

This second workshop in a series on current collective labor agreement themes was again a success. We have received many positive reactions, but above all it has given us insight into the viewpoints and opinions on the collective labor agreement theme "Trend to move higher salary scales outside the collective labor agreement".

Views expressed in the meeting

1. The social plan (often) lapses when individual contracts are introduced. This makes it easier / cheaper to say goodbye to people. Is this also visible in the outflow trend?
2. Not only Synergo, but also the other unions are not in favor of the removal of higher wage scales from the Collective Labor Agreement. Perhaps to facilitate as many employees as possible (member loyalty).
3. Does the company's enthusiasm to switch to Individual contracts depend on the size of the company / management group? Is it easier to arrange for smaller companies against a much more extensive operation for larger companies? Keeps guessing.
4. A collective labor agreement can hinder growth, caged in the shell, while certain roles, which score low in Hay, are "worth more". Individual contract gives space.
5. A challenge / opportunity for Synergo to investigate how we can better support (growing group of) Individual Contracts.
6. At some companies Synergo has contributed to the most acceptable form and content of the Individual contracts, type framework contract, for those involved. The secondary employment conditions are often analogous to those in the CLA. Has now become an accepted fact, and the implementation is going well.

Summary, conclusions

7. Not really surprising, the participants are unanimously in favor of staying in the CLA. This ties in with our commitment in the negotiations when it comes up.
8. Synergo's support for individual contracts strongly depends on the situation, striving for agreements with the employer about a framework contract, but also customization through individual support or agreements

Bijlage 1: De stellingen (Mentimeter)



Bijlage 2 Evaluatie - restpunten

Evaluatie - suggesties

Mentimeter

Helemaal goed. Niks meer aan doen!	Goede inhoud en discussie	Weer meer mensen dan de vorige keer
Misschien een inventarisatie van de schalen zodat we onze spreiding kennen?	Duidelijke presentatie vanuit diverse hoeken	Blijf dit regelmatig doen! Goede input voor discussies met bestuur en ledenraad
Collectiviteit blijft belangrijk!	prima. chats in de gaten houden	Ikben benieuwd hoe we de ervaringen met individuele contracten vs. CAO gaan koesteren door de jaren heen
Laagdrempelig	Fijn als onderhandelaar omDit mee te krijgen	