is equal to the number of employee members. The appeals committee is chaired by an independent chairman.
- c. The employer and employee members and the chairman each have one vote. The members judge independently, without being bound by any instructions and according to reasonableness and fairness.
- d. A member of the committee who is or has been directly involved in a pending issue does not participate in the discussion and decision-making on the matter.
- e. The appeals committee is supported by an (official) secretary.
- f. The appeals committee is advised by external job evaluation experts.

- g. The secretary and the external job evaluation experts are not part of the appeals committee and have no voting rights.
- h. The members of the appeals committee as well as the secretary and external experts are obliged to maintain discretion with regard to everything that comes to their attention by virtue of their membership or position.

4. [Filing an appeal](#)

- a. The employee can only appeal to the appeals committee once the internal objection procedure has been completed. If the employer has not communicated its decision to the employee within the 30-day period as referred to in Article 2(c) of these regulations, the internal objection procedure is deemed to have been completed on the last day of the 30-day period.
- b. There are no costs associated with lodging an appeal with the appeals committee.
- c. The employee must submit his written appeal to the secretary within 3 weeks after completion of the internal objection procedure (by e-mail: paritaire.commissie@actor.nl or by ordinary post: Centrale beroepscommissie functie-indeling dierhouderij, Pompmolenlaan 10C, 3447 GK Woerden).
- d. The appeal must include:
 - A written motivation from the employee why he is appealing against his job classification;
 - (copy of) the job description and/or a completed ORBA® questionnaire, signed for approval by both the employee and the employer.
 - (copy of) the classification decision taken by the employer and/or the classification form;
 - (copy of) the written notification made by the employer in the objection phase or
 - In the absence of this notification,
 - (copy of) the written objection submitted to the employer by the employee (in accordance with Article 2, paragraph 2 of these regulations).

5. [Admissibility](#)

- a. The appeals committee assesses whether the appeal is admissible. If necessary, the employee will be given the opportunity to provide additional information within 10 working days.
- b. The appeals committee will inform the employee in writing within 15 working days, stating the reasons for whether or not the application is admissible.

6. [Options in case of inadmissibility](#)

- a. If the appeals committee has deemed the appeal as inadmissible:
 - The employee who is a member of an employees' organisation that is a party to this collective agreement can contact the director of this employees' organisation. The director will submit the appeal to the job evaluation expert of the employees' organisation and to the job evaluation expert of the AWWN. The decision of the job evaluation experts, provided it is unanimous, is binding.
 - The employee who is not a member of an employees' organisation that is a party to this collective agreement can contact Actor, Pompmolenlaan 10C, 3447 GK Woerden. Actor will submit the appeal to the job evaluation expert of the AWWN. The decision of the job evaluation expert is binding.

7. [Method of investigation](#)

- a. Within 10 working days after the appeal has been declared admissible, the appeals

committee will send a copy of the appeal to the employer and give the employer the opportunity to submit a statement of defence within 15 working days. Once received, the appeals committee will send the statement of defence to the employee for information.

- b. The appeals committee sets up an ad-hoc advisory committee consisting of a job evaluation expert of the employees' organisations that is a party to collective agreement and a job evaluation expert from the AWWN. If the employee concerned is a member of an employees' organisation that is a party to the collective agreement, the job evaluation expert from the other employees' organisation will initially be asked to be part of the ad-hoc advisory committee.
- c. The task of the advisory committee is to provide unanimous job evaluation advice on the classification of the job. In order to fulfil its duties:
 - The advisory committee is provided with the notice of appeal and the written defence;
 - The advisory committee can ask the employee and the employer for further explanation and conduct an additional (workplace) investigation. This always and exclusively takes place in the presence of both the employee and the employer.
- d. The advisory committee aims to complete its work within 2 months of the employee submitting the notice of appeal.
- e. The advisory committee sends its advice to the appeals committee. The secretary sends the advice to the employer and employee for their information.

8. Decision

- a. The appeals committee will make a decision within 1 month of receiving the advice from the advisory committee. The decision will be sent to the employee and employer involved within 1 week.
- b. The decision is binding for the employee and employer involved. A review by the civil court remains open.

Final provisions

9. Representatives

- a. The employee and employer have the right to be assisted or represented in this procedure.
- b. Any costs resulting from this are not eligible for reimbursement.

10. Extension of deadlines

- a. The periods stated in these regulations can be extended by the appeals committee.
- b. The appeals committee will always motivate a decision to extend and inform the employer and employee involved thereof.

Appendix 2

Weekly wages and hourly wages

2.1 Weekly wages as of 1 January 2026

Table 2.1.1: Weekly wages from 1 January 2026

Age	Job category/pay grade					
	B	C	D	E	F	G
15 or older: starting scale	WML	n/a	n/a	n/a	n/a	n/a
15	€ 239.45	€ 249.10	€ 278.70	€ 285.15	€ 291.50	€ 313.85
16	€ 266.05	€ 276.75	€ 309.70	€ 316.80	€ 323.90	€ 348.70
17	€ 319.25	€ 332.10	€ 371.60	€ 380.20	€ 388.70	€ 418.45
18	€ 372.45	€ 387.45	€ 433.55	€ 443.55	€ 453.45	€ 488.20
19	€ 425.70	€ 442.80	€ 495.50	€ 506.90	€ 518.25	€ 557.90
20	€ 478.90	€ 498.15	€ 557.40	€ 570.30	€ 583.00	€ 627.65
21 to state pension age						
Starting scale	WML	n/a	n/a	n/a	n/a	n/a
1st year of service	€ 558.98	€ 558.98	€ 619.35	€ 633.65	€ 647.80	€ 697.40
2nd year of service	€ 558.98	€ 573.85	€ 637.75	€ 651.85	€ 665.50	€ 717.40
3rd year of service	€ 562.80	€ 594.45	€ 656.00	€ 669.85	€ 683.65	€ 737.25
4th year of service	€ 587.05	€ 614.75	€ 674.50	€ 687.95	€ 701.30	€ 757.20
5th year of service	€ 611.20	€ 635.45	€ 692.50	€ 706.20	€ 719.45	€ 777.35
6th year of service	€ 635.45	€ 655.80	€ 710.70	€ 724.25	€ 737.40	€ 797.05

Notes to Table 2.1.1

* The statutory monthly minimum wage was abolished with the introduction of the Dutch Implementation of Minimum Wages Act (Wet invoering minimumuurloon) on 1 January 2024. The weekly wage in the starting scale is calculated by multiplying the statutory minimum hourly wage of a 15-year old (for youth wages) or a 21-year-old employee by a factor of 1983.6/12/4.35 (based on the standard number of working hours in a calendar year). It is important that, irrespective of the number of weekly working hours, every employee's hourly wage equals at least the statutory minimum hourly wage as determined by the government. The statutory minimum hourly wages as of 1 January 2026 are provided in Table 4.3.2.

Wages for job category B, 1st and 2nd year of service, and job category C, 1st year of service, in the part of the table for 21 to state pension age have not been determined according to the computation rules indicated in subclause 4.3.6(b). These wages have been increased to match the statutory minimum hourly wage. The original wages were € 532.10 (B1), € 538.75 (B2) and € 553.50 (C1). The wage increase as of 1 January 2027 will be calculated based on these original wages.

2.2 Hourly wages as of 1 January 2026

Table 2.2.1: Hourly wages from 1 January 2026

Age	Job category/pay grade					
	B	C	D	E	F	G
15 or older: starting scale	WML	n/a	n/a	n/a	n/a	n/a
15	€ 6.30	€ 6.55	€ 7.33	€ 7.50	€ 7.67	€ 8.26
16	€ 7.00	€ 7.28	€ 8.15	€ 8.34	€ 8.52	€ 9.18
17	€ 8.40	€ 8.74	€ 9.78	€ 10.01	€ 10.23	€ 11.01
18	€ 9.80	€ 10.20	€ 11.41	€ 11.67	€ 11.93	€ 12.85
19	€ 11.20	€ 11.65	€ 13.04	€ 13.34	€ 13.64	€ 14.68
20	€ 12.60	€ 13.11	€ 14.67	€ 15.01	€ 15.34	€ 16.52
21 to state pension age						
Starting scale	WML	n/a	n/a	n/a	n/a	n/a
1st year of service	€ 14.71	€ 14.71	€ 16.30	€ 16.68	€ 17.05	€ 18.35
2nd year of service	€ 14.71	€ 15.10	€ 16.78	€ 17.15	€ 17.51	€ 18.88
3rd year of service	€ 14.81	€ 15.64	€ 17.26	€ 17.63	€ 17.99	€ 19.40
4th year of service	€ 15.45	€ 16.18	€ 17.75	€ 18.10	€ 18.46	€ 19.93
5th year of service	€ 16.08	€ 16.72	€ 18.22	€ 18.58	€ 18.93	€ 20.46
6th year of service	€ 16.72	€ 17.26	€ 18.70	€ 19.06	€ 19.41	€ 20.98

Notes to Table 2.2.1

It is important that, irrespective of the number of weekly working hours, every employee's hourly wage equals at least the statutory minimum hourly wage as determined by the government. The statutory minimum hourly wages as of 1 January 2026 are provided in Table 4.3.2.

Wages for job category B, 1st and 2nd year of service, and job category C, 1st year of service, in the part of the table for 21 to state pension age have not been determined according to the computation rules indicated in subclause 4.3.6(b). These wages have been increased to match the statutory minimum hourly wage. The original wages were € 14.00 (B1), € 14.18 (B2) and € 14.57 (C1). The wage increase as of 1 January 2027 will be calculated based on these original wages.

2.3 Weekly wages as of 1 July 2026

Table 2.3.1: Weekly wages from 1 July 2026 following the increase in the statutory minimum wage effective 1 July 2026

Age	Job category/pay grade					
	B	C	D	E	F	G
15 or older: starting scale	WML	n/a	n/a	n/a	n/a	n/a
15	€ 239.45	€ 249.10	€ 278.70	€ 285.15	€ 291.50	€ 313.85
16	€ 266.05	€ 276.75	€ 309.70	€ 316.80	€ 323.90	€ 348.70
17	€ 319.25	€ 332.10	€ 371.60	€ 380.20	€ 388.70	€ 418.45
18	€ 372.45	€ 387.45	€ 433.55	€ 443.55	€ 453.45	€ 488.20
19	€ 425.70	€ 442.80	€ 495.50	€ 506.90	€ 518.25	€ 557.90
20	€ 478.90	€ 498.15	€ 557.40	€ 570.30	€ 583.00	€ 627.65
21 to state pension age						
Starting scale	WML	n/a	n/a	n/a	n/a	n/a
1st year of service	€ 569,62	€ 569,62	€ 619.35	€ 633.65	€ 647.80	€ 697.40
2nd year of service	€ 569,62	€ 573.85	€ 637.75	€ 651.85	€ 665.50	€ 717.40
3rd year of service	€ 569,62	€ 594.45	€ 656.00	€ 669.85	€ 683.65	€ 737.25
4th year of service	€ 587.05	€ 614.75	€ 674.50	€ 687.95	€ 701.30	€ 757.20
5th year of service	€ 611.20	€ 635.45	€ 692.50	€ 706.20	€ 719.45	€ 777.35
6th year of service	€ 635.45	€ 655.80	€ 710.70	€ 724.25	€ 737.40	€ 797.05

Notes to Table 2.3.1

* The statutory monthly minimum wage was abolished with the introduction of the Dutch Implementation of Minimum Wages Act (Wet invoering minimumuurloon) on 1 January 2024. The weekly wage in the starting scale is calculated by multiplying the statutory minimum hourly wage of a 15-year old (for youth wages) or a 21-year-old employee by a factor of 1983.6/12/4.35 (based on the standard number of working hours in a calendar year). It is important that, irrespective of the number of weekly working hours, every employee's hourly wage equals at least the statutory minimum hourly wage as determined by the government. The statutory minimum hourly wages as of 1 January 2026 are provided in Table 4.3.2.

Wages for job category B, 1st, 2nd and 3rd year of service, and job category C, 1st year of service, in the part of the table for 21 to state pension age have not been determined according to the computation rules indicated in subclause 4.3.6(b). These wages have been increased to match the statutory minimum hourly wage. The original wages were € 532.10 (B1), € 538.75 (B2), € 562.80 (B3) and € 553.50 (C1). The wage increase as of 1 January 2027 will be calculated based on these original wages.

2.4 Hourly wages as of 1 July 2026

Table 2.4.1: Hourly wages from 1 July 2026 following the increase in the statutory minimum wage effective 1 July 2026

Age	Job category/pay grade					
	B	C	D	E	F	G
15 or older: starting scale	WML	n/a	n/a	n/a	n/a	n/a
15	€ 6.30	€ 6.55	€ 7.33	€ 7.50	€ 7.67	€ 8.26
16	€ 7.00	€ 7.28	€ 8.15	€ 8.34	€ 8.52	€ 9.18
17	€ 8.40	€ 8.74	€ 9.78	€ 10.01	€ 10.23	€ 11.01
18	€ 9.80	€ 10.20	€ 11.41	€ 11.67	€ 11.93	€ 12.85
19	€ 11.20	€ 11.65	€ 13.04	€ 13.34	€ 13.64	€ 14.68
20	€ 12.60	€ 13.11	€ 14.67	€ 15.01	€ 15.34	€ 16.52
21 to state pension age						
Starting scale	WML	n/a	n/a	n/a	n/a	n/a
1st year of service	€ 14.99	€ 14.99	€ 16.30	€ 16.68	€ 17.05	€ 18.35
2nd year of service	€ 14.99	€ 15.10	€ 16.78	€ 17.15	€ 17.51	€ 18.88
3rd year of service	€ 14.99	€ 15.64	€ 17.26	€ 17.63	€ 17.99	€ 19.40
4th year of service	€ 15.45	€ 16.18	€ 17.75	€ 18.10	€ 18.46	€ 19.93
5th year of service	€ 16.08	€ 16.72	€ 18.22	€ 18.58	€ 18.93	€ 20.46
6th year of service	€ 16.72	€ 17.26	€ 18.70	€ 19.06	€ 19.41	€ 20.98

Notes to Table 2.4.1

It is important that, irrespective of the number of weekly working hours, every employee's hourly wage equals at least the statutory minimum hourly wage as determined by the government. The statutory minimum hourly wages as of 1 January 2026 are provided in Table 4.3.2.

Wages for job category B, 1st, 2nd and 3rd year of service, and job category C, 1st year of service, in the part of the table for 21 to state pension age have not been determined according to the computation rules indicated in subclause 4.3.6(b). These wages have been increased to match the statutory minimum hourly wage. The original wages were € 14.00 (B1), € 14.18 (B2), € 14.81 (B3) and € 14.57 (C1). The wage increase as of 1 January 2027 will be calculated based on these original wages.

2.5 Weekly wages as of 1 January 2027

Table 2.5.1: Weekly wages from 1 January 2027

Age	Job category/pay grade					
	B	C	D	E	F	G
15 or older: starting scale	WML	n/a	n/a	n/a	n/a	n/a
15	€ 246.60	€ 256.55	€ 287.10	€ 293.70	€ 300.25	€ 323.25
16	€ 274.00	€ 285.05	€ 319.00	€ 326.30	€ 333.65	€ 359.15
17	€ 328.85	€ 342.05	€ 382.75	€ 391.60	€ 400.35	€ 431.00
18	€ 383.65	€ 399.05	€ 446.55	€ 456.85	€ 467.10	€ 502.80
19	€ 438.45	€ 456.10	€ 510.35	€ 522.10	€ 533.80	€ 574.65
20	€ 493.25	€ 513.10	€ 574.15	€ 587.40	€ 600.50	€ 646.45
21 to state pension age						
Starting scale	WML	n/a	n/a	n/a	n/a	n/a
1st year of service	€ 569,62	€ 570.10	€ 637.95	€ 652.65	€ 667.25	€ 718.30
2nd year of service	€ 569,62	€ 591.05	€ 656.90	€ 671.40	€ 685.45	€ 738.90
3rd year of service	€ 579.70	€ 612.30	€ 675.70	€ 689.95	€ 704.15	€ 759.35
4th year of service	€ 604.65	€ 633.20	€ 694.75	€ 708.60	€ 722.35	€ 779.90
5th year of service	€ 629.55	€ 654.50	€ 713.30	€ 727.40	€ 741.05	€ 800.65
6th year of service	€ 654.50	€ 675.45	€ 732.00	€ 746.00	€ 759.50	€ 820.95

Notes to Table 2.5.1

* The statutory monthly minimum wage was abolished with the introduction of the Dutch Implementation of Minimum Wages Act (Wet invoering minimumuurloon) on 1 January 2024. The weekly wage in the starting scale is calculated by multiplying the statutory minimum hourly wage of a 15-year old (for youth wages) or a 21-year-old employee by a factor of 1983.6/12/4.35 (based on the standard number of working hours in a calendar year). It is important that, irrespective of the number of weekly working hours, every employee's hourly wage equals at least the statutory minimum hourly wage as determined by the government.

Wages for job category B, 1st and 2nd year of service, in the part of the table for 21 to state pension age have not been determined according to the computation rules indicated in subclause 4.3.6(b).

These wages have been increased to match the statutory minimum hourly wage from 1 July 2026. The original wages were € 548.05 (B1), and € 554.90 (B2).

2.6 Hourly wages as of 1 January 2027

Table 2.6.1: Hourly wages from 1 January 2027

Age	Job category/pay grade					
	B	C	D	E	F	G
15 or older: starting scale	WML	n/a	n/a	n/a	n/a	n/a
15	€ 6.49	€ 6.75	€ 7.55	€ 7.73	€ 7.90	€ 8.51
16	€ 7.21	€ 7.50	€ 8.39	€ 8.59	€ 8.78	€ 9.45
17	€ 8.65	€ 9.00	€ 10.07	€ 10.31	€ 10.54	€ 11.34
18	€ 10.10	€ 10.50	€ 11.75	€ 12.02	€ 12.29	€ 13.23
19	€ 11.54	€ 12.00	€ 13.43	€ 13.74	€ 14.05	€ 15.12
20	€ 12.98	€ 13.50	€ 15.11	€ 15.46	€ 15.80	€ 17.01
21 to state pension age						
Starting scale	WML	n/a	n/a	n/a	n/a	n/a
1st year of service	€ 14.99	€ 15.00	€ 16.79	€ 17.18	€ 17.56	€ 18.90
2nd year of service	€ 14.99	€ 15.55	€ 17.29	€ 17.67	€ 18.04	€ 19.44
3rd year of service	€ 15.26	€ 16.11	€ 17.78	€ 18.16	€ 18.53	€ 19.98
4th year of service	€ 15.91	€ 16.66	€ 18.28	€ 18.65	€ 19.01	€ 20.52
5th year of service	€ 16.57	€ 17.22	€ 18.77	€ 19.14	€ 19.50	€ 21.07
6th year of service	€ 17.22	€ 17.78	€ 19.26	€ 19.63	€ 19.99	€ 21.60

Notes to Table 2.6.1

It is important that, irrespective of the number of weekly working hours, every employee's hourly wage equals at least the statutory minimum hourly wage as determined by the government.

Wages for job category B, 1st and 2nd year of service, in the part of the table for 21 to state pension age have not been determined according to the computation rules indicated in subclause 4.3.6(b). These wages have been increased to match the statutory minimum hourly wage from 1 July 2026. The original wages were € 14.42 (B1), and € 14.60 (B2).

Appendix 3

Joint Animal Husbandry Committee: regulations

1. Powers

- a. The Joint Animal Husbandry Committee (hereinafter referred to as the joint committee) is authorised to carry out the following tasks:
 - Advise on the interpretation and application of the collective agreement; this is done at the request of the employer, the employee, an authorised representative of either or another interested party;
 - Mediate in a difference of opinion about the interpretation and application of the collective agreement; this is done at the request of the employer or employee concerned;
 - Granting dispensation from the application of one or more provisions of this collective agreement; this is done in accordance with 10.5, at the request of the employer or group of employers concerned.
 - Decide in an appeal against the employer's decision to apply a specific collective agreement for the primary agricultural sector, as referred to in 10.3.3; this is done at the request of the relevant participation body or a party to the collective agreement;
 - Decide on an objection to the employer's refusal to allow the employee to make use of the scheme for employees aged 62 or older, as referred to in Article 9.1, or in case of compelling business interests that prevent the employee from taking leave corresponding to the reduced working hours in a contiguous period of time, either at the request of the employee or the employer concerned.

2. Composition

- a. The joint committee consists of four members. Two members are appointed by the employers' organisations that are party to the collective agreement for Production-oriented Animal Husbandry (hereinafter referred to as 'this collective agreement'). The other two members are appointed by the employees' organisations that are party to this collective agreement.
- b. The joint committee is assisted by a secretary and can be supported by experts.

3. Submission of a request

- a. A request as referred to in Article 1 of these regulations must be submitted in writing to the joint committee at: Actor, Pompmolenlaan 10C, 3447 GK Woerden or at paritaire.commissie@actor.nl and must contain at least:
 - The name and address of the person requesting;
 - The signature by the person requesting;
 - An accurate description of the nature and scope of the request;
 - Motivation for the request
 - The date.
- b. If requested, the person requesting must provide (additional) information and documents that are necessary for the assessment of the request, within a specified period.

4. Processing of the request

- a. A request will be processed within two weeks after the information that has been provided is deemed sufficient for assessment in the opinion of the joint committee.

- b. The joint committee may, if it deems it necessary, invite the person requesting and his possible counterparty to be heard to further explain the request. The parties can be assisted by experts and/or be represented by an authorised representative.
- c. The members of the joint committee, the secretary and any experts are obliged to maintain secrecy with regard to all confidential information that has come to their attention during the handling of a request.
- d. A member of the joint committee who is (or has been) directly involved in a pending issue does not participate in the discussion and decision-making on the matter.
- e. The members judge independently, without being bound by any instructions and according to reasonableness and fairness.
- f. Insofar as applicable, all documents exchanged between the person requesting and the joint committee will be made available to the counterparty of the person requesting and vice versa.

5. Decision-making

- a. The joint committee decides within 1 month after the request has been processed, by a majority vote. If the votes are tied, no decision will be taken.
- b. The secretary will send the written and substantiated decision to the person requesting and his possible counterparty, within one week. If the joint committee has not made a decision due to the vote being tied, the person requesting and his possible counterparty will be informed of this in writing, supported by reasons, within one week as well.

6. Final provisions

- a. The periods referred to in Articles 4a and 5 of these regulations can be extended by the joint committee. The joint committee will always motivate a decision to extend and inform the person requesting and his possible counterparty thereof.
- b. Any costs incurred by the parties in connection with a request are payable by them.

Appendix 4

The collective agreement stipulates that if the employer provides accommodation to employees who temporarily reside in the Netherlands and have an employment contract with him, all facilities of this accommodation, such as sanitary facilities, cooking facilities and heating, and the fire safety of the location should at least meet all the requirements on the Checklist of the Agricultural Quality Label For Flexible Housing. These requirements include:

1	Records, space and privacy	Interpretation (and comments)	Major/ minor
1.1	Participation form	In the annual participation form, the company (participant) states whether it: • Has been issued or refused a housing permit (append the municipality's decision, see also section 6). • Is a member of an organisation affiliated to or associated with the Dutch Agriculture and Horticulture Association (LTO Nederland).	Major
1.2	At least once a year, the participant must carry out a self-assessment of all sections of the Agricultural Quality Label For Flexible Housing (AKF) to check against the requirements of the AKF. The participant must carry out and document corrective actions, and must provide this documentation during the audit.	In case of non-compliance, the participant must add a comment to the item concerned. The participant must document every corrective action to demonstrate that it has been carried out. The participant must complete the self-assessment before the audit. The audit is suspended if the self-assessment has not been carried out.	Major
1.3	The participant's administration includes an up-to-date list of accommodations including the maximum number of residents per location, which must be available for inspection by the auditor and be kept on file for at least two (2) years.	The company/employer ensures that the Certification Body (CB) receives a complete and, on that date, current overview of all accommodations at least one week before the inspection, including the number of residents per time/period for each accommodation. This list must cover at least one (1) year. This list should also include all rented accommodations, which must also comply with the housing requirements. The auditor must be able to get an accurate picture of the accommodation. Therefore, the accommodation must be available and accessible at the time of the	Major

		audit. If additional accommodation is added during peak times, and if this is not available during the audit, this accommodation must be assessed during an additional audit when it is in use. Sections 1.2, 1.3, 1.7, 1.8, 6, 7, 8 and 9 do not have to be audited again at that time. The accommodation does not have to be occupied at the time of the audit. The so-called 10% audits (unannounced audits) must take place when the accommodation is occupied.	
1.4	The agreed terms and conditions for the use of and compensation for this use of the accommodation are stated in a separate agreement.	The agreement is laid down in writing and includes at least the following items: the names of the user and provider of the accommodation, costs and any services charges, the manner in which these are paid, the address and a description of the accommodation, the start date and any end date of the agreement, and the signature of both parties. Additional arrangements such as house rules can also be included in the agreement. The agreement should be drawn up and made available in a language the user understands. The format of the agreement is not prescribed. Model agreements are available online via the Agriculture and Horticulture Employers' helpdesk (Werkgeverslijn land- en tuinbouw).	Major
1.5	Permitted types of housing include: a. Regular house; b. Hotel/guest house; c. Residential units in a building and studios; d. Cottages/housing units or mobile homes if these have central heating and double glazing; e. Housing at recreational sites (holiday cottages); f. Agricultural seasonal housing directly linked to the nature of the seasonal work.	Housing that is not included in any of the above categories is not permitted. - A hotel/guest house means a hotel/guest house that is in operation and can be booked in a standard manner. An location that used to serve as a hotel/guest house and is now used as accommodation for migrant workers falls under the heading of 'residential units in a building' and has to meet all standard requirements. - A studio is an independent one-room	Minor

	This type of housing may be occupied for a maximum of four (4) months in the period from 15 March to 15 October, unless the work starts earlier or ends later due to climatic conditions.	accommodation that does not have a separate bedroom. - Tents are not permitted. - Caravans were permitted until 15 October 2024, after which they no longer meet the requirements of the AKF. Until said date, they could only be occupied as agricultural seasonal housing by no more than two (2) people (phased out over time).	
1.6	Sanitary facilities (toilet, shower) should be under the same roof as the sleeping quarters.	Agricultural seasonal housing is exempt from this requirement, but sanitary facilities should be located within 200 metres of the sleeping quarters.	Minor
1.7	Cooking facilities should be located within 200 metres of the sleeping quarters.		Minor
1.8	A maximum of two people are permitted to sleep in a single bedroom.	Agricultural seasonal housing is exempt from this requirement.	Major
1.9	Residents should have at least 3 m ² of floor space in their bedroom, and that does not include the space taken up by the bed.	Agricultural seasonal housing is exempt from this requirement.	Minor
1.10	Matrasses should measure at least 80 cm x 200 cm and lie on corresponding size beds. A double bed for a 'couple' should preferably measure 160 cm x 200 cm but at least 140 cm x 200 cm.	Double beds may only be provided to 'couples' or to a single person.	Major
1.11	The bedroom should have a window or something similar to allow daylight to come in.		Minor
1.12	Before 1 January 2026, residents had a minimum of 13 m ² of enclosed floor space per person. As of that date, this is increased to 15 m ² per person. For seasonal housing, the minimum floor space requirement is 10 m ² .	The term floor space refers to the total usable floor area (gebruiksoppervlakte or GBO in Dutch). GBO is a term used by real estate agents and the Netherlands Council for Real Estate Assessment (Waarderingskamer): Gebruiksoppervlakte van een woning (in Dutch).	Major

1.13	During audits, if the accommodation is occupied at that time, the auditor checks whether the actual occupancy matches the data on record.	Actual occupancy refers to the number of people living at the accommodation. Not all companies can be audited when housing is in use. Some sectors experience a short peak period, making it physically impossible to visit all sites within that time frame. During the regular audit, the auditor should be able to obtain a good picture of available housing. See also requirement 1.3 (10% audits).	Major
1.14	The residents are directly employed by the company (employer) and not by a temporary employment agency or a payroll company (employment agency). Employees working for an employment agency are covered by the Stichting Normering Flexwonen (SNF) certification system. For agricultural seasonal housing, an exception to the requirement of being employed by the company itself can be made, provided that the worker: • Is managed and supervised by a company to be certified with the AKF; • Is offered accommodation in housing managed by the company to be certified with the AKF; • Pays an amount for housing that is equal or lower than that maximum stated in the agricultural collective agreement that is applicable to the user company. The user company assumes responsibility for this and can be held accountable. The user company has to enter into written agreements with the employment agency; • Residents of the housing may only work for the user company.	Check the employment contracts of some residents, the minimum sample is the square root of the number of residents, but at least than 5 random checks for 5 or more residents. Housing employees who are not employed by the company itself or are not working within the scope of the primary agricultural collective agreements is not permitted, with the exception of agricultural seasonal housing under the conditions listed in the lefthand column. Therefore, this exclusion also applies to self-employed workers without employees (ZZP'ers). By signing the self-declaration (see section 7), the company declares to comply with the requirements. The written agreements on the amount to be paid for the costs of housing should be demonstrated with a statement in which the user company and the employment agency agree on an amount that is equal to or lower than the maximum costs to be paid for housing, as included in the agricultural collective agreement applicable to the user company. This statement should be signed by authorised representatives of both parties.	Major
1.15	The accommodations should be adequately maintained. The maintenance status is to be assessed by the auditor. This includes checks for waterproofness,	The accommodations should meet contemporary Dutch standards of hygiene and comfort (see requirement 2.3). The rooms should have	Major

	proper levelling and the status of the insulation.	sufficient ventilation options (mechanical or natural ventilation). Waste bins should also be provided in the sanitary facilities and the kitchen. In terms of comfort, every room should be (or can be made) sufficiently warm and light, and mattresses should be placed on beds.	
1.16	The accommodations are connected to the electricity and water supply. The accommodations are at least 5.00 metres apart from each other and at least 5.00 metres away from any other building. If the municipality has granted a permit for the accommodations (and these therefore comply with the Environment Buildings Decree of the Netherlands (Besluit bouwwerken leefomgeving)), or if the fire brigade or any other competent authority has issued a report stating that the accommodations may be closer together, the 5-metre distance requirement does not apply.	If water tanks are used in the context of category f (seasonal housing), it must be clearly indicated, e.g., with a sticker, that the water in such tanks is not drinking water. The purpose of this measure is to prevent hygiene risks. - 'Other building' refers to any type of building.	Major

2	Sanitary facilities, safety and hygiene	Interpretation	Major/ minor
2.1	The accommodations include at least 1 toilet per 8 residents. Any additional toilets must comply with the standards for general safety, fire safety and hygiene. The toilet must have a working lock.	- The term 'toilet' means a mechanical water-flushed toilet. A chemical toilet does not meet that definition. - If an accommodation has more than the minimum number of toilets, these must also meet the safety and hygiene requirements.	Major
2.2	The accommodations include at least 1 shower per 8 residents. Any additional showers must comply with the standards for general safety, fire safety and hygiene. The shower must have a working lock.	- If an accommodation has more than the minimum number of showers, these must also meet the safety and hygiene requirements.	Major
2.3	Safety and hygiene: - No visible overloading of the electricity net (double plugs, hot plates, extension cables, etc.).	A cleaning policy and/or schedule should be in place indicating what has to be cleaned and how often this is done. It should be evident that the	Major

	- Wet areas should be well ventilated. - No mould. - Broken switches and wall sockets are not permitted. - Every resident should have at least 1 wall socket available. - The meter box should be equipped with an residual-current device and a fuse or automatic circuit breaker. - In 'wet areas', all sockets and light fittings must be earthed and in compliance with the Environment Buildings Decree of the Netherlands (Besluit bouwwerken leefomgeving) and NEN 1010, the standard for low-voltage electrical installations. - The building should also be safe for its residents. Pay attention to stairs (there should be a banister), landings (sufficient space, no storage), lighting of common areas, free passage to and through emergency exits, no draughts and no broken windows.	accommodations are cleaned on a regular basis. 'Safety' includes matters that are visible to the auditor such as loose electrical cables, visible overloading of the electricity network using extension cords and splitters. There should not be any situation that could potentially cause danger or injury. NEN 1010 is based on zones; • Zone 0: The shower tray and bath zone: at least IP67 12 Volt. • Zone 1: Directly above the shower tray or bath to a height of 2.6 m: at least IP65. • Zone 2: Within a radius of 60 cm around the shower or bath: at least IP45. • Zone 3: Other parts of the bathroom: at least IP21.	
2.4	A gas-fired or fluid-fired central heating system, gas stove, and tankless water heater should be demonstrably checked every two years. Electric heaters and heat pumps are permitted provided these are installed as a stationary unit.	This has to be demonstrated with an invoice of the certifying company and/or the test report and/or a sticker on the device listing the name of the certifying company. The certifying company must be an approved or certified 'gas and heating' company. These companies can be found using Dutch websites such as www.echteinstallateur.nl and www.technieknederland.nl. New appliances do not require inspection for the first 2 years after the date of they were commissioned. Stand-alone gas-fired or fluid-fired heaters are not permitted.	Major

3	Facilities		Major/ minor
3.1	At least 30 litres of fridge and freezer space per person. Any additional space must also comply with the standards for general safety, fire safety and hygiene.	The stated 30 litres per person is the minimum total available fridge and freezer space. Check whether the equipment works, how clean it is, etc. The manufacturer's or supplier's information on the original sticker which is in or on the appliance can be used to determine the content.	Major
3.2	Each resident should have an individual and lockable storage space at their disposal.	The storage space doesn't have to be located in the bedroom. If the resident is the only occupant of the room, being able to lock the room is sufficient.	Major
3.3	Hotplates or hobs: at least 4 burners or cooking zones. In case of more than 8 residents: 1 burner per 2 individuals; in case of more than 30 residents: at least 16 burners.	See also standard section 5 (Safety).	Minor

4	Available information and other requirements	Interpretation	Major/ minor
4.1	An information card on emergency procedures, in the residents' native language, should be hanging in a central location in the accommodation. It should at least include the contact details for: - Emergency response officer / building manager - Regional police - Fire brigade - 112 (emergency telephone number for life-threatening situations) - Summary of house rules in the native language or languages of the residents - Fire safety and emergency evacuation procedure.	An information card template developed by Stigas is available at www.werkgeverslijn.nl . The information card should include the procedure to be followed in case of an emergency. This information can be a floor plan and an indication of the evacuation route, but can also be provided in a different way. The determining factor for approval is whether the temporary resident or residents are comprehensibly informed, at a central location on site, on how to act in case of an emergency. Address details should also be included, to make sure emergency services can be given the correct address.	Major

4.2	With due observance of the applicable regulations for the privacy of the residents, the auditor should be able to enter every room to adequately assess the entire accommodation.	The auditor must be able to get an accurate picture of the entire accommodation.	Major
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5	Fire safety	Interpretation	Major/minor
5.1	Fire extinguisher • Shelf life and validity can be checked. Each extinguisher is inspected every 2 years. The inspection should be carried out by a REOB-certified company (Regeling Erkenning Onderhoud Blusmiddelen, the Dutch fire extinguisher certification body). • At least 6 kg or litres of extinguishing agent is available on site. • The operating instructions are facing out and legible. • There is a fire extinguisher of at least 2 kg or litres within 5 metres of every cooking facility.	REOB certification of the organisation that carried out the inspection should be provided on a sticker on the extinguisher. The stickers should state when the inspection took place, and the date at which the next inspection should take place. Comment: The use of a powder extinguisher in a confined space will severely hamper perception, which may hinder the rescue of people and animals, and other emergency measures. In confined spaces, water and foam extinguishers are preferable. A fire hose reel (water) is also a fire extinguisher.	Major
5.2	Fire blanket (at the cooking facilities).	A good fire blanket measures at least 100 by 100 cm. A 120 by 120 cm fire blanket is preferred.	Major
5.3	Functioning smoke and carbon monoxide (CO) detectors must have been installed at the prescribed locations. At least 1 functioning (tested during the inspection) smoke detector per floor. Installed at the highest point on the ceiling at a distance of at least 50 cm from the wall; if the ceiling is slanted, 90 cm from the highest point. Measure the distance from the centre of the device.	A CO detector is also mandatory when the building includes equipment that can produce carbon monoxide (gas heater, heating system with open combustion system, tankless water heater). This is not required for a gas cooker or stove. Housing units and caravans (category f) should also have smoke detectors installed in such a way that residents can properly hear the alarm. The basic principle is that all smoke detectors are operational, and the auditor tests 1 smoke detector per floor and/or site. If the accommodation has a central fire alarm system, it has to be inspected at least	Major

		once a year by a certified company to determine compliance with the NEN 2654-1 standard. Certified companies are listed at hetccv.nl/bedrijven .	
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6	Municipal requirements and supervision and management	Interpretation	Major/minor
6.1	If a permit: • Has been issued, the accommodation must at least meet the quality requirements for the accommodation as listed on the permit. • Has been rejected for structural reasons that affect the safety of residents, it must be demonstrated that the identified deficiencies have been resolved. If no municipal policy exists or no permit has been applied for, the assessment is based on the standard.	The company provides information on the status of the permit annually. If a permit application is pending, this is included in the file. The AKF does not require a company to apply for a permit. Enforcement of municipal policy is not within the scope of the AKF. The company is responsible for the accuracy of the information provided.	Major
6.2	In case of emergency, residents should be able to reach a building manager for assistance 24/7 (see also requirement 4.1). A template is available at www.werkgeverslijn.nl .	An emergency means any event that may have a direct impact on the health and/or safety of residents.	Major

7	Good employment practices	Interpretation	Major/minor
7	The employer declares to act as a good employer and will fully apply the applicable collective agreement for the open cultivation sector (Open Teelten), greenhouse horticulture (Glastuinbouw) or production-oriented animal husbandry (Productiegericht Dierhouderij). The employer confirms this by signing a self-declaration. The self-declaration is valid for a period of 12 months. A copy of this statement should be submitted to the	See the self-declaration, which is available via werkgeverslijn.nl/akf or this link (in Dutch).	Major

	certification body to include in the company's file.		
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8	Complaints procedure	Interpretation	Major/ minor
8	A complaints procedure should be in place for complaints related to the AKF.	The aim of the complaints procedure is to ensure that all complaints are recorded and processed. If complaints are received, management should consult with a (representative of) the employees at least once every 6 months and record the conversation in a brief report. All corrective actions should be documented. As part of this procedure, a company must also report to the Dutch Agriculture and Horticulture Association (LTO Nederland) when it is under further investigation by a competent (local) authority or has been penalised for reasons within the scope of the AKF. A non-prescriptive example of a complaints procedure can be found at werkgeverslijn.nl/akf . Or via this link (English version).	Major

9	Use of logos	Interpretation	Major/ minor
9	The certificate holder is entitled to use the logo of the Agricultural Quality Label For Flexible Housing (word mark and figurative mark), as well as the logos of the certification body and the accreditation body.	The use of the logo (word mark and figurative mark) of the Agricultural Quality Label For Flexible Housing must comply with the requirements set out in Appendix B of the AKF scheme. This also applies to the use of the logos of the certification body and the accreditation body that should be in accordance with the applicable rules.	Major

Generally binding statement

- The provisions of this collective agreement, which have been declared generally binding by the Minister of Social Affairs and Employment, apply to all employers and employees who fall within the scope of this collective agreement (see Article 10.3).
- This is the case from the day after publication of the decision to declare it generally binding (AVV) in the Government Gazette or on another date mentioned in that decision. The AVV decision remains valid until the end date of the collective agreement. The AVV decision will be published on www.uitvoeringarbeidsvoorwaardenwetgeving.nl and on overheid.nl.
- Employers who are members of an employers' organisation that is a party to this collective agreement and their employees are subject to all provisions of this collective agreement that entail rights and obligations for individual employers or employees, from the effective date of this collective agreement until the date on which they no longer apply in accordance with paragraf 10.1.2.

Addresses

Parties to the Collective Agreement for Production-Oriented Animal Husbandry

Organisation	Postal address	Internet and e-mail address	Telephone
Land- en Tuinbouworganisatie Nederland (LTO- Nederland)	Bezuidenhoutseweg 105-113 2594 AC The Hague	www.lto.nl info@werkgeverslijn.nl	070 3382700 Werkgeverslijn: 088 8886688
Centrale Organisatie Broedeieren en Kuikens (COBK)	Munnikenweg 50a 3905 MJ Veenendaal	www.cobk.nl secretariaat@cobk.nl	0318 512429
Producenten Organisatie Varkenshouderij (POV)	Postbus 240 8000 AE Zwolle	www.pov.nl info@pov.nl	088 8886605
CNV	Postbus 2525 3500 GM Utrecht	www.cnv.nl info@cnv.nl	030 7511007
FNV	Postbus 9208 3506 GE Utrecht	www.fnv.nl klantenservice@fnv.nl	088 3680368

Sectoral organisations

Organisation	Postal address	Internet and e-mail address	Telephone
Centrale beroepscommissie functie-indeling dierhouderij	Pompmolenlaan 10C 3447 GK Woerden	paritaire.commissie@actor.nl	088 3292030
Paritaire commissie dierhouderij	Pompmolenlaan 10C 3447 GK Woerden	paritaire.commissie@actor.nl	088 3292030
BPL Pensioen	Postbus 451 9700 AL Groningen	www.bplpensioen.nl employees: deelnemer@bplpensioen.nl employers: werkgever@bplpensioen.nl	Employees: 050 5223000 Employers: 050 5224000
Sazas	Postbus 2010 3440 DA Woerden	www.collandarbeidsmarkt.nl info@sazas.nl	088 5679100
Colland Arbeidsmarkt - administrative office	Pompmolenlaan 10C 3447 GK Woerden	www.collandarbeidsmarkt.nl	088 3292030
Colland Arbeidsmarkt - customer service	Postbus 3189 5902 RD Venlo	info@colland-administratie.nl	088 0084550
Werkgeverslijn land- en tuinbouw	Postbus 240 8000 AE Zwolle	www.werkgeverslijn.nl info@werkgeverslijn.nl	088 8886688

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